Chapter - III

PROCEDURE AND METHODOLOGY

To achieve the objectives of the study, the design of the project in terms of the selection of subjects, selection and administration of test scales collection of data and statistical procedures used has been described in this chapter.

DESIGN OF THE STUDY

A survey type study was designed to find out significant difference among Physical Education teachers working in government, private and public schools as related to their job stress, job satisfaction and adjustment variables. The data was also utilized to find out relationship among job stress, job satisfaction and adjustment variables.

SAMPLE

A purposive sampling device was used to select the sample for the study. 140 Physical Education teachers including 79 male and 61 female working in different schools of U.T. Chandigarh and Satellite town of Mohali and Panchkula acted as subjects. All the schools have been affiliated to C.B.S.E. New Delhi.

SELECTION OF TEST SCALE

The researcher made sincere efforts for the selection of test scale to be used for the study. He had detailed and intensive discussion with his
supervisor and other experts of Physical Education profession before taking a final decision on the adoption of relevant test scales to be used for the collection of data. Finally the following test scales were considered for the study with their reliability coefficient mentioned in the manual.


To measure job stress, occupational stress index developed by Srivastava and Singh (1984) was used. The author have claimed that tool may be conveniently administered to all categories of employees. The scale consisted of 46 items each was to be rated on five point scale. Out of 46 items 28 were true keyed rest 18 were false keyed. The validity of OSI was determined by computing co-efficients of correlation between the scales on the OSI and the various measures of job attitude and job behaviour. The reliability of the scale was established by applying to split half method which was found to be .935.

The job satisfaction scale was developed by Singh and Sharma (1986). The authors claimed that the scale has been widely accepted. Psychological aspects of functioning in any profession. The scale consisted of 80 statement in the pilot study. After try out only 30 statements were retained in the final. The scale was standardised on engineers, doctors and teachers. The test-retest reliability of the scale was found to be 0.978. The scale compared favourably with Muthayya's job-satisfaction questionnaire.
Teacher adjustment inventory by Mangal (1996) was applied. In the pilot study 410 items were pooled under 21 dimensions of teachers adjustment. The discriminant and by point biserial 't' statistical technique was used to finalise the scale which retained 253 items. First order factors were deduced by Principal component method which gave the following factors or broad area of teachers adjustment.

1. Adjustment with academic and general environment of the institution.
2. Socio-psycho-physical adjustment.
3. Professional relationship adjustment.
4. Personal life adjustment.
5. Financial adjustment and job satisfaction.

The reliability of the scale as well as its each dimension was established by both test retest method and split half method.

Three types of validity, were established for the inventory (1) Content validity, (2) Construct or factorial validity, (3) Criterion related validity.

**STATISTICAL DESIGN**

Analysis of variance statistical procedure was used to compare three categories of Physical Education teachers i.e. working in government, private and public schools in their job stress, job satisfaction and adjustment variables. F test was used to test the hypothesis. Pearsons product moment co-efficient of correlation was used to find out relationship among three variable and also 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.