CHAPTER-V

MAIN FINDINGS, CONCLUSION, EDUCATIONAL IMPLICATIONS
AND SUGGESTIONS FOR FURTHER STUDIES

This chapter is devoted to main findings, educational implications and suggestion for further study. After the interpretation of data, the investigator was in position to draw certain findings, based on analysis and interpretation.

Main Findings:-

After the interpretation of results to, the investigator was in position to draw certain findings on the basis of analysis and interpretation. According to the objectives and the hypothesis stated earlier in the presents study, the results have been presented as follows:

1. It has been found that there is no significant difference between the level of job-satisfaction among senior secondary school physical education teachers and other teachers of Haryana.

2. It has been found that there is no significant difference at the different rural and urban areas, government-private schools and female-group of senior secondary school physical education teachers and other teachers. But there is significant difference in the male-group, it means the physical education teachers have better job-satisfaction as compare to other teachers.

3. It has been found that there is no significant difference within different age group of > 30, 31-40 and 51 < years of physical education teachers and other teachers, but there is significant difference with in the age group of 41-50 years of physical education teachers of the schools and other teachers. It means that the senior secondary school physical education teachers (41-50 years age group) indicate a better job-satisfaction as compare to other teachers.

4. It has been found that there is no significant difference at different education level eg. in the schools, graduation, post-graduation, and higher education of senior secondary school physical education teachers and other teachers of job-satisfaction.

5. It has been found that there is no significant difference at the level of different income group; belong to physical education teachers of the senior secondary schools and other teacher of job-satisfaction.
6. It has been found that there is no significant difference at the level of adjustment between senior secondary school physical education teachers and other teachers of Haryana.

7. It has been found that there is no significant difference of the rural and urban area in the home, health, social, emotional and their total adjustment of physical education teachers of the senior secondary schools and other teachers.

8. It has been found that there is no significant difference of the government and private school in the home, health, social, emotional and total adjustment of physical education teachers of the senior secondary schools and other teachers.

9. It has been found that there is no significant difference of male and female group in the home, health, social, emotional and total adjustment of physical education teachers of the senior secondary schools and other teachers.

10. It has been found that there is no significant difference in the > 30, 31-40, 41-50 and 50 < years age group of the home, health, social, emotional and their total adjustment of physical education teachers of senior secondary schools and other teachers.

11. It has been found that there is no significant difference in the school, graduation, post-graduation, and higher education level of the home, health, social, emotional and their total adjustment of senior secondary schools physical education teachers and other teachers.

12. It has been found that there is no significant difference of Rs. > 10000, 10000-20000, 20000-50000 and 50000 < income group in adjustment of the home, health, social, and their total adjustment of senior secondary school physical education teachers and other teachers, but the emotional adjustment indicate a significant difference of physical education teachers and other teachers. It means that the emotional adjustment of other teachers is better (Rs. < 10,000 income group) as compare to the physical education teachers.

13. It has been found that there is no significant difference between the level of well-being among senior secondary school physical education teachers and other teachers of Haryana.

14. It has been found that there is no significant difference at the different area of rural and urban, government and private schools, and male-female group of physical education teachers of senior secondary schools and other teachers of well-being feelings.
15. The findings of this study indicates that there is no significant difference at the different age group of > 30 and 41-50 years of physical education teachers and other teachers but there is significant difference within the age group of 31-40 and 50 < years of physical education teachers of the senior secondary schools and other teachers. It means that the senior secondary school physical education teachers (31-40 and 50 < years age group) have better well-being as compare to other teachers.

16. The findings of this study indicates that there is no significant difference at the different education at level in the school, the post-graduation and the higher education level of physical education teachers and other teachers, but there is significant difference at the graduation level of physical education teachers and other teachers. It means that the senior secondary school physical education teachers (at the graduation level) have better well-being as compare to other teachers.

17. The findings of this study indicate that there is no significant difference at the level of different income group of senior secondary school physical education teachers and other teachers of well-being.

18. The finding of this study indicates that the job-satisfaction of the physical education teachers is positively significant correlated with the well-being, but with the health adjustment is negatively significant. The well-being is negatively significant correlated with the emotional, home, health and overall adjustment. The emotional adjustment also positively significant correlated with home, health, social and total adjustment. Similarly home adjustment is positively significant correlated with the health, social and total adjustment. The health adjustment is positively significant correlated with the social and total adjustment. The social adjustment has been positively significant correlated which has been found with the total adjustment. It mean, if the job-satisfaction, well-being, emotional, home, health, and social adjustment will be better than of the total adjustment will also be better and vice-versa of the physical education teachers.

19. The finding of this study indicates that the job-satisfaction of the other teachers is positively significant correlated with the well-being, but with the health, social and total adjustment are negatively significant. The well-being is negatively significant correlated with the emotional, home, health, social and with the total adjustment. And the emotional adjustment is also positively significant correlated with the home, health, social and the total adjustment. The home adjustment is positively significant correlated with the health, social and the total adjustment. Similarly, the health
adjustment is also positively significant correlated with the social and total adjustment. The social adjustment has been positively significant correlated which has been found with the total adjustment. It mean, if the job-satisfaction, well-being, emotional, home, health and social adjustment will be better than that of the total adjustment will also be better and vice-versa of the other teachers.

20. The finding of this study indicates that the age group is positively significant correlated with the well-being, and with the home adjustment negative significant relationship. The education level is negatively significant correlated with the job-satisfaction, emotional, health and with the total adjustment. And the income level has been negatively significant correlation which has been found with the emotional and health adjustment. It mean, if the age, education and income will be more than that of well-being, job-satisfaction, home, emotional, health, and the total adjustment will also be better and vice-versa of the physical education teachers and other teachers.

**Conclusion:-**

On the basis of results of the present study, we can conclude that the empirical study which has been carried out on the senior secondary school teachers of physical education and the other teachers, indicate varied response on their ‘view points’ on job-satisfaction, adjustment and well-being issue. It also includes different views on the areas of adjustment home, health, social, emotional & their total adjustment. There has been found positive correlation of physical education teachers and other teachers of job-satisfaction with well-being, and the emotional adjustment have also been found positive correlation with the home, health, social & total adjustment. Age group is positively correlated with the well-being. But the job-satisfaction has been found negative correlation with the health, social & total adjustment and the well-being has been found negative correlation with the emotional, home, health, social and total adjustment. Age is negatively correlated with home adjustment. Education level has been found negative correlation with the job-satisfaction, emotional, health and total adjustment. Income group has also been found negative correlation with the emotional and health adjustment, of the physical education teachers as well as the other teachers of senior secondary schools.

The various authors have carried forward with their research on job-satisfaction, adjustment and well-being of the school teachers. They revealed that the teachers are satisfied with their work, working conditions, salary structure, job security, promotional policies,
institutional plan and policies, relationship with their co-workers, functioning of authorities (head) and their compatibility. They have also found that there is no-significant difference in the job-satisfaction between government-private schools, rural-urban, education levels and age group. Except the male-female significant difference in the job-satisfaction. And they found that there is no-significant difference in the adjustment between emotional adjustment, social adjustment, rural-urban, male-female, government-private schools, high-low age group, high-low qualified. Related to well-being, they have found that there is no-significant difference between rural-urban, male-female, government-private schools, but in the age, education level has been found significant difference. And the various authors have carried forward with their research related to the correlation, the author had been find positive correlation of job-satisfaction, adjustment and well-being with the different levels.

In this study, we have been found that job-satisfaction parameter indicate no-significant difference between the rural-urban, government-private schools, education level, income group, except in the male group, and age group of within 41-50 years has been found significant difference. With regarding to adjustment, we have found no-significant difference between rural-urban, government-private schools, male-female, age group and education levels, but in the income group Rs. > 10,000 have found that the significant difference. In context to well-being, we have concluded that no-significant difference in the rural-urban, government-private schools, male-female, and income group, except the age group within 31-40 and 50 < years. For education level up to graduation level, it has been found significant difference. Lastly, the study indicates that the positive correlation of physical education teachers and other teachers of job-satisfaction with well-being, and emotional adjustment have also been found positive correlation with home, health, social & total adjustment. Age group is positively correlated with the well-being. But the job-satisfaction has been found negative correlation with the health, social and total adjustment. Well-being has been found negative correlation with the emotional, home, health, social and total adjustment. Age is negatively correlated with home adjustment. Education level has been found negative correlation with the job-satisfaction, emotional, health and total adjustment. Income group has also been found negative correlation with the emotional and health adjustment, of the physical education teachers as well as the other teachers of senior secondary schools.

Hence, it is quite obvious that the respondents, who are teachers, belong to physical education as well as the other teachers indicate a different level of significant or non-significant difference at different proportionate figures of samples. All these have been
proven conducive to draw some of inferences in accordance with the objectives laid down by the researcher.

**Educational Implications:**

The variables of psychological such as job-satisfaction, adjustment and well-being play an important role for education of the teachers and to modify this behaviour even in the field of psychological behavior of important role in the better adjustment. In the present investigation these psychological variables are being compared between the physical education teachers and other teachers of the senior secondary school. In this finding the study reveals that job-satisfaction, adjustment and well-being play an important role in the field of teaching. The job-satisfaction, adjustment and well-being have non-significance difference in physical education teachers and other teachers of the senior secondary school. It is quite obvious from the empirical study that a positive correlation has been found with varied quantitative and qualitative parameters, indicate quite obvious inferences of the desired results.

For having more job-satisfaction the work load should be less on teachers, misbehavior of the students and poor colleague relationship are the factors of dissatisfaction which should be stopped. Good pay-scale, promotional opportunities for more job-satisfaction of the teachers should be done. In rural-urban schools the same facilities should be provided to the teachers, the private school teachers should get the same pay scale and other facilities that of the government school teachers. The school teaching work load should be divided equally among the male-female teachers for having more job-satisfaction. The aged experienced teachers should share their knowledge with the newly aged (>30, 31-40) teachers promotion and other facilities should be provided to the teachers according to their qualification. The institutional head should be cooperative, impartial and problem solving with the teachers for increasing job-satisfaction. The home-adjustment should be improved in the teachers by having, lovingly, cooperative, helpful and the parents should teach adjustment in the environment in any condition. The self-ruling should be avoided. For having good health-adjustment we should not be feared of the doctor, check-up should be taken from the doctor in case of any deficiency or disease and proper medicine should be taken in time. Regular exercise should be done for fitness of the body. The teacher should have freely friendly nature, able to express their views, not having hesitation to talk with others for better social-adjustment. For better emotional-adjustment we should control our emotions and having positive nature. The teacher should be have good spirit, self-control, unstressed,
anxiety less mind and slept fairly well for better well-being. The teacher should be emotionally stable and take interest in life and felt productive and creative.

Suggestions for Further Studies:-

Apparently due to limitations of an individual research study, the findings need to be re-confirmed and authenticated on a variety of samples situations via variety of situations especially in behavioural sciences. This makes replies studies on different samples necessary in order to reach broader and comprehensive generalization. In this case also, the present researcher cognizant of his own limitations suggested a few more replica studies to broader the ambit of the problem. Therefore, the suggest topics for further research possible could be as follows:

1. This comparative study may be also conducted on teaching and non-teaching staff of the different institution.
2. Cross-culture studies can also be conducted to enrich the conclusions.
3. The psychological variables had not been included in the present study. It is therefore become essential to include this variable for further study.
4. A set of National level studies on school teachers Job satisfaction, Adjustment and Well-being of physical teachers and others teachers at different level of school, need to be undertaken.
5. This study may be also conducted on physical education lectures and other lectures at college or university level.
6. The study may be conducted on large samples by including more states, taking more teachers from various types of schools so that we may take a comprehensive understanding of different problematic areas within preview of the study.
7. This type of study is expected to pave the way to make a comprehensive view for other professional services too, so that we may find out the scope of improvement for future too.
8. This type of the study can provide a good feed-back, so that the ‘work-culture’ may be modified in accordance with prescribed norms.
9. In order to get total quality management in the services, it is very essential to conduct such type of studies regularly.
10. In order to formulate concrete, policy with regarding to particular services, it is essential to carry out such type of studies, so that such types of studies may provide a regular feed-back to the planners.