CHAPTER

NO-IV

RESULTS ACHIEVED
CHAPTER - IV

Results Achieved:

Preview

1) Population - analysed and explanation about adequacy in coverage.

2) Five point rating scale.

3) The method of scoring.

4) Cut-off points and reasons for the same.

5) Description of the pilot-study.
Population - analysed and explanation about adequacy in coverage:

The researcher has studied the problem "An evaluation of the sincerity in the work of secondary school teachers in Marathwada Region." To study this problem the researcher has prepared a questionnaire and for filling this questionnaire he used secondary school teachers as respondents. The area for the research work is chosen as Mararhwada Region. In the beginning it was thought that a sample consisting of respondent shall adequately represent the total population of Marathwada, and near about nine hundred questionnaires were sent to respondents in all districts of Marathwada. But in actual practice 515 teachers gave the questionnaires filled in. As the researcher is residing at Aurangabad, he got more respondents from this district and near about 60 to 80 respondents from each of the remaining districts.

The selection of the respondents is considered such that all categories of teachers are included. Following are the categories and kinds of the teachers who are included in the list of respondents.

1) The secondary school teachers in
   a) Private institutions (schools) (co-education)
   b) Zilla Parishad High schools (co-education)
   c) Granted schools
   d) Non-granted schools
   e) Semi-granted schools
f) Aided private schools  
g) Public schools  
h) Central schools  
i) Navodaya vidyalayas  
j) Ashram schools  
k) Registered coaching classes  
l) Residential schools  
m) Highschools for adult women  
n) Nomadic tribes schools  
o) Only girl schools  
p) Only Boys highschools  
q) The highschools for blinds and dumbs  
r) Technical schools  
s) Rural area  
t) Urban area  

2) The respondents are selected from highschools of the following media  
   a) Marathi  
   b) English  
   c) Hindi  
   d) Urdu  

3) The following teachers are included in the list of respondents. Commerce graduate are treated as arts graduates.
a) Trained science graduates
b) Trained humanity graduates
c) Trained science post graduates
d) Trained humanity post graduates
e) Trained science and humanity double post graduates.
f) Art teachers
g) Craft teachers
h) Physical training teachers
i) Teachers of special subjects like home science, work experience and computer
j) Teachers who teach A.C.C., N.C.C., and scout/guide
k) Drawing teachers
l) Music teachers.

4) The teachers, who have got the honour of 'Adarsh Shikshak' by,
   a) Lions, Leo or Rotary club.
   b) Zilla Parishad
c) State
d) Nation

5) The detailed description of the population (respondants) is as following.
   1) Total number of respondants = 515
2) Districtwise number of respondents.

**TABLE NO. 1**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>District</th>
<th>Total No. of respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Aurangabad</td>
<td>101</td>
<td>19.61</td>
</tr>
<tr>
<td>2.</td>
<td>Latur</td>
<td>87</td>
<td>16.89</td>
</tr>
<tr>
<td>3.</td>
<td>Nanded</td>
<td>62</td>
<td>12.04</td>
</tr>
<tr>
<td>4.</td>
<td>Beed</td>
<td>72</td>
<td>13.98</td>
</tr>
<tr>
<td>5.</td>
<td>Parbhani</td>
<td>61</td>
<td>11.85</td>
</tr>
<tr>
<td>6.</td>
<td>Osmanabad</td>
<td>63</td>
<td>12.23</td>
</tr>
<tr>
<td>7.</td>
<td>Jalna</td>
<td>69</td>
<td>13.40</td>
</tr>
</tbody>
</table>

|       |           | 515                      | 100.00     |
GRAPH NO. 1

PIE CHART SHOWING THE NUMBER OF TEACHERS SURVEYED

DISTRICT WISE TEACHERS SURVEYED IN MARATHWADA REGION.
3) Total number of science Teachers in Marathwada Region = 182

4) Total number of Humanity Teachers in Marathwada Region = 333

As compared to the total population, 35.34% science teachers and 64.66% humanity teachers are studied.

The strength of science Teachers is less as compared to humanity teachers, in Marathwada Region and district wise also, because in every school science graduates are less in number as compared to humanity graduates. Similarly commerce graduates, art, craft, physical, music, scout/guide, drawing and special subject teachers are also included in the list of humanity teachers.

The following table shows district wise and faculty wise the total number of teachers, with percentage, in Marathwada Region.
TABLE NO. 2
TABLE SHOWING DISTRICTWISE AND FACULTYWISE
THE NUMBER OF TEACHERS WITH PERCENTAGE
SURVEYED IN MARATHWADA REGION.

<table>
<thead>
<tr>
<th>Category District</th>
<th>Science Faculty</th>
<th>Percentage</th>
<th>Humanities Faculty</th>
<th>Percentage</th>
<th>Total</th>
<th>Percentage in total population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurangabad</td>
<td>42</td>
<td>41.58</td>
<td>59</td>
<td>58.42</td>
<td>101</td>
<td>19.61</td>
</tr>
<tr>
<td>Latur</td>
<td>24</td>
<td>27.58</td>
<td>63</td>
<td>72.42</td>
<td>87</td>
<td>16.89</td>
</tr>
<tr>
<td>Nanded</td>
<td>19</td>
<td>30.65</td>
<td>43</td>
<td>69.35</td>
<td>62</td>
<td>12.03</td>
</tr>
<tr>
<td>Beed</td>
<td>29</td>
<td>40.28</td>
<td>43</td>
<td>59.72</td>
<td>72</td>
<td>13.98</td>
</tr>
<tr>
<td>Parbhani</td>
<td>21</td>
<td>34.43</td>
<td>40</td>
<td>65.57</td>
<td>61</td>
<td>11.84</td>
</tr>
<tr>
<td>Osmanabad</td>
<td>25</td>
<td>39.68</td>
<td>38</td>
<td>60.32</td>
<td>63</td>
<td>12.23</td>
</tr>
<tr>
<td>Jalna</td>
<td>22</td>
<td>31.88</td>
<td>47</td>
<td>68.12</td>
<td>69</td>
<td>13.39</td>
</tr>
<tr>
<td>Grand Total</td>
<td>182</td>
<td>35.34</td>
<td>333</td>
<td>64.66</td>
<td>515</td>
<td>99.97= 100</td>
</tr>
</tbody>
</table>
VI) The researcher has studied the population bifurcating in two areas that is rural and urban. He has tried to give equal proportion to both the areas. The teachers who are working in district or in taluka place are treated as 'Teachers in urban area' and the teachers working in other than district or taluka place are treated as the 'Teachers in rural area'.

In Marathwada Region,

the total number of teachers in Rural Area = 266 &
the total number of teachers in Urban area = 249

That is 51.65% teachers in Rural area and 48.35% teachers in Urban area are studied.

The following table shows the number of teachers districtwise with their percentage in total population, in rural and urban area. The researcher claims that the above mentioned teachers (categorywise) represent the total population of Marathwada, since the respondant teachers are selected randomly.
### TABLE NO. 3

**TABLE SHOWING DISTRICTWISE AND AREAWISE NUMBER OF TEACHERS WITH PERCENTAGE IN TOTAL POPULATION, SURVEYED IN MARATHWADA REGION.**

<table>
<thead>
<tr>
<th>Category</th>
<th>Rural Area</th>
<th>Percentage</th>
<th>Urban Area</th>
<th>Percentage</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>District</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aurangabad</td>
<td>35</td>
<td>34.65</td>
<td>66</td>
<td>65.35</td>
<td>101</td>
</tr>
<tr>
<td>Latur</td>
<td>67</td>
<td>77.01</td>
<td>20</td>
<td>22.92</td>
<td>87</td>
</tr>
<tr>
<td>Nanded</td>
<td>39</td>
<td>62.90</td>
<td>23</td>
<td>37.10</td>
<td>62</td>
</tr>
<tr>
<td>Beed</td>
<td>34</td>
<td>47.22</td>
<td>38</td>
<td>52.78</td>
<td>72</td>
</tr>
<tr>
<td>Parbhani</td>
<td>20</td>
<td>32.79</td>
<td>41</td>
<td>67.21</td>
<td>61</td>
</tr>
<tr>
<td>Osmanabad</td>
<td>44</td>
<td>69.84</td>
<td>19</td>
<td>30.16</td>
<td>63</td>
</tr>
<tr>
<td>Jalna</td>
<td>27</td>
<td>39.13</td>
<td>42</td>
<td>60.87</td>
<td>69</td>
</tr>
<tr>
<td>Grand Total</td>
<td>266</td>
<td>51.65</td>
<td>249</td>
<td>48.35</td>
<td>515</td>
</tr>
</tbody>
</table>

The respondents in rural area and in urban area are near about equal in proportion as a whole, but there are variations in districtwise samples. In spite of the best efforts on the part of the researcher to secure equal no. of respondents from rural and urban areas practically he couldn't get the equality in numbers.
VII) The researcher has studied the following categories of respondants.

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Total</th>
<th>Percentage w.r.t. whole population</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Science + Rural</td>
<td>89</td>
<td>17.28</td>
</tr>
<tr>
<td>2.</td>
<td>Science + Urban</td>
<td>93</td>
<td>18.05</td>
</tr>
<tr>
<td>3.</td>
<td>Only Science teachers in</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marathwada Region</td>
<td>182</td>
<td>35.34</td>
</tr>
<tr>
<td>4.</td>
<td>Humanity + Rural</td>
<td>175</td>
<td>33.98</td>
</tr>
<tr>
<td>5.</td>
<td>Humanity + Urban</td>
<td>158</td>
<td>30.68</td>
</tr>
<tr>
<td>6.</td>
<td>Only Humanity teachers in</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marathwada Region</td>
<td>333</td>
<td>64.66</td>
</tr>
</tbody>
</table>

Remarks: 1) The percentage of science teachers in rural area is 48.90 and in urban area is 51.10. Thus areawise the teachers of science and humanity faculty are near about equal in proportion.

2) The percentage of humanity teachers in rural area is 52.55% and in urban area is 47.45% which shows that the proportion is near about equal.
VIII) The researcher has studied the sincerity of the respondents according to the length of the service classifying them in different groups like 1 to 5, 6 to 10 .......... and 31 to 38 years. The following table shows the details of the respondents regarding faculty, area and length of the service.

The teachers in the category of 31 to 38 years length of the service are very few in number and whose length of the service is 1 to 5 years are also less in number in comparison with other groups.

IX) The researcher has studied the respondents bifurcating them in five groups according to their general sincerity in Marathwada Region. The five groups are as follows:

The teachers whose general sincerity is in between
i) 0 to 60%  ii) 60 to 70%  iii) 70 to 80%  iv) 80 to 90%  v) 90 to 100%
Table showing length of service wise number of teachers surveyed.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Category</th>
<th>Science Faculty</th>
<th>Percentage</th>
<th>Humanity Faculty</th>
<th>Percentage</th>
<th>Total resp.</th>
<th>Total %age in a gr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 to 5</td>
<td>25</td>
<td>51.02</td>
<td>24</td>
<td>48.98</td>
<td>49</td>
<td>9.51</td>
</tr>
<tr>
<td>2</td>
<td>6 to 10</td>
<td>17</td>
<td>29.82</td>
<td>40</td>
<td>70.18</td>
<td>57</td>
<td>11.06</td>
</tr>
<tr>
<td>3</td>
<td>11 to 15</td>
<td>31</td>
<td>32.63</td>
<td>64</td>
<td>67.37</td>
<td>95</td>
<td>18.45</td>
</tr>
<tr>
<td>4</td>
<td>16 to 20</td>
<td>30</td>
<td>33.71</td>
<td>59</td>
<td>66.29</td>
<td>89</td>
<td>17.28</td>
</tr>
<tr>
<td>5</td>
<td>21 to 25</td>
<td>39</td>
<td>37.86</td>
<td>64</td>
<td>62.14</td>
<td>103</td>
<td>20.00</td>
</tr>
<tr>
<td>6</td>
<td>26 to 30</td>
<td>36</td>
<td>36.36</td>
<td>63</td>
<td>63.64</td>
<td>99</td>
<td>19.22</td>
</tr>
<tr>
<td>7</td>
<td>31 to 38</td>
<td>04</td>
<td>17.39</td>
<td>19</td>
<td>82.61</td>
<td>23</td>
<td>04.47</td>
</tr>
<tr>
<td>Grand Total</td>
<td>182</td>
<td>333</td>
<td></td>
<td></td>
<td></td>
<td>515</td>
<td>99.99</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Length of Service</td>
<td>Rural Area</td>
<td>Percentage</td>
<td>Urban Area</td>
<td>Percentage</td>
<td>Total Resp.</td>
<td>Total Percentage</td>
</tr>
<tr>
<td>--------</td>
<td>-------------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>-------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>1</td>
<td>1 to 5</td>
<td>22</td>
<td>44.90</td>
<td>27</td>
<td>55.10</td>
<td>49</td>
<td>9.51</td>
</tr>
<tr>
<td>2</td>
<td>6 to 10</td>
<td>32</td>
<td>56.14</td>
<td>25</td>
<td>43.86</td>
<td>57</td>
<td>11.06</td>
</tr>
<tr>
<td>3</td>
<td>11 to 15</td>
<td>47</td>
<td>49.47</td>
<td>48</td>
<td>50.53</td>
<td>95</td>
<td>18.45</td>
</tr>
<tr>
<td>4</td>
<td>16 to 20</td>
<td>41</td>
<td>46.07</td>
<td>48</td>
<td>53.93</td>
<td>89</td>
<td>17.28</td>
</tr>
<tr>
<td>5</td>
<td>21 to 25</td>
<td>57</td>
<td>55.34</td>
<td>46</td>
<td>44.66</td>
<td>103</td>
<td>20.00</td>
</tr>
<tr>
<td>6</td>
<td>26 to 30</td>
<td>57</td>
<td>57.58</td>
<td>42</td>
<td>42.42</td>
<td>99</td>
<td>19.22</td>
</tr>
<tr>
<td>7</td>
<td>31 to 38</td>
<td>10</td>
<td>43.48</td>
<td>13</td>
<td>56.52</td>
<td>23</td>
<td>04.47</td>
</tr>
</tbody>
</table>

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Grand Total: 266, 249, 515, 99.99
GRAPH NO. 2

CHART SHOWING THE NUMBER OF TEACHERS SURVEYED ACCORDING TO SERVICE GROUP

31 TO 38 YE 23
1 TO 5 YEA 49
6 TO 10 YEA 57
16 TO 20 YEA 89
11 TO 15 YEA 95
26 TO 30 YEA 99
21 TO 25 YE 103

515 TEACHERS FROM MARATHWADA REGION ARE TAKEN INTO CONSIDERATION
CHART SHOWING
NUMBER OF TEACHERS
SURVEYED

No. | % age
---|---
23 | 31 TO 38 Years 4.5%
99 | 26 TO 30 Years 19.2%
103 | 21 TO 25 Years 20.0%
89 | 16 TO 20 Years 17.3%
95 | 11 TO 15 Years 18.4%
57 | 6 TO 10 Years 11.1%
49 | 1 TO 5 Years 9.5%

TEACHERS SORTED ACCORDING TO LENGTH OF THE SERVICE
GRAPH NO. 4

CHART SHOWING
NUMBER OF TEACHERS
SURVEYED

31 TO 38 YR  23
26 TO 30 YR  97
21 TO 25 YR  103
16 TO 20 YR  89
11 TO 15 YR  95
6 TO 10 YR  67
1 TO 5 YR  49

TEACHERS ARE SORTED ACCORDING TO
LENGTH OF THE SERVICE.
GRAPH NO.5

CHART SHOWING
NUMBER OF TEACHERS SURVEYED

HUMANITY + RURAL 176
HUMANITY + URBAN 157
SCIENCE + RURAL 90
SCIENCE + URBAN 92

FACULTY AND AREA WISE TEACHERS SURVEYED IN MARATHWADA REGION
The following table no. 6 shows the number of teachers in different groups of sincerity and graph no. 35 gives their pictorial representation.

**TABLE NO. 6**

<table>
<thead>
<tr>
<th>S. No.</th>
<th>General Sincerity No. in percentage</th>
<th>No. of teachers</th>
<th>Percentage of the teachers w.r.t. general population (515 teacher respondent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>0 to 60</td>
<td>07</td>
<td>1.36</td>
</tr>
<tr>
<td>2.</td>
<td>60 to 70</td>
<td>50</td>
<td>9.70</td>
</tr>
<tr>
<td>3.</td>
<td>70 to 80</td>
<td>242</td>
<td>46.99</td>
</tr>
<tr>
<td>4.</td>
<td>80 to 90</td>
<td>203</td>
<td>39.42</td>
</tr>
<tr>
<td>5.</td>
<td>90 to 100</td>
<td>13</td>
<td>2.52</td>
</tr>
</tbody>
</table>
Bar-Chart showing the number of teachers according to sincerity groups.

There are five sincerity groups depending on the sincerity percentage.
II) **Five Point Rating Scale**

The rating scale involves qualitative description of a limited number of aspects of a thing, or of traits of a person. The classifications may be set up in five to seven categories in such terms as:

- Superior
- Above Average
- Average
- Fair
- Inferior
- Excellent
- Good
- Average
- Below
- Poor
- average

- Always
- Frequently
- Occasionally
- Rarely
- Never

The procedure establishes positions in terms of behavioral or situational descriptions. The statements may be much more specific, and enable the judge to identify more clearly the characteristic to be rated. Instead of deciding whether the individual's qualities are superior or above average, it may be easier to decide between "Always exerts a strong influence on his associates", and "sometimes is able to move others to action".

One of the problems in constructing a rating scale lies in the difficulty of conveying to the rater just what qualities one wishes evaluated. It is likely that a brief behavioural statement is more objective than an adjective that may have no universal meaning in the abstract.

Rating scales have several limitations. In addition to the difficulty of clearly defining the trait or characteristic to be evaluated, the halo effect causes raters to carry qualitative judgement from one aspect to another. Thus, there is a tendency to rate a person who has a pleasing personality high on other traits like intelligence or
professional interest. This halo effect is likely to appear when the rater is asked to rate many factors, on a number of which he has no evidence for judgement. This suggests the advisability of keeping at a minimum the number of characteristics to be rated.

Another limitation of rating scale is the tendency of raters to be too generous. A number of studies have verified the tendency to rate 60 to 80 percent of an unselected group above average in all traits. Rating scales should carry the suggestion that raters omit the rating of characteristics that they have had no opportunity to observe.
The researcher has studied the problem of evaluation of sincerity. In the questionnaire designed by the researcher, six tests are included, out of which, in five tests, a five point rating scale is used and in one test, multiple choice questions are given. There are five squares (boxes) below each question and the respondant is asked to make a tick mark in any of the squares of his choice. The five points are given as the following.

1) Entirely agree
2) Agree occasionally
3) Undecided
4) May not agree
5) Entirely disagree

This can be shown on a line such as:

\[
\begin{array}{cccccc}
1 & 2 & 3 & 4 & 5 \\
\end{array}
\]

OR

\[
\begin{array}{cccccc}
5 & 4 & 3 & 2 & 1 \\
\end{array}
\]

Entirely disagree  May not agree  Undecided  Agree Occasionally  Entirely Agree

The purpose of using five point scale, is that the problem should be studied more accurately and the results obtained must be upto the mark and should generalise the statements.
[III] The Method of Scoring :-

The researcher has used the questionnaire as a tool of research. In this questionnaire, he has framed six tests, and the total number of questions are 101. In first five tests, five point rating scale is used and in test number six multiple choice questions are framed. In the questionnaire for the first five tests, the total number of questions are 91 and their are five squares below each question. The respondent has to make a tick mark in any one of the following squares. The details about the questionnaire and five point rating scale is described in article II of chapter IV.

For each question, the scores 1 to 5 are given. The researcher has decided according to the meaning of test item whether it should be ranked as 1 to 5 or 5 to 1. Thus maximum score for test 1 to 3 is 100 each, as there are 20 questions in these tests. The maximum score for test no. 4 is 80, because there are 16 questions in this test. The number of questions in test no. 5 are 15 and hence the maximum score is 75. Thus if the respondent responses correctly all items of tests 1 to 5, then the maximum score he can get is 455. The scores of each individual for the five indices along with the scores converted in to percentages are calculated and the measurement of sincerity on the strength of data collected is found out. Scores are assigned to different responses and since all the scores are on the same dimension.
The scores can be added, subtracted, multiplied or divided. In test no 6, there are four choices for each question. The alternatives are framed with three distractors and only one being the correct (expected) answer. If the respondent gives correct response then the score is given as one otherwise zero score is allotted. Thus if a respondent gives correct answers to all questions, then the maximum score is 10, that is 100%. The scores of each respondent are counted and are converted into per centages. The meaning of the cut-off point is given. The degree of self-acceptance is thus measured.

The detailed discussion of the sincerity on the basis of the scores converted into percentages is studied in chapter V and VI.

The important point is taken into consideration by the researcher is that, the dependent variable of sincerity is on a single continuum. It is either more sincere or less sincere. Therefore the scores across the different indices are conformable for addition, subtraction, multiplication and division.

In other words the scores more across the same dimension that is most sincere to highly insincere. Similarly the scores are the indices of the same trit which can be high or low.
IV) **CUT-OFF POINTS AND REASONS FOR THE SAME:**

The researcher has studied and evaluated the sincerity of the secondary school teachers by considering the six indices that is Punctuality, Faith in Education, Affection for the taught, Honesty, Sociability and Self-Acceptance. Out of these six indices, first five are studied together and self-acceptance index is studied separately. The first five indices are studied by preparing a questionnaire of five point rating scale, and sixth index is studied by a multiple choice questionnaire. The nature of the index self-acceptance is altogether different from other indices of sincerity and that's why it is studied separately.

The scores of the first five indices are added and they are converted into percentages. The researcher has used self-report technique to evaluate the sincerity. The major short coming of the self-report technique is that the tendency of the respondents is to give such responses which inflate their egos or to respond in such a way which has universal social approval. On this account the cut-off point has been deliberately kept high (80%).

Scores higher than this point will indicate sincerity & lower than this point will be an indication of insincerity or less than what may be called as sincerity.
The scale arbitrarily decided by the researcher is as follows:

1) Less than 70%  Insincere
2) 70% to 80%  Average Sincere
3) 80% to 90%  Very Sincere
4) Above 90%  Most Sincere

Test no. 6 is given for the study of self acceptance. In this test ten multiple choice questions are framed. If the respondent gives correct answers for all questions, then the maximum score is 10, that is 100%. The researcher has taken cut-off point for this index as 50%.

The meaning of the total score is obviously indicative of degree of self acceptance, which the researcher has assumed to be one of the indices of sincerity.

Scale Selected:

1) Less than 30%  Not accepted the job willingly.
2) 30 to 40%  Accepted the job by chance and not by choice.
3) 40 to 50%  Accepted the job because there was no job available other than teaching.
4) 50 to 60%  Accepted teachership willingly.
5) Above 60%  Purposely accepted the job of teaching.
[V] Description of the pilot study :-

Researcher has collected the data randomly from the respondents, who are the teachers from all districts of Marathwada and with varying ages and years of experience of the service of the teachers in Marathwada region. The researcher is primarily interested to know the results of the collected data whether it shows sincerity of teachers. So he decided to take out the pilot study. For this he selected ten respondents randomly giving preference to all districts. He calculated the over all sincerity by adding the scores and converting them into percentages. Similarly he studied seperately the index self acceptance.
TABLE NO. 7 :-

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>District</th>
<th>General Sincerity in percentage</th>
<th>Score for Self acceptance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Aurangabad</td>
<td>76.48</td>
<td>3</td>
</tr>
<tr>
<td>2.</td>
<td>Aurangabad</td>
<td>77.80</td>
<td>4</td>
</tr>
<tr>
<td>3.</td>
<td>Latur</td>
<td>78.02</td>
<td>8</td>
</tr>
<tr>
<td>4.</td>
<td>Latur</td>
<td>70.76</td>
<td>4</td>
</tr>
<tr>
<td>5.</td>
<td>Nanded</td>
<td>76.92</td>
<td>3</td>
</tr>
<tr>
<td>6.</td>
<td>Nanded</td>
<td>70.98</td>
<td>4</td>
</tr>
<tr>
<td>7.</td>
<td>Beed</td>
<td>77.14</td>
<td>3</td>
</tr>
<tr>
<td>8.</td>
<td>Osmanabad</td>
<td>72.96</td>
<td>1</td>
</tr>
<tr>
<td>9.</td>
<td>Parbhani</td>
<td>80.88</td>
<td>7</td>
</tr>
<tr>
<td>10.</td>
<td>Jalna</td>
<td>75.16</td>
<td>4</td>
</tr>
</tbody>
</table>

Total: 757.10 41

Mean of Sincerity =

= 75.71%

Self acceptance converted into percentage = 41%
Since the maximum score is 100.
The cut off point for average sincerity is taken as 80%. Therefore the sincerity of this group of ten respondents selected randomly is 75.71%. Which is less than 80%. Therefore the conclusion is that the teachers in Marawadha region are average sincere (bases on the scale mentioned). Similarly when the researcher observed the readings of other indices of these ten respondents then he assumed that the scores of other indices of sincerity are not above average except the index of sociability. The scores of sociability indicate that the teachers are social.

The cut off point for self acceptance is taken as 50%. The average score for the above ten respondents is 41% which is less than the cut off point. Therefore the conclusion limited to piolet study is that the teachers in Marathwada have not accepted the job of teaching by choice, and they accepted the job because there was no any job other than teaching.