CHAPTER III

RESEARCH DESIGN AND METHODOLOGY OF STUDY
Research Design and Methodology of study.

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RESEARCH DESIGN
AND METHODOLOGY OF STUDY

INTRODUCTION:

Man is considered as social animal and he always want to be in social group for one or the other purpose. To a large extent, man lives in and for work; and his mental health and happiness depend upon the choice of work, its scope for action, expression and initiative and its contribution to a sense of self-esteem. As work affords satisfaction, enjoyment and self realization, it can also bring the desire for success and power. Work is one of the central activity of life. All of us live and work within the framework of some kind of organization or institution.

Human nature shows a nice adaptation between propensity to work and the need to maintain a complex material culture. In order to survive man needs clothes, house and cultivated food. To provide this there has to be persistent striving for the achievement of goals and co-operation in groups.
Work is one of the central activity of life and a source of satisfaction and dissatisfaction, the basis of identity, and the main object for motivation; it can be the cause of mental health or mental ill-health. There is a definite relationship between mental health and job-satisfaction. Satisfied workers have better mental health.

Work is the setting for several kinds of basic social behaviours like co-operation and helping in groups; assessment and appraisal. These forms of social behaviour take place in a complex environment setting which contains technology, incentive schemes and social organizations where people are all placed in definite relationships to one another. The social well being and the future progress of any country depends to a large extent upon that small section of its population which is generally known as — "teachers". Teaching is considered to be an important profession as already mentioned in the first chapter.

The important factors for effective teaching are teacher's attitude, teaching skills and professional adjustment. Teacher's attitude
towards their profession may be considered as the most responsible factor because it predicts the satisfaction of employee towards its profession. In case of job-satisfaction of teachers there are certain other factors also which are important such as intrinsic aspect, rapport with students etc.

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research project which is undertaken, and this is popularly known as the "Research Design". According to Claire

"A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".¹

In fact, the research design is the conceptual structure within which research is conducted, it constitutes the blue print for the collection, measurement and analysis of data. It was very much important on the part of the researcher to
determine appropriate method of research in solving the problem and in verifying the hypotheses formulated.

The research design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

**NEED FOR RESEARCH DESIGN:**

Research design is needed because it facilitates smooth sailing of the various research operations, thereby making research as efficient as possible yielding maximum information with minimum expenditure of effort, time and money. Research design stands for advance planning of the methods to be adopted for collecting the relevant data and the techniques to be used in their analysis. Keeping in view the objective of the research and the availability of staff, time and money. (Kothari, 2002)²
IMPORTANT FEATURES OF A GOOD RESEARCH DESIGN:

A good design should be characterised by adjectives like flexible, appropriate, efficient, economical, etc. Generally, the design which minimises bias and maximises the reliability of the data collected and analysed is considered a good design.

In this chapter, an attempt is made to present the design and plan of the study-including hypotheses to be tested, sample, design and the tools of data collection etc. Keeping in view the aim of the project, design of the study was made to measure job-satisfaction among secondary school teachers working in different media schools of Aurangabad District. The researcher does not claim that the findings of the survey are very exact and precise, since the very nature and concept of job-satisfaction is subjective. At the same time the researcher has no hesitation in stating that a sincere and honest attempt has been made to find
out the level of satisfaction among teachers working in different schools of Aurangabad.

**STATEMENT OF THE PROBLEM:**

"Job-Satisfaction Among Secondary School Teachers – An Investigation”.

**EXPLANATION OF THE TERMS:** The terms used in the above mentioned topic are defined here both for purpose of clarity and for delimiting the scope of the study.

**Job satisfaction:** The term job satisfaction used in these research, means the extent to which the needs of an individual are satisfied and the extent to which the individual perceives it.

**School:** The term school denotes Urdu, Marathi, Hindi & English medium secondary schools of Aurangabad District.

**Teacher:** The term ‘Teacher’ denotes the teachers teaching secondary classes i.e. trained teachers working in different media schools in the classes V to X.
OPERATIONAL DEFINITION OF JOB-SATISFACTION:

"Job satisfaction is an individual emotional reaction to the job itself. It is a person's attitude towards the job which is the result of various attitudes possessed by an employee. These attitudes may be towards various aspects of the job and related factors." (Reddy 1991)

Therefore, the researcher decided to set out for the operational meaning of job-satisfaction with the help of above definition. The following are the different factors which lead us to job satisfaction:

i. Job-satisfaction refers to one's feeling towards one's job.

ii. Job satisfaction is basically an individual matter.

iii. Job satisfaction is the result of various attitudes possessed by the employee.
iv Job satisfaction is the general attitude which is the result of many specific attitudes in three areas viz;

a. Specific job factors,

b. Individual characteristics and

c. Group relationship outside the job.

Thus, for the purpose of the study, job satisfaction has been defined as follows:

1) Job satisfaction is the extent to which the individual needs are satisfied.

2) The ratio showing what an individual wants or expects from his job.

OBJECTIVES OF THE STUDY:

The research work was conducted with the following objectives in mind:

1) To study the degree of job-satisfaction of secondary school teachers.

2) To compare the attitudes of teachers of different media schools.
3) To suggest ways and means to improve the existing situation so as to make the teachers enthusiastic, contended and dedicated.

HYPOTHESES:

To realize the above stated objectives, the following hypotheses were formulated and tested.

1) There is normal degree of satisfaction about the job in secondary school teachers of Aurangabad District.

2) Secondary school teachers working in aided schools are more satisfied than those working in non-aided schools.

3) There is no significant difference between the attitudes or teachers of aided schools belonging to different media.

To test the hypotheses and objectives stated above, Aurangabad district was selected as the locale of the study. Schools were chosen through stratified random sampling. Four media schools
were selected. The researcher decided to use Dr. (Mrs) Meera Dixit's Standarised Test Scale (1993) for studying job-satisfaction among secondary school teachers.

**AREA OF THE STUDY:**

The venue of the study was Aurangabad District, the divisional headquarter of Marathwada region of Maharashtra state.

Aurangabad city is an ancient historic place. It was founded on the site of a village called Khirki in 1910 by Malik Amber, Prime Minister of Murtuza Nizam Shah II. After his death in 1626, the name was changed to Fatehpur by his son Fateh Khan who succeeded him as Prime Minister of Deccan in the year 1953, he made Fatehpur his capital and changed the name to Aurangabad. Since then the place came to be known as Aurangabad.

Later on Hyderabad was made the capital by the Nizam's and Aurangabad remained in the state of Hyderabad which was ruled by the Nizams till February 1956. After the state occupied by the Republic of India, the old Nizam's dominion was
split into three states viz; Andhra Pradesh, Karnataka and Marathwada. Thus Aurangabad along with seven other districts, formed Marathwada region and became the part of Maharashtra state.

Choice of Aurangabad for this research project was based on several reasons. Firstly, it is the district headquarter of the Marathwada region, so it represents Marathwada as well as we can say it represents Maharashtra in many respects. Secondly, it is one of the educational centers in the state and the biggest center in the region and hence number of different media schools were established at urban and semi-urban areas and the sample which required secondary school teachers were easily accessible to the researcher. Thus the place selected for the research project was representative in all respects like teachers belonging to urban and rural areas male and female, belonging to different media schools etc.
METHODOLOGY OF RESEARCH:

In any type of research investigation data is required with which the hypotheses may be tested. In order to collect data variety of methods and procedures have been developed. A method is a procedure or way of doing something systematically.

Research method indicates the various steps of the plan of attack to be adapted in solving a research problem. It is very difficult to classify the types of method as every book suggests a different system of classification. An attempt made by Best & Kahn (1992) in this direction is a very scientific one and their classification is so wide and comprehensive that all methods fall under one of the following three types or a combination there of. According to Best & Kahn the three methods are Historical method, Survey or Descriptive method and Experimental method.

HISTORICAL METHOD:

It is one which investigates, records, analyzes and interprets the events of the past for the purpose of discovering sound generalizations
that are helpful and useful in understanding the past and the present and, to a limited extent, and anticipated future. Thus, historical research describes 'what was'.

SURVEY METHOD OR DESCRIPTIVE RESEARCH:

It is one which describes records, analyzes and interprets the conditions that exist. In such a research an attempt is made to discover relationship between existing non-manipulated variables apart from some comparison or contrast among those variables. Thus descriptive method basically describes 'what is'.

EXPERIMENTAL METHOD:

It is one in which the primary focus is upon the variable relationship where certain variables are controlled or manipulated and their effect is examined upon some other variables. Thus experimental method basically describes 'what will happen' when certain variables are carefully controlled or manipulated.
After going through different methods of research, survey method was selected by the researcher for this study as the researcher wanted to study the degree of job-satisfaction among secondary school teachers working in Urdu, Marathi, English & Hindi media schools. Since, the information which the researcher required could not be available through documentary sources or related literature, survey method was employed for the study which is most suitable for collecting data from the representative sample.

NORMATIVE SURVEY METHOD:

The term 'Normative' implies the determination of normal or typical conditions or practices. The term Normative survey is generally used for the type of research that one intends to consider here i.e. the research, which proposes to ascertain what is the normal or typical condition or practice at the present time. While historical studies discover, describe and interpret what existed in the past.
Normative survey method is concerned with conditions or relationships that exist, practices that prevail, beliefs, points of view or attitudes that are held, processes that are going on, effects that are being felt or trends that are developing.

**IMPORTANCE OF NORMATIVE SURVEY METHOD:**

The researcher has selected Normative Survey Method because:

1. Normative survey method served as a stepping stone to more precise investigations.

2. Normative survey provides the basis for decisions regarding improvements.

3. Normative survey enables the educational planners, administrators and supervisors to solve current practical problems by providing pertinent data.

4. It serves as a direct source of valuable knowledge concerning human behaviour.
SELECTION OF POPULATION:

The present study intended to obtain information about job satisfaction among secondary school teachers working in different media schools of Aurangabad District. To draw inferences about the research problem a well specified and identifiable group is required which will be selected on the basis of some selected measures and this entire group is known as population or universe (Singh, 1998). According to J.C Aggrawal (1991) population means aggregate or totality of objects, subjects or individuals regarding which inferences are to be made.

The present study is an attempt to find out the degree of job satisfaction among secondary school teachers. Here all secondary school teachers working in different media schools of Aurangabad District were taken as population. As the researcher wanted to find out job satisfaction among trained graduate teachers, teachers working at secondary level were taken into consideration. There are 429 secondary schools of
different media in Aurangabad District and total teachers working at secondary level were 3525 and these numbers were considered as population for this research.

SAMPLE:

One of the most important problem relating to the practical formulation of research is concerned with the estimation of characteristics of population and the methods of selecting for study a portion of the population which is called sampling. If a portion of a population is taken with definite characteristics, it will be said that a sample of the population has been taken. A sample should reflect the characteristics which define the population from which it was selected (Sharif, 1990). Thus sample is a smaller representation of the population (Singh, 1998). Sampling is the selection of some part of an aggregate on the basis of which a judgement or inference about the aggregate is made (Aggrawal, 1991).
NEED FOR SAMPLING:

As it was difficult for the researcher to include all the teachers, therefore a small portion of the total population was taken as sample. The reasons for taking sample by the researcher was as follows:

1. Sampling can save time and money.
2. Sampling may enable more accurate measurements.
3. Sampling enables to estimate the sampling error and thus, assists in obtaining information concerning some characteristics of the population.

SAMPLING METHODS:

Blalock (1960) categorizes sampling methods into two:

1. Probability sampling methods.
2. Non probability sampling methods.

Probability sampling methods are those that clearly specify probability or likelihood of
inclusion of each element or individual in the sample.

Major probability sampling methods are the following:

1. Simple random sampling.
2. Stratified random sampling and
3. Area or cluster sampling.

Non probability sampling is one in which there is no way of assessing the probability of the element or group of elements. Important techniques of non probability sampling method are:

1. Quota sampling.
2. Accidental sampling.
3. Judgement or purposive sampling.
4. Systemic sampling.
5. Snowball sampling.
6. Saturation sampling.
7. Dense sampling.

After going through different sampling techniques, researcher has decided to select the sample by stratified random sampling technique.

**STRATIFIED SAMPLING:**

In stratified random sampling the population, is first divided into two or more strata, which may be based upon some criterion, stratification tends to increase the precision in estimating the attributes of the whole population and also it gives some convenience in sampling.

The sample population of schools selected for this study was 39 (9.09%) schools out of 429 secondary schools of Aurangabad district. Total number of teachers working at secondary level were about 3525, out of this population the researcher administered the scale to 770 (21.84%) teachers. Inspite of lot of efforts and requests the researcher could get response from 350 (9.92%) secondary school teachers only from four media schools.
Out of 39 sample schools 15 (38.46%) were Marathi medium school, 14 (35.89%) were Urdu medium schools, 8 (20.57%) were English medium schools and 2 (5.12%) were Hindi medium schools.

Out of 350 secondary school teachers 140 (40%) were Marathi medium teachers, 115 (33%) were Urdu medium teachers, 80 (23%) were English medium teachers and 15 (4%) were Hindi medium teachers who responded. Though the number of teachers who responded was 350 out of 770 the responded number was representative as the teachers belonged to different media, aided and non-aided, male and female and from urban and semi-urban areas.

**VARIABLE:**

Variable refers to attributes, properties or characteristics which can change from one individual to the next. It is the concern of the researcher to discover relationship between variables and to discover ways to effect those that are changeable within individuals. In this
research project, series of specific variables are generated and treated as independent variables. Job satisfaction is considered as dependent variable. Independent variables include personal details, and responses to the items pertaining to different factors. Further, the relationship between dependent and independent variables was discovered while testing the hypotheses formulated.

**TOOL USED FOR DATA COLLECTION:**

For collecting unknown data required for the study of any problem, it is necessary to adopt a systematic procedure and this can be done by using various devices, these devices, thus employed, are called as tools. There are different types of research tools and each of them utilizes distinct ways of describing each quantifying the obtained data. Some of the common tools are questionnaire, opinionnaire or attitude scale, interview, observations, content analysis, sociometry, psychological test, etc. (Singh, 1998).
To obtain the measure of the attitude or belief of an individual or a group of individuals is necessarily done indirectly. Attitude can be measured only on the basis of inferences drawn from verbal or written statements regarding belief, feeling and tendency to act towards the object or person by using attitude scales.

Attitude scale usually consist of a large number of statements towards object.

The tool used for this study is standardized test scale for studying job-satisfaction among secondary school teachers by Dr. (Mrs) Meera Dixit (1993).

The test scale was selected to gather data through survey method. The test scale needed for measurement of job-satisfaction of secondary school teachers was based on Likert method of summated rating which cover all the major factors of job satisfaction of teachers in Indian schools. These factors were as follows:

1) Intrinsic aspect.
2) Salary service conditions and promotion.

3) Physical facilities.

4) Institutional plans and policies.

5) Satisfaction with authorities.

6) Social status and family welfare.

7) Rapport with students.

8) Relationship with co-workers.

The scale was meant to get information regarding all the factors which are mentioned above. The first part of the scale was about personal details such as name, educational qualifications, teaching experience, age, marital status, sex, name of the institution, medium of instruction and total emoluments per month. The second part of the scale comprised of the instructions and the third part of the scale contained 52 statements, which are related with above mentioned eight factors. (Refer Appendix p-246)
All items were measured with response pattern ranging from 5 "strongly disagree" to 1 "strongly agree". The reliability and validity of the scale was very well established.

The test scale was available in English. The researcher got this translated in three other languages by an expert who had mastery on all the four languages i.e. English, Hindi, Urdu and Marathi. These were then circulated among the experts who knew all the four languages. Opinion was sought from the expert regarding the difficulty level of each translated test. After having feedback from the experts necessary changes were made. The typed scale then were administered on the sample of 40 teachers 10 from each media school to ascertain whether all the statements would help to ascertain the necessary information and that no item in Marathi, Hindi and Urdu version was vague. After having ascertained that all the test scales in the four languages were having similar difficulty level. These were finally administered to selected sample.
PROCEDURE OF ADMINISTRATION OF TEST SCALE:

Before the administration of the scale prior approval was secured from the Heads of the institution. The scale was given to secondary school teachers personally.

Personal visit was paid to all the selected schools for administration of test. Before administration of the scale to the teachers a short talk was given. The researcher explained various aspects of the scale and during this researcher tried to establish rapport with respondents and explained the purpose of the study.

COLLECTION OF DATA:

After administering standard test of job satisfaction among secondary school teachers by Dr. (Mrs) Meera Dixit, the information was collected and quantified as per the norms given in the standard test. This quantitative data was tabulated in the form of different frequency distribution.
The researcher wishes to add here that she had to visit the schools several times to remind teachers. Many were in-different to such types of research and therefore, they did not pay any attention. The end result was that many did not respond.

LIMITATIONS OF THE STUDY:

In any research study that requires a combination of primary and secondary data, there are inherent problems which efforts to quantify a large number of variables. The data has been collected through a standardized scale presented a series of problems. The main among them were:

1. the collection of data by the researcher required extensive effort both in time and energy.

2. having to set up a different time and date for respondents to answer the scale in the presence of the researcher was not found to be easy. Therefore, sufficient time was allowed to respond to the items.
3. another limitation of this study was that it was restricted only to the teachers teaching at secondary level of Urdu, Marathi, English and Hindi media schools of Aurangabad District.
REFERENCES:


