PREFACE

This thesis covers the study of job satisfaction and teacher effectiveness of secondary school teachers of Assam in relation to some variables. The study includes both male and female, government and private, rural and urban, trained and untrained, science and arts secondary school teachers of Assam.

Education is the root cause of civilization and teacher is the key stone of this process. Teachers are those persons who regularly instruct pupils. He is the pivot around which not only teaching learning process revolves but also its impact may be seen in national development. If the teacher is not satisfied with his/ her job, he/ she cannot perform his/ her duty satisfactorily. The progress of a nation depends upon the quality of education received by the citizens and the quality of education depends upon the effectiveness, competence, dedication and quality of school teacher. On the other hand, to be an effective and competent teacher, he must be satisfied with his job. In secondary stage general education are provided to all and which construct the basis of their future advancement. Students are shaping for further direction. Hence the study of job satisfaction and different factor that may influence it is very important. Again the effectiveness of any educational system depends upon the job satisfaction of the teacher. So there is a need to study the job satisfaction and effectiveness of teachers working in secondary schools of Assam.

This study is started with the proposition that the term ‘job satisfaction’ refers to the perceived feelings of an employee towards his job. It is a psychological feeling and has both rational and emotional elements. The job satisfaction, being a global aspect, affected by different variables such as settlement of the school, nature of management, salary, promotional opportunity, age, experience, primary and secondary needs, opportunity for advancement, congenial working conditions,
competent and fair supervision, degree of participation in goal setting and perception of the employees. It has a considerable influence on job performance.

Teachers occupy a crucial place in the education system and the improvement of the education system is not possible without the help of effective teachers. A knowledgeable, competent, well-prepared, organized, enthusiastic, approachable, caring, sympathetic and dynamic teacher is considered to be an effective teacher. The term *Teacher effectiveness* means perfection or optimum level efficiency and productivity on the part of the teacher. The effective teacher is he who has clear concept of the subject matter, ability to write clear objectives for his/her course, ability to organize learning materials, ability to communicate his/her knowledge to the students successfully, and to deal with classroom situations.

The objective of the study is to assess the level of job satisfaction among the secondary school teachers of Assam, to find out the teacher effectiveness among the secondary school teachers of Assam, to find out the significance difference in job satisfaction of secondary school teachers with regard to gender, teaching subject, teacher’s training, settlement and management, to find out the significance difference in teacher effectiveness of secondary school teachers with regard to gender, teaching subject, teacher’s training, settlement and management, to find out the relationship between job satisfaction level and teacher effectiveness among the secondary school teachers of Assam.

With this objective in view, the thesis is divided into five chapters and these chapters are organized in the following ways:

**Chapter I**: The first chapter includes a brief introduction of the broad area under consideration, concept of job satisfaction, determinants of job satisfaction, major theories of job satisfaction, concept of teacher effectiveness, rational of the study,
statement of the problem, objective of the study, hypothesis of the study, methodology, sample, tools to be used, data analysis, delimitation of the study, operational definition of the term etc.

Chapter II: The second chapter reviews the important literatures related to the study. Chapter III: The third chapter is concerned with the methodology of the study. In this chapter the description of the research design, variables of the study, sample of the study, description of the field, research instruments, data collection, procedure of data analysis are discussed.

Chapter IV: The fourth chapter deals with the analysis and interpretation of the collected data in order to fulfill the objectives and testing the hypotheses.

Chapter V: The fifth chapter presents the summery findings of the study and conclusions. The educational implications of the study and few suggestions for future research are included in this chapter.

The aims of the present study is to looking about the level of job satisfaction and teacher effectiveness among the secondary school teachers of Assam in relation to some variables such as sex, settlement, management, teacher’s training, teaching subject. Thus the study analysed is there any differences in job satisfaction and effectiveness of teachers due to the variables and also analysed is there any relationship between job satisfaction and teacher effectiveness counting these variables.