LIMITATIONS, SUGGESTIONS AND APPLICATIONS

Limitations of the Study:

It is true to highlight that every research has its own limitations whether it is being conducted in any area of studies including social sciences. It might be because researcher could not possibly bring the whole perspective of a particular area in one fine study. Therefore, it is imperative to emphasize that research itself is a learning process by which researcher tries to prove many conceptual and methodological issues pertaining to his/her research work. Hence, like other researches the present research endeavour also suffers from some of the limitations, which are enumerated below:

➢ The size of the sample of present investigation is limited in its nature, which puts a limitation on the generalization of results of the present study.

➢ This study was confined to those schools which were lying around only Aligarh city, not to district as a whole or beyond. This limitation of the study again brings limitation of the generalizations of results.

➢ This study was limited to only private and government schools and not semi-government schools at larger level.

➢ The present investigation was confined with only few Psychological variables namely, School Organizational Climate, Teaching Attitude, Adjustment and Job Satisfaction while other important psychological variables could also have been included, such as job commitment, job involvement, job motivation, interest and others.

➢ Demographic variables like age, locality, experience and grades of teachers have not been concerned in the study.
Suggestions for Future Research:

Researches are not the end results but they always open new ways and directions for further endeavors. In the same way, the present investigation is also not the dead end. It can be extended by including new variables, sample and place. At the same time further reasons can be undertaken while removing the limitations of the study. Some of the important suggestions can be given as follows:

- The present research was conducted on a smaller sample of teachers working in different schools of Aligarh, which is limited in size, further research can be conducted on larger sample including teachers from different cities and regions.
- A comprehensive research can be planned and conducted on teachers of different categories like primary school, middle school, secondary school, senior secondary school and university teachers with different grades.
- This kind of study can also be conducted on teachers of English, Hindi and Urdu medium schools.
- A comparison of teachers of rural-urban background, different age groups, socio-economic status and length of job can also be made in this regard.
- Studies regardless religion, cast and creeds on married and unmarried, male and female, school teachers which seems to be a neglected area of research can also be carried out.
- In the present investigation interview method and projective techniques could be used, besides using the questionnaire for data collection to validate the results of the present investigation.
- Further, this kind of research can also be conducted on job satisfaction, burnout, job commitment, job involvement, job motivation and quality of work life dimensions.
Applications of the Research:

The application of any research must necessarily be sought in the extent to which it is applicable in actual life set up, to make the research more meaningful. The findings of the present investigation clearly pointed out the significant influence of organizational climate, teaching attitude and adjustment on job satisfaction of teachers. However, the major applications of the present investigation are as follows:

- A healthy school organizational climate, positive teaching attitude and good adjustment is always having good impact on level of job satisfaction and good job performance of teachers in general. A dissatisfied and demotivated teacher cannot motivate the students for learning. Hence, some ways and means should be developed, so as, to satisfy the teachers with their respective jobs and performance.

- The study shows that private schools have better organizational climate than government schools. Therefore, good climate should be developed in school in which teacher obtained social need satisfaction as well as job satisfaction and sense of accomplishment in their job. They feel altogether as “one”. Therefore, the administrations should discourage harboring poor or negative environment in the schools.

- Findings of the study suggest that when teachers are motivated or directed by the principal they show their high esprit in their work. It helps them to participate actively in school activities or decision making. Therefore, all the principals should be directed to have supportive and cooperative attitude towards their teachers in order to enhance their performance.

- The obtained results suggest that supportive school organizational climate have a positive role in increasing job satisfaction. An organizational climate which
supports the positive relationship of teachers with their principal and with each other nourishes innovative ways of representing problems and findings solutions. It might also be enhanced by organizational contexts incorporating activities such as intimacy in the workplace and building trust and an atmosphere of care. Findings of the present research investigation also suggest that job satisfaction can be best achieved only in good or supportive school climate, where principals behavior are not very beureocratic. Therefore, some new ways and means should be used to develop and good interpersonal relationship between principals and school teachers in order to enhance job performance of teachers.

- High autonomy in day to day conduct of work provides individuals a sense of ownership/belongingness and control over their work and their own ideas. School organizations should provide flexibility to teachers in making choices in how to go about accomplishing the task they are assigned and allocate necessary resources for the same. As per findings, disengagement, alienation and controls influences job satisfaction in negative way, so it can be used by the principal’s so as to provide a conductive environment that can help teachers derive satisfaction from the job and can work whole heartedly for it. If this is done teachers may not think of leaving their job.

- Findings of the present study suggest that when people have positive attitude or primarily motivated by their interest in the work and get enjoyment from the work, they are more satisfied than when they are primarily driven by some goal imposed on them by others. Schools can be suggested hire personnel having interest akin to the nature of job. Organizations should also allow self-initiative activities because these activities are driven primarily by intrinsic motivation. When teachers are allowed to select and pursue their own subjects, they are
driven by their personal interest which results in their joyful teaching and learning process.

➢ Further, implications of the study for selection lie in the possibility that teaching attitude or attitude towards teaching profession may be a more useful selection tool. Findings of the study indicate that unfavourable attitudes are negatively related to job satisfaction. Organizations should hire teachers with high job satisfaction, positive and favourable attitude for smooth teaching-learning process which are beneficial to students of the schools.

➢ The results of the present research work present a gloomy picture of government school which are maintained and run by shareholders, tax payers and managed by other governmental agencies. The teachers of government schools lag behind in almost all variables investigated in this study. Even job satisfaction scores are lesser than the scores of private schools. Therefore, it becomes almost mandatory for the government to take a serious viewpoint and prepare active plans for the over handling and changing the work place and working conditions of teachers, their quality of life, infrastructure facilities, healthy policies, other benefit schemes and best reward structure, for teachers in different level of schools available to our nation. Thus, in this way future of our forth coming generation can be saved.

➢ The findings of the present study have clearly ascertained teachers of private schools are better on job satisfaction, adjustment, teaching attitude and school organizational climate dimensions. Such findings indicate that there are some bottle necks in terms of policies, facilities and inter-relations in government schools which need to be removed.