CHAPTER 5

FINDINGS, RECOMMENDATIONS AND SUGGESTIONS

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FINDINGS, RECOMMENDATIONS AND SUGGESTIONS

After processing the data, obtaining, interpreting and discussing the results in previous chapter, major findings have been given in the present chapter. These findings can be generalized to the extent of representativeness of the sample and methodology employed in the study.

Keeping the major findings in view, general observation of the researcher and recommendations for government, policy makers, curriculum planners, school organization and management and teachers have been worked out.

But these findings and recommendations do not fit in all the concerns of study. As such some suggestions have been given for the further research. This chapter is, therefore, divided into the following sections:

- Major Findings
- General Observation of the Researcher
- Recommendations
- Suggestions for further research
- Delimitations of the study
5.1.0 MAJOR FINDINGS

On the basis of the obtained results (4.2.0) and interpretation and discussion of results (4.3.0), the following findings were drawn related to the study:

(1) The job satisfaction level of male teachers is found higher than the job satisfaction level of female teachers, working at higher secondary schools.

(2) The job satisfaction level of urban teachers is found higher than the job satisfaction level of rural teachers, working at higher secondary schools.

(3) The teaching attitude of male teachers is found more favourable than the teaching attitude of female teachers, working at higher secondary schools.

(4) The teaching attitude of urban teachers is found more favourable than the teaching attitude of rural teachers, working at higher secondary schools.

(5) The correlation between job satisfaction and teaching attitude of male teachers, working at higher secondary schools, is found significantly negative.

(6) The correlation between job satisfaction and teaching attitude of female teachers, working at higher secondary schools, is found significantly positive.
(7) The correlation between job satisfaction and teaching attitude of urban teachers, working at higher secondary schools, is found significantly positive.

(8) The correlation between job satisfaction and teaching attitude of rural teachers, working at higher secondary schools, is found significantly negative.

5.2.0 GENERAL OBSERVATION OF THE RESEARCHERS

1. The first finding shows that the job satisfaction level of male teachers is higher than the job satisfaction level of female teachers. So it becomes evident that all the efforts should be made to increase the job satisfaction level of female teachers and to maintain the job satisfaction level of male teachers to obtain the expected educational goals.

2. The second finding shows that the job satisfaction level of urban teachers is higher than the job satisfaction level of rural teachers. So it is necessary to make all provisions to provide equal facilities and opportunities for rural teachers so that they can contribute equally.

3. The third finding shows that the teaching attitude of male teachers is more favourable than the teaching attitude of female teachers. So it is essential for the Government and local administration to find out the appropriate reasons that are responsible for less favourable teaching attitude of female teachers and to find out the solutions for female teachers’ better contribution.
4. The fourth finding shows that the teaching attitude of urban teachers is more favourable than the teaching attitude of rural teachers. It may be because of lack of recognition and respect in rural teachers. So Government and administration should pay due attention in this direction and rural teachers should also be given equal opportunities and platform to perform better their talents for respect and recognition.

5. The fifth finding shows that the correlation of job satisfaction and teaching attitude of male teachers is found significantly negative. It is not necessary that person with more favourable teaching attitude will be satisfied with job. So for the success in teaching and getting educational goals teachers must have more favourable teaching attitude.

6. The sixth finding shows that the correlation of job satisfaction and teaching attitude of female teachers is found significantly positive. So it proves that females who are not satisfied with their job will not have higher teaching attitude. So, government should increase the job facilities, salary and provide better infrastructure for making them satisfied with their job.

7. The seventh finding shows that there is a significantly positive correlation between job satisfaction and teaching attitude of urban teachers. So, once again, it proves that government and local administration should make all efforts to increase the job satisfaction level so that in turn they will increase teaching attitude.
8. The last finding shows that there is a significantly negative correlation between job satisfaction and teaching attitude of rural teachers. So it is evident that if only teaching attitude must be more favourable for getting educational goals than government, local administration and teachers themselves should try to increase the teaching attitude continuously.

5.3.0 RECOMMENDATIONS

Any research work can be considered effective only when the fund of knowledge generated through it can be applied to improve the existing practices of education. On the basis of the findings of the present study, researcher has some recommendations for Government, policy makers, curriculum planners, school organization and management and the teachers as a whole.

5.3.1 Recommendations for Government

- Attitude plays a vital role in teaching. A teacher’s attitude not only affects his behaviour in the class room but also influence the behaviour of his students so at the time of recruitment of teachers Government should give weight age to test teaching attitude. In this way, better teachers can be identified for progress and welfare of the society.

- This research study suggests that it should be mandatory for the government to take serious viewpoint and prepare active plans for changing negative working conditions of teachers, their quality of life and improve reward structure. Efforts should also be made to
improve the infrastructure facilities like library, laboratory, classroom, teaching aids for academic and professional development.

- An effective policy on recruitment of teachers, policy on job security, service rules, promotional opportunities, regular payments, retirements’ benefits etc. should be made by the government to improve the job satisfaction and teaching attitude of teachers.

- Government should provide individuals and institutions ample opportunities in terms of conducting research and refresher courses, workshops and seminars and attending orientation programmes. This will bring professionalism among teachers and in turn will enhance the job satisfaction level of teachers.

- In service teacher training programmes should be continue to increase knowledge and teaching attitude and their aim should not only at improving the knowledge and teaching competency but also to inculcate in them desirable teacher like qualities.

- Some incentives like special allowances accommodation facility, free children’s education may be arranged to enhance the attitude of teachers towards teaching profession.

- With the increase of age and experience teachers should be given special capacity building programmes and opportunities for enhancing their enthusiasm and positive teaching attitude.

- Teachers should be guided and counseled so as to be aware of their duties and working conditions for perfect adjustment thus
helping them to build a positive attitude towards the teaching profession.

- Work load is another factor which affects the attitude and job satisfaction of teachers. Like, (i) class size. (ii) number of teaching periods per day (iii) the amount of non teaching work etc. In this respect all the vacancies are to be filled up by the government so as to reduce the work load and increase teaching attitude.

- The study shows that teaching attitude of male teachers is higher than female teachers. It gives enormous scope for the development of female teachers’ teaching attitude through finding the appropriate reasons.

- Findings of the study show that there is a positive correlation between teaching attitude and job satisfaction of urban teachers and female teachers so it becomes evident that if candidates, entering into teaching profession, are chosen based on high teaching attitude then only educational goals can be achieved according to expectation. Simultaneously government should make efforts to obtain desirable correlation in the case of rural teachers and male teachers.

5.3.2 Recommendations for policymakers

- The implications of these findings are that there exists a higher level of job satisfaction and teaching attitude of urban teachers than rural teachers. This can be seen as a serious challenge for policy makers to seek newer and more effective ways of
motivating and ensuring a sustained level of job satisfaction. At
the same time, also find ways of how to bridge the difference.

- Policy makers like NCTE, NCERT, and SCERT should design
  appropriate mechanism to test teaching attitude of candidates more
  comprehensively during selection of teachers.
- It is found that male teachers were more satisfied than female
  teachers. So policy makers should put forth effort to either
  maintain this level of satisfaction or increase it to a higher level in
  order to promote positive perception. This can be done by
  increasing satisfaction for recognition, advancement, compensation
  and teaching efficiency.

This research will thus help policy makers to frame better policies
such as good pay scale, training system, good opportunities for teachers
etc. for increasing their teaching attitude and job satisfaction to get
better results.

5.3.3 Recommendations for Curriculum Planners

- While framing the curriculum every course may be taken to make
  teachers to realize the nobility of teaching profession.
- Teachers should be involved in the process of drafting the
  curriculum. In this way their participation will include actual
  problems related to teaching and environment. This will provide
  them satisfaction and enhance their teaching attitude.
5.3.4 Recommendations for School Organization and Management

- School organizations should provide flexibility to teachers in making choices in how to go about accomplishing the task they are assigned and allocate necessary resources.

- It should allow self initiative activities because these activities are driven primarily by intrinsic motivation. When teachers are allowed to select and pursue their own subjects, they are driven by their personal interest and will increase teaching attitude and job satisfaction of teachers.

- There should not be much interference in the work of teachers by school authority so that they can prove their potentialities. In this way they will be happy and satisfied with their job.

- School authority should provide sufficient reading materials and journals so that they can contribute better in teaching process and will enhance teaching attitude.

- Through this study school organization may also be helped by the knowledge of job satisfaction and teaching attitude, in taking sound decisions and solving day-to-day teaching problems.

- School authority should discourage harboring poor or negative environment and avoid monotony in the schools for teachers’ job satisfaction and sense of accomplishment in their job.

- When the teachers are motivated and guided by the principal they show their high spirit in their work. Therefore, all the principals
should have supportive and cooperative attitude towards their teachers in order to enhance their teaching attitude and job satisfaction.

- Criticism should be handled constructively, praise should be given genuinely and principal should listen and accept teachers’ suggestions. An atmosphere of trust, confidence and co-operation should be fostered for teachers’ job satisfaction.

- Male and female teachers should be treated equally to fill the gap of teaching attitude and job satisfaction between them, if there is.

- Authorities should have respect for the teachers and should stop their exploitation.

5.3.5 Recommendations for teachers

- It is found that the level of teaching attitude of male teachers is higher than the level of teaching attitude of female teachers. The female teachers must realize this and should introspect and find out the reasons of deteriorating level. They should continuously be involved in their professional growth. To boost the attitude, it is essential that they should introduce novelty in methods of teaching. Modern gadgets can be employed in teaching means they need to change constantly their techniques, methods and technologies.

- Teachers should utilize their class as a well organized group for attitude development and should try to develop group support for and expression of particular attitudes.
Group discussions, seminars, workshops, skits, drama and other social or group activities may be chosen for developing attitudes.

- Teachers should try to improve their ability to teach and acquire mastery over the subject for developing favourable teaching attitude. They should also learn how to change their own behaviour according to the needs of the situation.

Teachers should follow the above instructions. If they do so then male teachers will be able to maintain and increase their teaching attitude while female teachers will have the opportunity to fill the gap and obtain the respectable level of teaching attitude.

The success or failure of the education system largely depends on satisfied teachers. Job satisfaction is a primary requisite for any successful teaching learning process.

If the teachers attain job satisfaction, they will be in a position to fulfill the educational objectives and national goals. For effective teaching, besides knowledge and skills, the teacher should have job satisfaction and favourable teaching attitude because a dissatisfied teacher is not only a loss to himself but also to the entire system.
5.4.0 SUGGESTIONS FOR FURTHER RESEARCH

No research is perfect and complete in all the respects because it is very difficult for a researcher to touch upon all the aspects of a problem. The present study is also not an exception and opens up certain avenues for further research. In the light of the results and findings drawn from the study, following suggestions are made for further research in the field.

(1) The study was limited to the teachers of higher secondary school only. This study can also be extended on the school teachers of various levels such as primary teachers, middle school teachers, secondary school teachers and college teachers.

(2) The present research was conducted on a smaller sample of teachers working in higher secondary school of Sagar district, which is limited in size; further research can be conducted on larger sample including teachers from Sagar division or State (Madhya Pradesh).

(3) It is found that male teachers have more positive teaching attitude than female teachers. So, further research should be undertaken to find out the reasons behind such differences.

(4) The similar study can be conducted on different streams of teachers’ i.e. medical teachers, engineering teachers, etc.

(5) This study also suggests to the future researchers to analyze the underlying reasons of low job satisfaction and teaching attitude.
Future researchers can frame a research study to now the impact of attitude towards teaching profession and job satisfaction of the teachers on the academic achievement of the students.

Different psycho-social and socio-economic variables can be explored which influence the teaching attitude and job satisfaction of the teachers at different levels.

A similar study can be conducted to know the impact of distance of working place of teachers on their job satisfaction and teaching attitude.

The research motivates the future researchers to design a research study on the impact of in service training programmes on the teaching attitude of teachers.

The research also suggests us to know the impact of family (domestic) responsibilities on the teaching attitude of the female teachers.

A case study approach can also be applied to study the teaching attitude and job satisfaction of teachers.

A critical study may also be conducted to know the teaching attitude and job satisfaction of non-tribal teachers serving in non-tribal and tribal areas.

The list which have been given above is, however not exhaustive, but illustrative. There are vast areas in this field which have remained unexplored so far and any attempt to make to develop in them may be both rewarding and instructive. If the present study is able to provide thinking in this direction, the efforts of the investigator would have been amply rewarded.
5.5.0 DELIMITATIONS OF THE STUDY

Taking into consideration the time and resources on the disposal of the research the present study was delimited in terms of sample and areas of study aspects as under:

(1) The study is delimited to Sagar district only. So the findings may be applicable only for the teachers of Sagar district. It can not claim to have comprehensiveness.

(2) The study is delimited rural and urban higher secondary schools.

(3) The study is confined to the higher secondary school male and female teachers only.

(4) Only 500 teachers of higher secondary schools of Sagar district are included in the sample. The sample size being small may not be the true representative of the total population.

(5) Demographical variables like-age, experience and grades of teachers have not been concerned in the study.

(6) The present investigation is confined with only few psychological variables namely, job satisfaction and teaching attitude while some other important psychological variable could also have been included, such as, job motivation, job commitment, adjustment, interest and others.

(7) In accomplishing the research work the time was constraint.