Chapter - 3

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This chapter deals with the sampling details, the design, tests employed for the gathering data, procedure for conducting the study and the statistical methods to be used for analysis.

### 3.1 Statement of the problem:

"To study the Job Satisfaction and Life Satisfaction of high school teachers as a Function of Biographical Characteristics."

### 3.2 Objectives: -

The objectives of the study were as follows:

- To study the age difference in teachers’ job satisfaction.
- To find out the gender differences among teachers on their level of job satisfaction.
- To analyze the difference in job satisfaction criteria among teachers in relation to their socio-economic-status.
- To study the effect of following interaction among various variables on teachers’ job satisfaction:
  - Age * Gender
  - Age * Socio-Economic-Status
  - Gender * Socio-Economic-Status
  - Age * Gender * Socio-Economic-Status
- To study the age difference in teachers’ life satisfaction.
- To find out the gender differences among teachers on their level of life satisfaction.
To analyze the difference in life satisfaction criteria among teachers in relation to their socio-economic-status.

To study the effect of following interaction among various variables on teachers’ life satisfaction:

- Age * Gender
- Age * Socio-Economic-Status
- Gender * Socio-Economic-Status
- Age * Gender * Socio-Economic-Status

To Find the Correlation Between teachers’ job satisfaction and life satisfaction in relation to their age, gender and socio-economic-status.

3.3 Hypotheses:

Following hypothesis were laid down in the present study:

a) There will be significant difference between young and old teacher in their level of job satisfaction.

b) There will be significant effect of gender on job satisfaction among teachers.

c) Teacher will be significantly different in their level of job satisfaction according to their socio-economic-status.

d) There will be significant effect of following interaction on teachers’ job satisfaction:

- Age, Gender
- Age, Socio-Economic-Status
- Gender, Socio-Economic-Status
✓ Age, Gender, Socio-Economic-Status

e) Age effect will be significant on teachers’ level of life satisfaction.
f) Male and Female teacher will be significantly different in their level of life satisfaction.
g) Teacher will be significantly different in their level of life satisfaction according to their socio-economic-status.
h) There will be no significant effect of following interaction on teachers’ life satisfaction-

✓ Age, Gender
✓ Age, Socio-Economic-Status
✓ Gender, Socio-Economic-Status
✓ Age, Gender, Socio-Economic-Status

i) There will be significant positive correlation between teachers’ job satisfaction and life satisfaction in relation to their age, gender and socio-economic-status.

3.4 Method and Procedure

3.4.1 Sample:

Local of the present investigation was confined to the high school teachers of Marathwada. The whole sample comprised of total 400 high school teachers through randomize sampling. The whole sample constituted with two groups namely High SES (n=200) and low SES (n=200). Both groups were subdivided into two groups according to their age which was young teachers
(Below 40, n= 100) and aged teachers (Above 40 years, n=100). All four sub-groups were made with equal number of male (n=50) and female ( n=50) teachers. The efforts were made to have the sample as representative as possible in terms of area of living, cultural etc. The distribution of total sample is depicted as follows-

Table 3.1

Sample Distribution

<table>
<thead>
<tr>
<th></th>
<th>Young Teachers (Below 40 yr.)</th>
<th>Aged Teachers (Above 40 yr.)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High SES</td>
<td>Low SES</td>
<td>High SES</td>
</tr>
<tr>
<td>Male Teachers</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Female Teachers</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

3.4.2 Variables:

Various variables were treated as follows:

**Independent Variables:**

- Age (A):
- Young (A1)
- Old (A2)
• **Gender (B):**
  - Male (B1)
  - Female (B2)

• **Socio Economic Status (C):**
  - High SES (C1)
  - Low SES (C2)

**Dependent Variables:**

The dependent variables in the study are:

• **Job satisfaction**

• **Life satisfaction**

**3.4.3 Operational Definitions of Variables: -**

• **Age: -**
  Those teachers having age of below 40 years were considered as young teachers and those having age of above 40 were considered as aged teachers.

• **Gender: -**
  Gender refers specifically to the biological characteristics, which indicate membership in one of two categories: Male or Female.

• **Socio-economic status (SES):**
  Level of SES will be determined with the help of Socio-Economic Status Scale constructed by BinaShaha.
• **Job Satisfaction:**
  Job satisfaction will be determined with the help of JS scale, constructed by Dr. Amar Singh & Dr. T.R. Sharma (1999)

• **Life Satisfaction:**
  Level of Life Satisfaction will be determined with the help of LS scale, constructed by Dr. Q. G. Alam and Dr. Ramji Srivastava.

3.4.4 **Research Design:**

As per objective the present research employed two research designs as follows-

• To study the effect of age, gender and socio-economic-status 2X2X2 factorial design was used as depicted below;

<table>
<thead>
<tr>
<th>High SES</th>
<th>Young Age</th>
<th>Old Age</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$A_1$</td>
<td>$A_2$</td>
</tr>
<tr>
<td>Male</td>
<td>$A_1B_1C_1$</td>
<td>$A_2B_1C_1$</td>
</tr>
<tr>
<td>Female</td>
<td>$A_1B_2C_1$</td>
<td>$A_2B_2C_1$</td>
</tr>
<tr>
<td>Low SES</td>
<td>$A_1B_1C_2$</td>
<td>$A_2B_1C_2$</td>
</tr>
<tr>
<td></td>
<td>$A_1B_2C_2$</td>
<td>$A_2B_2C_2$</td>
</tr>
</tbody>
</table>

Table 3.2

<table>
<thead>
<tr>
<th>2 X 2 X 2 Factorial Design</th>
</tr>
</thead>
<tbody>
<tr>
<td>Young Age</td>
</tr>
<tr>
<td>$A_1$</td>
</tr>
<tr>
<td>Old Age</td>
</tr>
<tr>
<td>$A_2$</td>
</tr>
</tbody>
</table>
Where A all experimental groups are as follows;

A1 – Young Teacher
A2 – Old Teacher
B1 – Male Teacher
B2 – Female Teacher
C1 – Teachers belong to high SES
C2 – Teachers belong to low SES
A1B1C1 – Young male teachers belong to high SES
A1B2C1 – Young female teachers belong to high SES
A1B1C2 – Young male teachers belong to low SES
A1B2C2 – Young female teachers belong to low SES.
A2B1C1 – Old male teachers belong to high SES
A2B2C1 – Old female teachers belong to high SES
A2B1C2 – Old male teachers belong to low SES
A2B2C2 – Old female teachers belong to low SES.

• Co relational Design was used to find out the correlation between teachers’ job satisfaction and life satisfaction in respect to their age, gender and socio-economic-status.
3.4.5 Research Tests:

Table 3.3
List of Tests

<table>
<thead>
<tr>
<th>Aspect studies</th>
<th>Test and scale</th>
<th>Developed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Satisfaction</td>
<td>Job Satisfaction Scale</td>
<td>Dr. Amar Singh &amp; Dr. T.R. Sharma (1999)</td>
</tr>
<tr>
<td>Life Satisfaction</td>
<td>Life Satisfaction Scale</td>
<td>Q.G. Alam and Ramji Srivastava</td>
</tr>
<tr>
<td>Socio-Economic</td>
<td>Socio-Economic Status Scale</td>
<td>Bina Shaha</td>
</tr>
<tr>
<td>Status</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3.4.6 Description of the Tests:

Life Satisfaction Scale:

Life satisfaction scale develops by Q.G. Alam and Ramji Srivastava has been used to find out the adjustment problems faced by respondents in rapidly changing societies. 60 items related to six areas namely health, personal, economic, marital, social and job were put in the scale to test life satisfaction of respondents. The responses are to be given in yes/no. Yes responses indicate the satisfaction. It takes 20 minutes to complete the questionnaire. Test Retest reliability was computed after a lapse of 6 weeks. The obtained quotient was 0.84. The validity of the scale was 0.74 and 0.82. The scale has face as well as content validity also.
Job Satisfaction Scale: -

To assess the level of job satisfaction of the head constable, the JS scale constructed by Dr. Amar Singh & Dr. T.R. Sharma (1999) was used in the present study. It is comprehensive and omnibus in nature. The scale consists of total 30 statements. From these statements the level of job satisfaction was measured in two type of area i.e. job intrinsic (factor lying in the job itself) and job extrinsic (factor lying outside the job). Each item has five alternatives from which a respondent has to choose any one which candidly expresses his response. The scale can be administered to any type of professionals. It has both positive and negative statements. Items at serial nos. 4, 13, 20, 21, 27, 28 are negative and others being all positive. The positive ones carry weightage of 4, 3, 2, 1, 0 and the negative ones carry weight age of 0, 1, 2, 3, 4. The total score gives measure of satisfaction/dissatisfaction of a worker towards his job. The test-retest reliability works out to be 0.97 with n=52 and a gap of 25 days. The scale compares favourably with Muthayya’s job satisfaction questionnaire giving a validity coefficient of .74.

Socio-Economic Status: -

To assess the Socio-Economic Status Scale constructed by Bina Shaha were be used.
3.5 Data Collection or Procedure:

Procedure

Pilot Study

The Pilot study was conducted on 40 high school teachers as per sample distribution criteria from various schools which were intended to decide the appropriateness of sample, tests used, coding method and the statistical procedures that will be used for final study.

Main Study

First of all the list of various schools situated in Marathwada was prepared. For the selection of the sample various schools were visited one by one. The written permission was sought out from the respective Principals after discussing the purpose of the present study. In order to finalize initial sample teachers of 8th, 9th and 10th grade were requested to fill the personal information schedule. On the basis of their information on personal schedule these teachers were randomly assigned into eighth experimental groups as per sample distribution criteria. To obtain the data, selected sample was administrated on the Job Satisfaction Scale constructed by Dr. Amar Singh & Dr. T.R. Sharma (1999) and Life Satisfaction Scale constructed by Dr. Q. G. Alam and Dr. Ramji Srivastava. One test at a time was administrated in order to reduce fatigue and boredom effect. To fill the tests subjects were given general instructions about each test. Data were obtained by using particular scoring pattern standardized for each test.

3.6 Statistical Analysis:
The data was analyzed by suitable descriptive and inferential statistical techniques as follows-

**Descriptive statistics**

The mean (with graphical representation) and standard deviation for Age (Young& Old Age), gender (Male & Female) and for socio-Economic-Status (High & Low) on teachers’ job satisfaction and life satisfaction were analyzed.

**Inferential statistics**

- To study the effect of age, gender and socio-economic–status three way ANOVA (Analysis of Variance) were used.
- In order to study the correlation between Teacher job Satisfaction and life satisfaction in relation to their age, gender and socio-economic-status, Correlation analysis was used in the present investigation.