Chapter - V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Recently Physical Education has been considered as one of the academic discipline. Under new education policy, it has been recommended that Physical Education be introduced as a compulsory subject at school level in all the states for the general fitness of the students and promotion of sports in India.

Although Physical Education is being considered as one of the most important aspect of total educational process for all-round personality development of the child, yet many of the misconceptions are prevailing in the society. In most of the educational institutions, Physical Education is being given last priority. General concept of Physical Education is restricted to the sports activities. Even common people of the country view Physical Education as doing some set of exercises, running, jumping, throwing, playing, etc. Most of the administrators of the schools and colleges could not catch the idea of Physical Education in a proper perspective. They do not give due recognition to the Physical Education teachers. They are always engaged in petty jobs instead of serving to the cause of Physical Education. Under circumstances, the Physical Education teachers in different educational institutions feel insecure, unsatisfied and disappointed.

The job situation is a well regulated and highly cultural reality. It is neither a happenstance nor an appendage of the cultural environment where a person spends from fixed hours daily and then re-enters his real
culture for gratifications of his various needs. It is natural that men seeks to satisfy many of their needs through their work. It becomes necessary, therefore, to know the relative contributions of the job situation to overall satisfaction or dis-satisfaction in an individual life.

Every individual has a different idea about a dream job. A dream job is nothing more than a job that gives an individual a reasonable level of security, a decent environment to work and chance to grow in professional setting. A dream job is expected to give a reasonable sense of self-esteem and self fulfillment and of course salary taken care of adequately.

Though there are a number of factors which may be considered extremely important. On the basis of personal experience and related study, the present researcher has considered job stress, job satisfaction and adjustment variables of Physical Education teachers as some of the important areas to be focussed for the investigation. The basic problem lies that Physical Education teachers employed in the schools of Chandigarh and its satellite town of Panchkula and Mohali are working in different types of schools managed by different organizations e.g. government, public and private schools. The service conditions and environment of these schools are different from one another. Therefore, the spectrum and purpose of study was enlarged to obtain maximum informations in the area. The actual study has been stated below:

STATEMENT OF THE PROBLEM

The purpose of the study was to find out significant difference among Physical Education teaches working in the schools of Chandigarh, Panchkula
and Mohali managed by different agencies in their job stress, job satisfaction and adjustment variables. Another purpose of the study was to find out significant difference between male and female teachers in these variables.

The secondary purpose of the study was to find out inter-correlation between the variables of the study and also their relationship with service length and age of Physical Education teachers. Therefore, the study has been stated as "A study of job stress, job satisfaction and adjustment of Physical Education teachers as related to their job placement".

DELIMITATION OF THE STUDY

The study has been delimited to the male and female Physical Education teachers working in government, public and private schools of Chandigarh and its satellite towns of Panchkula and Mohali. Only those schools were considered which were affiliated to C.B.S.E., New Delhi.

OBJECTIVES OF THE STUDY

1. The objective of the study was to find out significant difference among Physical Education teachers working in government, public and private schools.

2. To study the significant difference between male and female Physical Education teachers working in the schools.

3. To find out the relationship among job stress, job satisfaction and adjustment variables of Physical Education teachers.
4. To find out relationship of job stress, job satisfaction and adjustment variables with service length of Physical Education teachers.

5. To find out relationship of job stress, job satisfaction and adjustment variables with age of Physical Education teachers.

To achieve the objectives of the study, a survey type study was designed for the collection of data.

SAMPLE

A purposive sampling device was used to consider 140 Physical Education teachers including 79 male and 61 female teachers working in different schools of U.T. Chandigarh and its satellite towns of Panchkula and Mohali. The subjects working in these schools were affiliated to C.B.S.E., New Delhi.

TOOLS FOR THE COLLECTION OF DATA

1. Occupational Stress Index (OSI) by Srivastava and Singh (1984) was used to evaluate the job stress of Physical Education teachers.


All the above listed scales were standardized on Indian conditions and were found valid and reliable tools to collect the data related to the variables under study.
All suitable measures were taken to obtain maximum co-operation from the Physical Education teachers for the collection of reliable information to serve the purpose of the study.

STATISTICAL DESIGN

Analysis of variance statistical procedure was used to compare three groups of Physical Education teachers working in government, public and private schools in their job stress, job satisfaction and adjustment variables. Analysis of variance was also applied to find out difference between male and female in the above mentioned variables. F and 't' tests were applied to test the hypothesis at five percent level.

To achieve the second objective of the study, Pearson product moment co-efficient of co-relation was used. The degree of precision was accepted as five percent to test the hypothesis.

With limits and limitations of the study, and on the basis of results obtained, the following conclusions were drawn:

1. Significant difference was observed among Physical Education teachers working in government, public and private schools in their job stress, job satisfaction and a number of adjustment variables.

2. Physical Education teachers working in public schools were found to have been facing significantly more job stress than their counter parts. At the same time they were enjoying significantly better job satisfaction also than others.
Almost similar trends were observed among male as well as female Physical Education teachers when they were studied as separate groups.

No significant difference was observed between male and female Physical Education teachers working in government schools.

Significant difference was observed between male and female Physical Education teachers working in public schools in only four of the adjustment variables namely socio-psycho, professional, personal life and overall adjustment variables.

No significant difference was observed between male and female Physical Education teachers working in private schools in any of the variables under study.

When total sample including male and female was considered as one group, negative significant relationship was observed between their service length and job stress as well as job satisfaction. Significant negative relationship was also observed between age and job satisfaction.

Significant positive relationship of job stress was observed with job satisfaction and three of the adjustment variables.

Significant positive relationship of job satisfaction was also observed with four of the adjustment variables.
10. The service length of the male Physical Education teachers was found significantly negatively related with job satisfaction.

11. No significant relationship between age and other variables of male Physical Education teachers was observed.

12. Significant positive relationship of job stress with job satisfaction and functional adjustment of male Physical Education teachers was found.

13. Positive significant relationship of job satisfaction of male teachers was found with four of the adjustment variables.

14. The age and service length of female Physical Education teachers were significantly negatively related to job stress.

15. A positive significant relationship of job satisfaction was found in respect of female Physical Education teachers with their job stress and four of the adjustment variables.

16. Job stress of female Physical Education teaches was not found significantly related to any of the adjustment variables.

RECOMMENDATIONS

1. Physical Education teachers working in government and private schools may be given optimum work load which will help them for their adjustment and job satisfaction.
2. The teachers working in government and private schools should be given reinforcer incentive so that they take interest in their job responsibility which will provide them job satisfaction and better adjustment.

3. The female Physical Education teachers working in government, public and private schools may not be over-loaded with professional responsibility, while giving due consideration of their family and social responsibility.

4. The similar study may be conducted for the Physical Education teachers working in colleges also.

5. The similar study may be conducted in other states also.

6. The similar comparative study between Physical Education teachers and other allied subject teachers may also be conducted.

7. The scope of study may further be extended including more variables such as job anxiety, aspiration and attitude, etc.