INTRODUCTION

Nothing is more important or more valuable gift to the nation than educating its youth. Education had always been given a very significant place in all civilized nations. The Indian Education Commission in (1964-66) considered education as the only available instrument to achieve a change on grand scale without violent revolution. The National Policy on Education, 1986 also considered education as a unique investment in the present and the future, because it is the education that develops man power for different levels of the economy. As regards the nature of education, it is a process rather than a product. The teacher, the student and the subject matter constitute the focal points in the process of education. It is through teaching that the teacher brings about harmonious relationship among these focal points.

In order to establish such a harmonious relationship, the teacher has to bear in mind various factors such as individual differences
among the children as well as their interest. The teacher is able to perform his duties efficiently when the teacher is satisfied with his job.

Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties honestly and efficiently. Job-satisfaction is the result of attitude possessed by an employee, which is the result of many specific attitudes which comes from three areas viz:

1. Specific job factor,

2. individual characteristics.

3. group relationship outside the job.

Thus, the present research project aimed at finding out the level of satisfaction of secondary school teachers working in Marathi, Urdu, English and Hindi medium schools of Aurangabad district.

Keeping in view the above aspects the design of the study was prepared to find out the level of satisfaction among secondary school teachers.
The research study aimed at answering the following questions:

1. How is job-satisfaction the result of various attitudes of an employee towards his job?

2. How are attitudes of an individual related with certain factors?

3. Why does an individual show differences in the level of satisfaction and

4. What are the reasons for dissatisfaction among some teachers?

Therefore, the present 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 attitude of teachers of different media schools.

3. To suggest ways and means to improve the existing situation.
To realize the above stated objectives, following hypotheses were formulated and tested:

1. There is normal degree of satisfaction about the job among 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 attitude of secondary school teachers of aided schools belonging to different media.

To test the hypotheses stated above, Aurangabad district was selected as the locale for the study and the method adopted was the survey method. The survey method was selected for this study as the researcher wanted to study the degree of job-satisfaction among secondary school teachers working in Urdu, Marathi, English and Hindi media schools of Aurangabad District.
In order to get opinion regarding intrinsic aspect, salary, service conditions and promotion, physical facilities, institutional plan and policies, satisfaction with authorities, social status and family welfare, rapport with students and relationship with co-workers, the standardized test scale by Dr. (Mrs) Meera Dixit was administered on the secondary school teachers working in Urdu, Marathi, English and Hindi media schools of Aurangabad district.

It was decided to select aided and non-aided secondary schools situated in Urban and semi-urban areas.

Chapter – I

This chapter deals with the introductory part as to what is the role of teacher in the society. An attempt has been made to study: the reasons why people work, conditions of work, meaning of profession, teaching as profession – its emergence and characteristics.
The second part of the chapter deals with the meaning of attitude – its components and ranges, and attitude of teachers towards their work. It also deals with the meaning and concept of job-satisfaction, theories of job-satisfaction and factors responsible for job-satisfaction.

Chapter – II

As the literature in any field forms the foundation upon which all future work must be built. This chapter discusses about the research work which others have done in the selected area that is job-satisfaction of school teachers in India as well as abroad.

Chapter – III

This chapter outlines the details about research design and procedure that is systemically followed to bring out the significance of the problem taken up in the project. The operational definition of job-satisfaction, objectives, hypotheses of the study, sample, locale, tool for collecting data and collection of data is presented.
Chapter IV

The fourth chapter deals with analysis and interpretation of the data.

Chapter V

In this chapter major findings, conclusions and suggestions are included.

This research study is an effort to find out degree of job-satisfaction among secondary school teachers working in different media schools of Aurangabad district. The study included aided and non-aided schools situated in urban and semi urban areas of Aurangabad district.