CHAPTER - V

SUMMARY AND CONCLUSIONS
Summary and Conclusions.

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- Conclusions.
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SUMMARY & CONCLUSION

MAJOR FINDINGS

After analyzing and interpreting data the research study reveals the following facts:

1. Teachers working at secondary level are satisfied at greater extent with their job.

2. There is no significant difference in the degree of job satisfaction between male and female secondary school teachers.

3. Marital status has no influence on the job satisfaction of teachers. The married and unmarried teachers show equal degree of job satisfaction.

4. Teachers working in the schools situated in urban areas are more satisfied. It may be due to the facilities available to them as compared to the teachers working at semi urban areas.

5. Urdu medium secondary school teachers working in aided and non-aided schools have equal degree of satisfaction.
6. In case of Marathi medium teachers, the mean score of the teachers working in aided schools was significantly higher as compared to the teachers working in non-aided schools. The findings, thus, revealed that the teachers of aided schools had greater degree of satisfaction.

7. No significant difference is found between the aided and non-aided secondary school English medium teachers about job satisfaction.

8. English, Marathi and Hindi medium teachers are more satisfied than Urdu medium teachers.

9. No significant difference is found in the degree of job-satisfaction between English, Hindi and Marathi medium teachers.

CONCLUSION

On the basis of facts and figures gathered through careful survey and analysis of data, following conclusions are drawn:
1. Hypothesis – 1 which states that there is normal degree of satisfaction about the job among secondary school teachers of Aurangabad District was accepted at 0.01 level of confidence. Teachers are satisfied with their jobs. (Refer Table 1.6, p - 163, major finding 1 p – 201).

2. Hypothesis:–2 Secondary school teachers working in aided schools are more satisfied than those working in non-aided schools is accepted for Marathi medium teachers. (Refer Table 1.17 , p – 166, major finding – 6, p – 202) but is rejected for English and Urdu medium teachers. (Refer Table 1.8 p – 168 and 1.9 p – 170 and major finding 7 and 5 p – 202 & 201).

3. From the facts and figures collected (as given in the major findings 2 p – 201) marital status and sex have no influence on job satisfaction. (Refer Table 1.17 and 1.16 p – 186 and 184).

4. As far as the location of school i.e. urban and semi urban, it is concluded that teachers
working in urban schools are more satisfied than those working in semi urban schools. (Refer Table 1.18, p – 188, major finding 4 p – 201).

5. Hypothesis:3 There is no significant difference between degree of job satisfaction of secondary school teachers of aided schools belonging to different media schools is accepted for English, Hindi and Marathi medium teachers (Refer Table 1.10 – 1.15, p 173 – 182, major finding 9 p – 202) but is rejected for Urdu medium teachers (Table 1.10 – 1.12, p 173 – 177, major finding 8 p 202).

SUGGESTIONS

The results reported in this study are very encouraging. Firstly, because it is revealed that by and large teachers are satisfied with their work. It is suggested that every educational institution in order to maximize level of job satisfaction in members of staff should provide required facilities.
Congenial working environment

Care should be taken to maintain congenial working environment. At the time of appointment the teachers should be given a clear understanding of the nature and load of work. Whatever, rules and regulations are framed by the management they should be clear and uniform and Manager should be impartial regarding framed rules and regulations with all workers for smooth functioning of the school.

Wages

Wages play a significant role in influencing job satisfaction. This is because of two reasons, as money is an important instrument in fulfilling one's need and employees often see pay as a reflection of management's concern for them. So, it is suggested that in non-aided schools, teachers should get returns as per their work.

Working conditions and physical facilities

Working conditions that are compatible with an employee's physical comfort and that
facilitate doing a good job contribute to job satisfaction. Thus schools should be furnished with necessary requirements.

**Teachers Recognition:**

Give ample recognition to teachers working in the institution and provide them opportunity for participation in the school management.

**Appreciation to the Teachers:**

There is a positive relationship between performance and satisfaction. This relationship will be strong when intrinsic and extrinsic rewards are distributed equitably. The manager of the schools should judge and reward the teachers according to their academic performance. This will encourage other teachers of the institution.

**Ways and means suggested to improve the existing situation.**

Teachers are caught in dilemma, they are expected to be leading catalyst of the informational society. As catalyst of successful
informational societies, teachers must therefore be able to build a special kind of professionalism where they can develop classroom strategies that will enhance the new goals of learning required of a symbolic analyst.

- Where they can commit themselves to their own lifelong learning going for beyond the point of initial qualifications,

- Where they can work effectively with and be eager to learn from other teachers.

- Where they can become their own skilled change agents, responding swiftly and effectively to the social and educational changes swirling all around them. These are some of the directions that a new professionalism in teaching needs to be taken.

Staff will seek recognition of their work which meets or exceeds standards of professional practices, and will support and
participate in the programmes of professional bodies established for this purpose.

**Direction for further research:**

Lastly this study gives certain direction for future research. It will be more useful to study organisational climate of school and its relationship with job satisfaction.

It would be very useful to select more similar organisations in terms of nature of population, products and practices but differ in terms of type of ownership.

In the present research work urban and semi urban areas of Aurangabad District were covered. It will be very useful if teachers working in rural area schools were compared with teachers of urban and semi urban areas.

Degree of Job satisfaction among teachers can be compare with other professionals.

Job satisfaction among primary school teachers.

Motivation for work and job satisfaction.