CHAPTER - V
INTERPARATION AND DISCUSSION OF DATA

The preceding chapter sought to present an analysis and organization of the data on organisational climate of DIETs and its influence on elementary teacher educators' job-satisfaction. The present chapter seeks to interpret and discusses the statistical values contained in the server tables of the preceding chapter. The succeeding pages contained the interpretation of these statistical values in relation to the objectives of the present study.

After the analysis of the data presented in the previous chapter, it can be interpreted that:

1. Out of 30 DIETs selected in the sample, four DIETs belong to good category, three belongs to poor category and twenty-three belongs to the average category.
2. In other words 13% DIETs belongs to good category, 10% DIETs belongs to poor category and 77% DIETs belongs to average category.
3. In Delhi state out of ten DIETs, three DIETs fall into poor category and seven DIETs fall into average category.
4. No DIET of Delhi found to be in the good category.
5. It can be concluded that, 30% of Delhi DIETs belongs to poor category and remaining 70% DIETs of Delhi belongs to average category.
6. In UP State, out of ten DIETs, two DIETs belongs to good category and remaining eight DIETs fall into average category.
7. No DIET of UP State belongs to poor category.
8. Same categorisation of DIETs is found in Haryana State i.e. out of ten DIETs, two DIETs belongs to good category and eight belongs to average category.

9. In Haryana and UP states, 20% DIETs belongs to good category and 80% belongs to average category.

10. Out of fifteen teacher educators of Poor DIETs, three were found to be less satisfied and remaining twelve were satisfied.

11. In other words, 20% teacher educators of Poor DIETs are found to be less satisfied and remaining 80% are found to be satisfied.

12. No teacher educator of Poor DIETs is found to be more satisfied.

13. In DIETs with average category of organisational climate, out of 115 teacher educators, 20 are found to be less satisfied, 76 are found to be satisfied and 19 are found to be more satisfied.

14. In other words, in DIETs with average organisational climate 17% teacher educators are less satisfied, 66% are satisfied and 17% are more satisfied.

15. In DIETs with good category of organisational climate, out of 20 teacher educators, 3 are found to be less satisfied, 14 are found to be satisfied and 3 are found to be more satisfied.

16. In DIETs with organisational climate belonging to good category, 15% teacher educators are less satisfied, 15% are more satisfied and 70% are found to be satisfied.

17. Level of Job satisfaction in three different categories of DIETs i.e. average, poor and good are almost same.

18. Total job satisfaction score has a positive correlation with organisational climate score. Value of corresponding correlation coefficient is 2282, which is not significant at either level of significance.