Chapter-III

Procedure

The design of study, the selection of subjects, criterion measure, selection of test scales, administration of test scales and collection of data and statistical procedures used have been described in this chapter.

Design of study

A survey type design was adopted to achieve the objectives of the study. Teachers of Physical Education working in the colleges of Himachal Pradesh, Punjab and Union Territory Chandigarh were taken as subjects of the study. They were selected at random. Job stress, job satisfaction and adjustment scales were administered to the subjects. After getting response from the subjects, scoring was done on the basis of key and the instructions given in the respective manuals.

To examine the significance difference of job stress, job satisfaction and adjustment scores, analysis of variance (F-Ratio) was applied and when F-Ratio was found significant, the Scheffe's Post-hoc test of difference between the paired means was applied.

The Pearson's product moment correlation method was applied to find out the significance relationship of job stress, job satisfaction and adjustment scores of the subjects.

Selection of subjects

As many as 110 Physical Education teachers were randomly drawn
from the states of Himachal Pradesh, Punjab and Union Territory Chandigarh to act as subjects of the study. Out of these 110 teachers, 38 teachers were taken from Himachal Pradesh, 51 teachers from Punjab and 21 teachers from Union Territory Chandigarh. These Teachers were supplied Questionnaires of job stress, job satisfaction and Adjustment inventory. Teachers were drawn from both government and private colleges.

Selection of Test Scales

The researcher had a detailed and intensive discussion with his guide and other experts of the Department of Physical Education, Panjab University Chandigarh before taking a final decision on different test scales to be adopted in the study for collecting relevant information in respect of the job stress, job satisfaction and adjustment of Physical Education Teacher working in the colleges of Himachal Pradesh, Punjab and Chandigarh. It was decided to adopt the following test scales:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Name of the Scale</th>
<th>Reliability</th>
<th>Co-efficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>1)</td>
<td>Paliwal's job-stress scale</td>
<td>.83</td>
<td></td>
</tr>
<tr>
<td>2)</td>
<td>B.C. Muthyya's job-satisfaction scale (1976)</td>
<td>.81</td>
<td></td>
</tr>
<tr>
<td>3)</td>
<td>S.K. Mangal's Teacher Adjustment Inventory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a)</td>
<td>Adjustment with Academic and General environment of the institution</td>
<td>.99</td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Socio-psycho-physical adjustment</td>
<td>.99</td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Professional relationship adjustment</td>
<td>.98</td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Personal life adjustment</td>
<td>.99</td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>Financial adjustment and job satisfaction</td>
<td>.97</td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>Total adjustment</td>
<td>.99</td>
<td></td>
</tr>
</tbody>
</table>
Administration of test scales and collection of data

Before administration of tests, a brief description of test scales, importance of scholarly work and significance of study were explained to the subjects to ensure honest and sincere response in filling the Questionnaire by the subjects. It was observed that subjects were very enthusiastic and promised to extend sincere co-operation into venturing of this project. The subjects were also given assurance to maintain the secrecy of their identity.

Job stress scale

**Purpose** : To measure job stress of Physical Education Teachers.

**Measuring tool** : Job stress questionnaire prepared by T. R. Paliwal.

**Procedure** : The questionnaire was distributed to all the subjects. Every statement had two possible responses i.e. true and false.

**Scoring** : In order to measure the strength of stress, a score value of 1 was given if the items 1-7, 9-13, 15, 38 and 44 were answered as false. However, a score of 1 was also given when items 8, 14, 16-37 and 39-43 were answered as true. If the same items were answered contrary to the above criteria then a score of Zero was given. The maximum score was 44 and the minimum score was Zero.

Job Satisfaction Test Scale

**Purpose** : To measure Job-satisfaction of Physical Education Teachers.

**Measuring Tool** : Job-satisfaction Questionnaire prepared by B.C. Muthyya.
**Procedure**: Every statement of Questionnaire had four possible responses i.e., (a) Agree (b) Disagree (c) Not sure (d) Not applicable.

**Scoring**: A-2, D-0, Ns-1 points were given. Scores were added up in order to represent one's total score on Job-satisfaction.

**Adjustment Scale**

Teachers' Adjustment Inventory prepared by Dr. S. K. Mangal was used for assessing the adjustment of teachers. The mode of response to each of the items of inventory is in the form of 'Yes', 'No' or '?', indicating complete agreement, disagreement or neither agreement nor disagreement with the proposed statement. In inventory, 41 items are such where response 'Yes' shows adjustment. For the remaining 212 items the response 'No' shows adjustment. In the scoring scheme it has been planned to assign score 2 for the response indicating adjustment. Score 1 for the undecided (?) response and Zero for the response indicating lack of adjustment or maladjustment.


**Statistical Analysis of Data**

In order to compare the scores of Job-stress, Job-satisfaction and Adjustment of Teachers of Physical Education working in the colleges of
Himachal Pradesh, Punjab and Union Territory Chandigarh, an analysis of variance statistical procedure used for the analysis of results. F-test was applied to test the hypothesis at five percent level of confidence.

The Pearson’s Product Moment co-efficient of correlation was applied to find out relationship between the job-stress, job-satisfaction and Adjustment of Teachers working in the colleges of Himachal Pradesh, Punjab and Union Territory Chandigarh.