## INDEX

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Contents</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Preliminary Pages</td>
<td>i</td>
</tr>
<tr>
<td></td>
<td>Abstract</td>
<td>vii</td>
</tr>
<tr>
<td></td>
<td>Index</td>
<td>x</td>
</tr>
<tr>
<td></td>
<td>List of Flow-Charts</td>
<td>xiii</td>
</tr>
<tr>
<td></td>
<td>List of Figures</td>
<td>xiii</td>
</tr>
<tr>
<td></td>
<td>List of Tables</td>
<td>xiv</td>
</tr>
<tr>
<td></td>
<td>List of Graphs</td>
<td>xviii</td>
</tr>
<tr>
<td></td>
<td>Index of Appendix</td>
<td>xx</td>
</tr>
<tr>
<td>I</td>
<td><strong>INTRODUCTION</strong></td>
<td>1</td>
</tr>
<tr>
<td>1.1</td>
<td>Present condition of secondary teacher’s training in University of Mumbai.</td>
<td>1</td>
</tr>
<tr>
<td>1.2</td>
<td>Need of the study</td>
<td>4</td>
</tr>
<tr>
<td>1.3</td>
<td>Historical account of the concept of job satisfaction</td>
<td>13</td>
</tr>
<tr>
<td>1.4</td>
<td>Operational Definition of job satisfaction</td>
<td>22</td>
</tr>
<tr>
<td>1.5</td>
<td>Justification of ‘Six’ factors included in the Operational Definition of job satisfaction</td>
<td>23</td>
</tr>
<tr>
<td>1.6</td>
<td>Title of present research</td>
<td>53</td>
</tr>
<tr>
<td>1.7</td>
<td>Six- Factor Cascade Model of job satisfaction</td>
<td>54</td>
</tr>
<tr>
<td>1.8</td>
<td>Objectives of present research</td>
<td>56</td>
</tr>
<tr>
<td>1.9</td>
<td>Null Hypotheses related to Job Satisfaction Scale</td>
<td>57</td>
</tr>
<tr>
<td>1.10</td>
<td>Null Hypotheses related to the tool Interview</td>
<td>59</td>
</tr>
<tr>
<td>1.11</td>
<td>Null Hypothesis related to the tool Observation of Infrastructure</td>
<td>60</td>
</tr>
<tr>
<td>1.12</td>
<td>Assumptions of present research</td>
<td>60</td>
</tr>
<tr>
<td>1.13</td>
<td>Scope and Limitations of present research</td>
<td>61</td>
</tr>
<tr>
<td>Chapter</td>
<td>Contents</td>
<td>Page No.</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>III</td>
<td>RESEARCH METHODOLOGY</td>
<td>110</td>
</tr>
<tr>
<td>3.1</td>
<td>Descriptive Survey (DS) Design</td>
<td>110</td>
</tr>
<tr>
<td>3.2</td>
<td>Methodology followed for Pilot Study and Final Study</td>
<td>112</td>
</tr>
<tr>
<td>3.3</td>
<td>Concept of Pilot study</td>
<td>113</td>
</tr>
<tr>
<td>3.3.1</td>
<td>Objectives of Pilot study</td>
<td>113</td>
</tr>
<tr>
<td>3.4</td>
<td>Designing the Tools for pilot study</td>
<td>113</td>
</tr>
<tr>
<td>3.5</td>
<td>Sampling for Pilot Study</td>
<td>117</td>
</tr>
<tr>
<td>3.6</td>
<td>Establishment of Content Validity and Reliability of the tools</td>
<td>119</td>
</tr>
<tr>
<td>3.6.1</td>
<td>Concept of Content Validity of the tools</td>
<td>119</td>
</tr>
<tr>
<td>3.6.2</td>
<td>Concept of Reliability of the tools</td>
<td>121</td>
</tr>
<tr>
<td>3.7</td>
<td>Plan of Statistical Tools used for Analysis of raw data</td>
<td>123</td>
</tr>
<tr>
<td>3.7.1</td>
<td>Concept of Chi-square Analysis</td>
<td>124</td>
</tr>
<tr>
<td>3.7.2</td>
<td>Concept of Percentage Analysis</td>
<td>126</td>
</tr>
<tr>
<td>3.7.3</td>
<td>Concept of Factor Analysis</td>
<td>127</td>
</tr>
<tr>
<td>3.7.4</td>
<td>Concept of Mann Whitney U-Test</td>
<td>128</td>
</tr>
<tr>
<td>3.8</td>
<td>Criteria for retaining the test items in the tools</td>
<td>129</td>
</tr>
<tr>
<td>3.9</td>
<td>Design of Final Study</td>
<td>131</td>
</tr>
<tr>
<td>3.9.1</td>
<td>Sampling Procedure for Final Study</td>
<td>131</td>
</tr>
<tr>
<td>3.9.2</td>
<td>Tool-wise collection of data</td>
<td>133</td>
</tr>
<tr>
<td>IV</td>
<td>ANALYSIS OF DATA</td>
<td>136</td>
</tr>
<tr>
<td>4.1</td>
<td>Results of Pilot study</td>
<td>136</td>
</tr>
<tr>
<td>4.1.1</td>
<td>Content validity of JSS</td>
<td>136</td>
</tr>
<tr>
<td>4.1.2</td>
<td>Reliability coefficient of JSS</td>
<td>136</td>
</tr>
<tr>
<td>4.1.3</td>
<td>Making the tools for Final Study</td>
<td>136</td>
</tr>
<tr>
<td>4.2</td>
<td>Results of Chi-square Analysis (Testing of Null</td>
<td>137</td>
</tr>
<tr>
<td>Chapter</td>
<td>Contents</td>
<td>Page No.</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>4.3</td>
<td>Results of Mann-Whitney U-test</td>
<td>249</td>
</tr>
<tr>
<td>4.4</td>
<td>Results of Factor Analysis related to JSS</td>
<td>257</td>
</tr>
<tr>
<td>V</td>
<td>CONCLUSIONS OF PRESENT RESEARCH</td>
<td>265</td>
</tr>
<tr>
<td>5.1</td>
<td>Conclusions based on Chi-square Analysis</td>
<td>265</td>
</tr>
<tr>
<td>5.2</td>
<td>Conclusions based on Percentage Analysis</td>
<td>276</td>
</tr>
<tr>
<td>5.3</td>
<td>Conclusions based on Mann-Whitney U-Test</td>
<td>286</td>
</tr>
<tr>
<td>5.4</td>
<td>Conclusions based on Factor Analysis</td>
<td>289</td>
</tr>
<tr>
<td>VI</td>
<td>SUMMARY</td>
<td>300</td>
</tr>
<tr>
<td>6.1</td>
<td>Introduction</td>
<td>300</td>
</tr>
<tr>
<td>6.2</td>
<td>Need of the study</td>
<td>301</td>
</tr>
<tr>
<td>6.3</td>
<td>Historical account of job satisfaction</td>
<td>303</td>
</tr>
<tr>
<td>6.4</td>
<td>Operational definition of job satisfaction</td>
<td>304</td>
</tr>
<tr>
<td>6.5</td>
<td>Salient features of Six-Factor-Cascade model of job satisfaction</td>
<td>311</td>
</tr>
<tr>
<td>6.6</td>
<td>Title of present research</td>
<td>312</td>
</tr>
<tr>
<td>6.7</td>
<td>Objectives of present research</td>
<td>312</td>
</tr>
<tr>
<td>6.8</td>
<td>Null hypotheses</td>
<td>313</td>
</tr>
<tr>
<td>6.9</td>
<td>Review of related literature</td>
<td>317</td>
</tr>
<tr>
<td>6.10</td>
<td>Assumptions of present research</td>
<td>317</td>
</tr>
<tr>
<td>6.11</td>
<td>Scope and Limitations of present study</td>
<td>317</td>
</tr>
<tr>
<td>6.12</td>
<td>Conclusions of present research</td>
<td>319</td>
</tr>
<tr>
<td>6.13</td>
<td>Suggestions</td>
<td>335</td>
</tr>
<tr>
<td>6.14</td>
<td>Recommendations for further research</td>
<td>337</td>
</tr>
<tr>
<td>6.15</td>
<td>Utility value of present research</td>
<td>341</td>
</tr>
</tbody>
</table>