

CHAPTER – V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Physical activity and sports is man's cultural heritage. Activity is the only symbol of life. But in modern scientific era, the life style of man has altogether changed. All his needs are met with the press of button and he does not need to move at all. His reduced physical activities are causing a great threat to his survival. Programmes and schemes are being evolved at private and government level to provide physical and recreational activities to the youth so that his fitness level is improved. It is a known fact that only fit person of a country can bring prosperity and build a nation. Considering importance of health and fitness of the people, recently under new education policy, it was considered that physical education and sports be introduced as a compulsory subject in schools and colleges of the country.

Successful implementation of the programme of any standard depends upon efficient leaders, who possess imaginative insight, broad outlook, commitment to ideals of professionalism, dynamism, vision, farsightedness and above all devotion to put in herculean efforts to accomplish the objectives of physical education. It is an undisputed fact that the teachers of physical education working in the institutions of higher learning in Haryana State are well qualified and fully competent to justify their professional obligation. They are able to achieve the objectives of physical education provided they get the chance to work under the guidance of efficient administrative leaders and the management of the institution. In Haryana state there are three types of educational institutions of higher learning which provide a different kind of environment and

atmosphere to the physical education teachers for discharging their responsibilities. Teachers of government colleges fall under the direct preview of government agency. Job profile of physical education teachers, partially service conditions and norms are framed by the government and, they have to work under the direct supervision of the college principals.

The second category of physical education teachers belong to the institutions governed by the private and the autonomous bodies. The environment and atmosphere of these private institutions is altogether different from the government institutions. Some of the norms are common for the teachers working in government as well as private colleges in terms of job profile and service conditions.

There is yet another category of teachers working in the universities of Haryana. The teachers working in universities have a lot of dissimilarities from rest of the two categories in terms of job profiles, atmosphere and environment. Keeping in view the above factors the present researcher has opted to investigate job satisfaction, job stress and adjustment of these teachers as related to their job placement.

Job satisfaction is considered as the total body of feelings that an individual has about his job. This body of feeling involves in fact weighing up the some total of influences on the job. The individual is job satisfied when some total of influences gives rise to feeling of satisfaction.

According to Hoppock (1935) "Job satisfaction is a combination of psychological and environmental circumstances that cause a person truthfully to say : I am satisfied to my job."

Livingia (1977) states that "Job satisfaction improves the performance as well as the effectiveness of the individual irrespective of

the nature of work". Job satisfaction is favorableness or unfavorableness with which employees view their work. It results when there is an agreement between job characteristics and wants of an employee. It is expressed the amount of congruence between one's expectations as compared to rewards.

A comprehensive approach to the understanding of job satisfaction requires the consideration of employment, conditions of work, advancement opportunities etc. Apart from such factors as employee's age, health, temperament, desires and level of aspiration, family relation and social status have to be taken into consideration in order to have the complete understanding of the term satisfaction. Job induces motivation and generates interest in work. When work becomes interesting, it gives personal leisure to the worker and this has tremendous psychological satisfaction.

The other variable which has been considered as an important factor to be a good professional leader, is job stress. The right amount of stress can be a great motivating factor. Stress can also protect us to avoid hazardous situation under different environmental conditions. The human organism marshals inner force i.e. brain, heart and muscular system to meet the crisis producing a positive condition to overcome damage due to accident or injury to organism. But if the crisis become too frequent and too intense to call the inner factor too frequently then the stress becomes debilitating leaving the body unable to cope with such situations.

In all types of jobs, there is an inter play between the demands that the job makes on the employee and the demands that the employee expects of the job. The lack of accommodation between the demands of employee and those of their organization is the cause of job stress. A task

may be stressful because it represents quantitative levels of demands which approach the organisation's capacity. A task may induce stress because failure on it would involve ego threat.

Joseph (1970) has defined stress as the anticipation in ability to perceive demands accompanied by anticipation of negative consequences for inadequate responses. Stress as a psychological condition, has an inherent temporal aspect. Psychological stimuli are probably the most common stresses affecting human beings. These include life changing events or line of work such as family illness, problem with superiors, deaths of relatives or friends and increased responsibility. Stress is not always harmful. Moderate stress may enhance behavioral adoption and is necessary for maturation and health. It has been said, "Freedom from stress is death and stress is spices of life". However high stress due to over load of work, hampers the performance and growth. A world authority on stress opines, "most people who want to accomplish something, who are ambitious, live on stress and they need it."

Adjustment is an other dimension, which is very important for the smooth sailing of life of an individual in the society. Stress and satisfaction are contributing factors to this fact. A good number of studies have been conducted related to sports persons, but very few studies have been **conducted on physical education teachers**. Adjustment may be referred to as continuous process of maintaining harmony among the attributes of the individual and the environmental conditions which surround him. The affected adjustment will involve both personal and social criterion and value judgement. A person, who is not well adjusted becomes upset easily or requires time to get back to his normal self. Each society has its own value systems and set standards for its members. Some individuals can

not live upto these standards and ideas and thus do not fit or adjust them self to the social norms.

Adjustment is one of the personality components, which can be understood in terms of biological drives, behaviour controls, and personal standards. These can be regarded as corresponding to the id, ego and super ego functions of psychology.

Maslow (1970) pointed out that the goal of human life is to satisfy his physiological safety, love and belongingness, esteem and self actualization needs. The purpose of adjustment is an integral aspect of fulfillment of these needs. A healthy well adjusted person can live smoothly even in stressful and difficult conditions.

STATEMENT OF THE PROBLEM

The purpose of the study was to probe job satisfaction, job stress and adjustment of Physical Education Teachers working in the colleges and universities of Haryana state as related to their job placement. Another purpose of study was to compare male and female physical education teachers in the above mentioned variables. Accordingly the problem has been stated as, "A study of job satisfaction, stress and adjustment of physical education teachers."

DELIMITATION

The study has been delimited to the physical education teachers working in the government, private colleges and universities of Haryana state only.

OBJECTIVES OF THE STUDY

The following objectives of the study were considered to be focused upon:

- 1) To find out significant difference in job satisfaction among physical education teachers working in government, private colleges and universities of Haryana state.
- 2) To find out significant difference in job stress among physical education teachers working in government, private colleges and universities of Haryana state.
- 3) To find out significant difference in job adjustment among physical education teachers working in government, private colleges and universities of Haryana state.
- 4) To find out significant difference between male and female physical education teachers working in the colleges and universities of Haryana state in their job satisfaction, stress and adjustment variables.
- 5) To find out relationship between age and other variables of male physical education teachers working in colleges and universities of Haryana state.
- 6) To find out relationship between age and other variables of female physical education teachers working in colleges and universities of Haryana state.
- 7) To find out relationship between service length of male physical education teachers working in colleges and universities of Haryana state.
- 8) To find out relationship between services length of female physical education teachers working in colleges and universities of Haryana state.
- 9) To find out relationship between job satisfaction and other

variables of male as well as female physical education teachers of Haryana State.

- 10) To find out relationship between job stress and other variables of male as well as female physical education teachers of Haryana State.

HYPOTHESIS

- 1) There would be no significant difference in job satisfaction variable among physical education teachers working in government, private and universities of Haryana state.
- 2) There would be no significant difference in job stress among physical education teachers working in government, private colleges and universities of Haryana State.
- 3) There would be no significant difference in job adjustment variable among physical education teachers working in government, private colleges and universities of Haryana state.
- 4) There would be no significant difference between male and female physical education teachers working in the colleges and universities of Haryana state in their job satisfaction, stress and adjustment.
- 5) There would be a significant relationship between age and others variables of male physical education teachers working in colleges and universities of Haryana state.
- 6) There would be a significant relationship between age and others variables of female physical education teachers working in colleges and universities of Haryana state.

- 7) There would be a significant relationship between service length and other variables of male physical education teachers working in colleges and universities of Haryana state.
- 8) There would be a significant relationship between service length and other variables of female physical education teachers working in colleges and universities of Haryana state.
- 9) There would be a significant relationship between job satisfaction and other variables of male as well as female physical education teachers.
- 10) There would be a significant relationship between job stress and other variables of male as well as female physical education teachers.

SELECTION OF SAMPLE

A purposive sampling device was employed to include all the available physical education teachers working in various colleges and universities. The available number of teachers was 129 out of which 87 were male and remaining 42 were female. These subjects have been working in government colleges as well as private colleges and universities of Haryana state.

TOOLS FOR THE COLLECTION OF DATA

- (I) Occupational stress Index (0.53) by Srivastava and Singh (1984).
- (II) Job satisfaction scale by Singh and Sharma (1986).
- (III) Teachers adjustment inventory by Mangal (1996).

STATISTICAL DESIGN

Analysis of variance statistical procedure was used to compare three categories of physical education teachers i.e. working in government, private colleges and universities in their job stress, job satisfaction and adjustment variables.

F-test was used to test the hypothesis. Pearson's product moment coefficient of correlation was used to find out relationship of each variable with the age and service length of physical education teachers. 't' test was also applied to compare male and female teachers in the above listed variables. The degree of precision was accepted as five percent to test the hypothesis.

CONCLUSIONS

On the basis of results the following conclusions were drawn:

1. Significant difference was observed among physical education teachers (Total sample) working in government, private colleges and universities in their job satisfaction, stress and four of the adjustment variables namely : academic and general environment, professional relationship, personal life, and over all adjustment.
2. Male Physical Education Teachers working in universities were significantly better satisfied in their job than teachers working in government and private colleges.
3. Male physical education teachers working in universities experienced significantly more job stress than their counterparts working in government and private colleges.

4. Significant difference was observed among male physical education teachers working in government, private colleges and universities in three of the adjustment variables as well as in overall adjustment. University teachers were found better adjusted in academic, general environment, professional relationship and over all adjustment than the teachers working in government and private colleges. In personal life adjustment. Male physical education teachers working in universities were significantly better adjusted in their personal life than private college teachers only.
5. Significant difference was observed among female Physical Education Teachers working in government, private colleges and universities in their job satisfaction.
6. Significant difference was also observed in the job stress among three categories of female physical education teachers. University female teachers experienced significantly more job stress than the government and private college teachers. At the same time private college female teachers experienced significantly more stress than teachers working in government colleges.
7. A significant difference was observed in only one of the adjustment variables i.e. professional relationship adjustment among female physical education teachers working in three different educational institutions of higher learning. University as well as government college female teachers were found better in their professional relationship adjustment than private colleges teachers.

8. Male physical education teachers working in government colleges experienced significantly more job stress than female teachers. However, no significant difference was observed in this variable, between male and female teachers working in private colleges and universities.
9. No significant difference was observed in job satisfaction between male and female physical education teachers working in all the three types of educational institutions i.e. government, private colleges and universities.
10. In case of adjustment variables, only financial adjustment of female teachers working in government colleges was found better than male teachers. Academic and general adjustment of male teachers working in universities was found significantly better than female teachers. However, no significant difference was observed in any of the adjustment variables between male and female teachers workers in private colleges.
11. Age and service length was not found significantly related with any of the dependent variables of male and female physical education teachers working in three types of educational institutions.
12. Significant relationship of job satisfaction was observed with job stress, academic and general, professional relationship and over all adjustment of male physical education teachers.
13. Significant negative relationship was observed between job stress and three of the adjustment variables i.e. academic

and general, socio, psycho, physical and financial adjustment of male physical education teachers.

14. In case of female teachers significant positive relationship was observed between job satisfaction and other variable of job stress and professional relationship adjustment only.

RECOMMENDATIONS

1. Physical education teachers working in government and private colleges may be given optimum work load which would provide them job satisfaction and help in better adjustment.
2. The teachers working in government and private colleges should be given reinforcer incentives so that they take more interest in their job profiles which will provide them job satisfaction and better adjustment.
3. Similar studies may be conducted in the other states.
4. The similar comparative study between physical education teachers and other allied subject teachers may also be conducted.
5. The scope of study may further be extended by including more variables such as job anxiety, aspiration, attitude etc.
