CHAPTER - 5

CONCLUSIONS & SUGGESTIONS

5.A CONCLUSIONS

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A. CONCLUSIONS:

Education is the fundamental need of our nation. In the civilised world education has gained so much importance that one can't think of a secured existence without it. It is because of this that every community has its own education system according to its need and aspirations. But for an effective and fruitful education system we need teachers of high qualities, devoted to their profession. Regarding the characteristics of a quality teacher, the educationist may vary but all agree that high level of Aptitude with Job Satisfaction, goes to make a good teacher.

It is generally presumed that high Teaching Aptitude of teachers arises better Academic Achievements to his students. Similarly a job-satisfied teacher gives his best to his students which results as better Academic Achievement of the students. This research has been undertaken to study Teaching Aptitude and its relationship with Job-Satisfaction among junior high school teachers in relation to the Academic Achievements of their students.

The researcher wanted to ascertain separately the relationship of Teaching Aptitude with that of Job Satisfaction and Academic Achievement of students. For this the correlation among these variables were computed and the following conclusions drawn:
5.1.1 Relationship Between Teaching Aptitude and Job Satisfaction:

Conclusion reached by data analysis indicated that Teaching Aptitude has positive relationship with Job-Satisfaction but there is insignificant correlation between the two variables.

The findings differ in case of Male and Female teachers. Where in Male teachers positive but insignificant correlation is found between the two variables, in case of Female teachers the obtained coefficient of correlation is significant at level 0.05. This shows that out of 100 cases 95 cases having positive Teaching Aptitude are job satisfied.

5.1.2 Conclusions on Teaching Aptitude:

The study sample of 160 includes two groups of teachers -

(1) Male-Female (2) Science- Arts Teachers. The computed mean of Teaching Aptitude scores is found to be falling under the average Teaching Aptitude category according to Teaching Aptitude Test.

Sex Difference in Teaching Aptitude:

The conclusion in respect of the difference between the Male and Female teachers is significant to the level of confidence 0.05. It indicates that Male teachers are somewhat better than the Female teachers as far Teaching Aptitude is concerned.
Difference between Science and Arts Teachers in Teaching Aptitude:

Here also the difference is significant to the level of 0.05, which indicates that Science teachers significantly differ from Arts teachers in Teaching Aptitude. On the basis of data analysis, it can be concluded that the Science teachers are better than their Arts compatriots.

5.3.3 CONCLUSIONS ON JOB-SATISFACTION:

From the result received from the analysis of the Job Satisfaction scores, it can be concluded that the Job-Satisfaction scores of the teachers in this investigation are found above the average Job-Satisfaction inventory manual. The factors job security, satisfactory salary and peace of life may be responsible for the high Job-Satisfaction of the teachers.

Sex Difference in Job-Satisfaction:

The computed difference found not significant is indicative of the fact that there is no sex difference in the area of Job-Satisfaction and Job-Satisfaction has no sex bias.

Difference between Science and Arts Teachers in Job-Satisfaction:

In this respect the difference is found to be significant. It can be safely concluded that the Arts teachers are more satisfied with their job than that of Science teachers.
5.A.4 CONCLUSIONS ON ACADEMIC ACHIEVEMENT:

In this investigation the Academic Achievement Scores are taken from the 8th Board Examination. The computed Mean of Academic Achievement scores of the students which are taken for the purpose of study is found to be falling under the average of the Mean score of the Board Examination.

Sex Difference in Academic Achievement

The concerned data shows the difference between Boy and Girl students is significant. The results indicate that Girl students are better than Boy students in the field of Academic Achievement.

Difference in Academic Achievement of Students as taught by the teachers having High and Low Teaching Aptitude:

The difference in this respect is found significant. The result shows that the Mean of Academic Achievements of the students of the teachers having High Teaching Aptitude is much higher than the students of Low Teaching Aptitude Teachers. It indicates that the Teaching Aptitude of teachers affects positively Academic Achievement of their students.

Difference in Academic Achievement of students as taught by the teachers having High and Low Job Satisfaction:

The Conclusion in respect of the difference between these two groups is significant to the level of confidence. It can be safely concluded that the
students of highly Job-satisfied teachers are better in Academic Achievement than the students of low job satisfied teachers. This result confirms that there is a positive impact of teachers' Job-satisfaction over students' Academic Achievement.

5.A.5 **GENERAL CONCLUSIONS**: 

On the basis of statistical treatment of the scores on the various variables under the investigation the following findings occur:

1. Positive Teaching Aptitude is found in all the teachers of the sample.
2. Some teachers are bestowed upon with high degree of Teaching Aptitude while some are not privileged of it meaning thereby of low scores.
3. Male teachers are found better than Female teachers in the field of Teaching Aptitude. (See Table 44)
4. Science Teachers are found better than Arts Teachers in this variable. (See Table 45)
5. Male Science Teachers are found better than Female Science Teachers in Teaching Aptitude. (See Table 46)
6. Male Arts Teachers are better than Female Arts Teachers in this area. (See Table 47)
7. More or less Job-Satisfaction is found among all the teachers of the sample under investigation.
8. Some of the teachers are well-satisfied with their job while some are not satisfied with their job.
9. Female teachers are found better satisfied with their job than that of Male teacher. (See Table 48)

10. Arts teachers are better satisfied than Science teachers in the field of Job-Satisfaction. (See Table 49)

11. Female Science teachers are found better satisfied than that of Male Science teachers. (See Table 50)

12. Male Arts Teachers are better satisfied than Female Arts teachers in the area of Job-Satisfaction. (See Table 51)

13. Teaching Aptitude of the teachers has got adequate and proper impact upon the Academic Achievement of the students. (See Table 53)

14. There is a significant difference between high Teaching Aptitude teachers' and Low Teaching Aptitude teachers in the field of Academic Achievement of their students. (See Table 53)

15. There is a significant difference between the teachers having High Job-Satisfaction scores and the teachers having Low Job-Satisfaction scores in the field of Academic Achievement of their students. (See Table 54)

16. In the field of Academic Achievement the Girl students are found better than Boy students. (See Table 52)
5.B **SUGGESTIONS**

On the basis of research findings following suggestions are given by the researcher -

5.B.1 *For Further Research* :

The investigation with respect to Teaching Aptitude and Teachers' Job-Satisfaction with their impact on Academic Achievement of the students is limited to Junior High School teachers with a sample of 160.

1.1 The study will cover a bigger sample more than 1000 and will comprise various parts of the state.

1.2 The further study will cover other variables along with teacher's Teaching Aptitude.

1.3 The investigation will be made more scientific and objective, having considered the educacy and practibility of the tools as to be applied.

1.4 In modern age experimentation is liked by Educationist, Psychologist and other Social Scientists. As such the experimental designs for investigating Teaching Aptitude along with other variables may be formulated.

1.5 And interdisciplinary approach may also be incorporated for scientific findings and conclusions.

5.B.2 *For Teachers, Students and Parents* :

1. The research findings reveal the fact that Teaching Aptitude and Job-Satisfaction of teachers affect the Academic Achievement of their Students. Therefore conclusions of this research should be informed to the teachers to improve their level of Teaching Aptitude.
2. To improve the personality of the teachers, the findings of the investigation may be communicated.

3. Teachers can inspire students to increase their Academic Achievement.

4. Parents can motivate their children to obtain better Academic Achievement through Progress Report.

5. Parents can choose the institution for their children where the teachers are of High Teaching Aptitude and Job-Satisfaction.

5.B.3 For Administrators and Other Connected Social Agencies:

1. The findings of the relationship of Teaching Aptitude and Job-Satisfaction can be used by principals & teachers to improve the educational standard of the pupils.

2. The administrators of the education department may be also informed of the research findings in order to improve their administration.

3. Many social agencies in state as well as center are functioning for overall progress and development in all phases of educational activities. They will get benefits from the research outcomes.

4. Social reforming agencies can make right use of teachers to impress the people and their children.