

PERSONALITY ADJUSTMENT AND JOB SATISFACTION AMONG THE LECTURERS WORKING IN JUNIOR COLLEGES

By

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ABSTRACT

The present study focused on the relationship between personality adjustment and job satisfaction among junior college Lecturers in Vizianagaram District of Andhra Pradesh, India. The successfulness of any educational program basically depends on the right performance and acceptance of teacher community. This mainly depends on their satisfaction in their profession. The teacher in their present situation is facing various academic and administrative issues. The teachers' personality adjustment is related to various professional, administrative, personal and societal aspects that are involved in the teacher profession. The aspects of teachers' personality adjustment and job satisfaction are conceptually independent and practically interdependent.

The data were collected from the 112 Lecturers working in 11 Junior college in Vizianagaram District by way of two standardized questionnaires namely personality adjustment inventory developed by Sharma (1972) and job satisfaction scale constructed by Rao (1986). The data were analyzed by way of means, standard deviations, critical ratios and Co-efficient of correlations. The results were discussed and the conclusions were drawn. On over all observation of the study some educational implications were given.

Keywords: Personality, Adjustment, Job Satisfaction, Junior Lecturers, Junior Colleges.

INTRODUCTION

We know that different people behave in different ways in a given situation, but the behavior of a particular person from one situation to other generally remains fairly stable. Such a relatively stable pattern of behavior represents the 'personality' of the individual.

Adjustment is an older concept. It is an equilibrium situation of man with his adaptive situations. Lindgren (1959) defined adjustment as the act or process of establishing a satisfactory psychological relationship between the individual and his environment. Gates and Jersild (1973) defined adjustment as a continual process by which a person varies his behavior to produce a more harmonious relationship between himself and his environment.

The job satisfaction is the favorable situation towards the working environment. So there is an internal relationship between the personality adjustment and job satisfaction of an individual in a working environment.

Review Studies

Some of the relevant studies previously done on job

satisfaction are mentioned here.

Agarwal (1991) in a study on job satisfaction of primary and secondary school teachers concluded that caste, place of work and mother tongue were significantly related to job satisfaction. Teaching efficiency was studied by Agarwal (1988) on a sample of female teachers of primary schools and concluded that more effective teachers have problems of adjustment due to social factors while with less effective teachers have emotional problems were dominant.

While studying job satisfaction of graduate teachers in Coimbatore, Sekhar and Ranganathan (1988) found that most of the teachers were satisfied with their nature of work, personal policies, salary, personal achievement and their relationship with superiors and colleagues, working conditions in schools, appreciation of good work and job security.

Singh (1988) attempted to establish a relationship between teaching efficiency and job satisfaction as also with socio-economic status and found a positive relationship.

The above studies have shown that there is an influence of job satisfaction with other psychological variables.

Problem

The problem considered for the study was a study of personality adjustment and job satisfaction among the Lecturers working in junior colleges in Vizianagaram District, Andhra Pradesh, India.

Research Methodology

Under the research methodology the concepts like selection of socio-demographic variables of the study, the objectives and hypotheses, The tool re-standardization and their reliability and validity, the administration of the test, final sample selected and sampling procedures were included in the study.

Variables

The variables like gender (Male and Female), Locality (Rural and urban), Age (below 35 years and above 35 years), Experience (Below 15 years and above 15 years), Qualifications (PG and PG with research), Marital Status (Married and Unmarried), Subjects (Science and Humanities) and type of management (Government and Private) were adopted for this study.

Objectives

- To study about the personality adjustment of junior lecturers in various socio demographic variables.
- To study about the job satisfaction of junior lecturers in various socio demographic variables.
- To study about the relationship between personality adjustment and job satisfaction of junior lecturers.

Hypotheses

- There will be no significant differences between the socio demographic variables in personality adjustment.
- There will be no significant differences between the socio demographic variables in job satisfaction.
- There is no relationship between personality adjustment and job satisfaction.

Tools used

Two standardized tools were used in the present study viz.

Sharma (1972) originally constructed the personality adjustment inventory. But the questionnaire is so old, and it has to re-standardized with item analysis. In order to re-standardize the scale, a pilot study with a tryout of 100 sample was taken and item analysis were conducted for upper 27% and lower 27% of the sample. On overall items, six items whose values are below 1.96 were discarded and 54 items were retained for the present study. Each item is having 'yes' and 'no' options. All the items measure the negative qualities. So the scoring for 'Yes' is '0' and '1' mark for 'No'. The range of each inventory lies in between 0 – 54. The reliability of the test by split half method by using the spearman brown prophesy formula the reliability of the scale is 0.68 and the validity is 0.82. So the personality adjustment inventory is highly reliable and valid.

The job satisfaction scale initially standardized and developed by Rao (1986) and it also re-standardized. In order to re-standardize the scale, a pilot study with a tryout of 100 sample was taken and item analysis were conducted for upper 27% and lower 27% of the sample. On overall items, five items whose values are below 1.96 were discarded and 25 items were retained for the present study. Each item is having the five options of strongly agree, agree, undecided, disagree and strongly disagree. All the items in the scale are positive with the scores of 5, 4, 3, 2 and '1' mark respectively. So the range of the scores lies in between 25 – 125. The job satisfaction score were analyzed by using reliability analysis. The reliability of the scale is 0.64 and the validity is 0.80. So the job satisfaction scale is also highly reliable and valid to use in the present study.

Administration

The two scales along with the personal information were administered to the Lecturers working in junior colleges. Proper instructions were given while the Lecturers are answering the scales. Likewise the data were collected from 11 junior colleges from Vizianagaram District.

Sample

The final sample selected was 112 junior lecturers. The sample consists of 74 male and 38 female junior lecturers, 47 rural and 65 urban junior lecturers, 71 below 35 years and 41 above 35 years junior lecturers, 68 below 15 years

experienced and 44 above 15 years experienced junior lecturers, 79 postgraduate and 33 post graduation with research studies like M.Phil / Ph.D junior lecturers, 83 Married and 29 Unmarried junior lecturers, 63 Science Lecturers and 49 Humanities Lecturers and 80 Lecturers are from Government and Aided institutions and 32 from Private and Unaided junior colleges. The sample is collected by way of random sampling technique.

Statistical procedures

The statistical procedures like means, standard deviations, critical ratios and correlations were calculated to test various hypotheses. The statistical procedures were taken from Guilford (1978) and Garret (1971).

Limitations of the study

- The study is limited to Vizianagaram District only.
- The sample consists 112 Lecturers working in 11 junior colleges from Vizianagaram District were covered in this study.

Results and Discussion

The mean values, standard deviation values and critical ratio values of the different variables in relation with the personality adjustment scores were tabulated in Table 1. It is found that all the variables are differed significantly. Hence the null hypotheses related to the gender, locality, age, experience, qualifications, marital status, subjects

S.No	Variable	Category	N	Mean	SD	CR
1	Gender	Male	74	24.50	6.39	2.22*
		Female	38	27.62	7.27	
2	Locality	Rural	47	25.53	8.35	2.01*
		Urban	65	22.51	7.11	
3	Age	Below 35 yrs	71	23.49	6.97	2.07*
		Above 35 yrs	41	26.97	9.41	
4	Experience	Below 15 yrs	68	26.37	7.65	2.53*
		Above 15 yrs	44	22.41	8.34	
5	Qualifications	P.G	79	24.55	8.42	2.26*
		P.G with Research	33	20.49	8.77	
6	Marital status	Married	83	25.76	6.92	2.44*
		Unmarried	29	21.18	9.24	
7	Subjects handling	Science	63	29.67	8.55	4.62**
		Humanities	49	21.76	9.31	
8	Type of management	Government	80	23.59	8.53	2.09*
		Private	32	27.55	9.27	

*P<0.05 **P<0.01

Table 1. The comparison of personality adjustment across different variables

handling and type of managements in relation to the personality adjustment are rejected.

The Mean, SD values and t-values of all the variables in relation to the job satisfaction scores were tabulated in Table 2. It is found that the variables gender, qualifications and type of management do not differ significantly. So the null hypotheses framed on these three variables are accepted. But the variables like locality, age, experience, marital status, subject of teaching differ significantly in their job satisfaction. Hence the hypotheses framed on these variables are rejected.

The relationship between personality adjustment and job satisfaction scores are tabulated in Table 3 and it can be observed that the score is highly significant and positive. It can be concluded that there is a high and positive relationship between personality adjustment and job satisfaction.

Conclusion

The significance of differences of means between the variables in respect of teacher personality adjustment

S.No	Variable	Category	N	Mean	SD	CR
1	Gender	Male	74	96.43	12.41	1.6
		Female	38	92.72	11.14	
2	Locality	Rural	47	96.53	11.35	2.01*
		Urban	65	91.51	12.11	
3	Age	Below 35 yrs	71	103.97	11.71	2.11*
		Above 35 yrs	41	98.94	12.38	
4	Experience	Below 15 yrs	68	97.69	11.88	3.19**
		Above 15 yrs	44	105.24	12.45	
5	Qualifications	P.G	79	102.83	11.32	1.7
		P.G with Research	33	98.76	11.64	
6	Marital status	Married	83	103.41	11.27	2.08*
		Unmarried	29	97.79	12.89	
7	Subjects handling	Science	63	96.74	11.86	3.42**
		Humanities	49	104.61	12.25	
8	Type of management	Government	80	98.45	11.64	1.21
		Private	32	101.56	12.47	

*P<0.05 **P<0.01

Table 2. Comparison of Job satisfaction across different variables

S.No.	Variable	N	Correlation
1	Personality Adjustment	112	0.67**
2	Job satisfaction	112	

**P<0.01

Table 3. Relationship between personality adjustment and job satisfaction

was tested with reference to hypotheses. All the variables like gender, locality, age, experience, qualifications, marital status, subjects handling and type of management of lecturers differ significantly in their personality adjustment.

Where as, the variables like locality, age, experience, marital status and subject of teaching of the lecturers in their job satisfaction differ significantly. While the variables like gender, qualifications and type of management do not differed significantly.

The study fulfilled that there is significant and positive relationship between teacher personality adjustment and job satisfaction among the selected sample of junior college Lecturers in Vizianagaram District.

Educational Implications

- The attention of academicians is needed to probe in to the causes to achieve relationship between the above aspects so as to enhance the quality among the junior lecturers.
- There is a dire need to attend the personnel and administrative problems of the lecturers to create better environment in the junior colleges and classrooms so as to enhance the quality and effectiveness among the teacher community.
- The educational planners and administrators are needed to concentrate on their attention into the teacher professional problems at all levels to provide better education to the future generation.

Recommendations of the Study

- Telugu medium and rural students are facing communication problems in understanding the lessons. So English language skills are needed for Telugu medium and rural back ground students.
- Girl students are facing emotional problems. So teachers have to guide them with counseling and encourage them in all academic aspects.
- Health and physical education in corporate junior colleges were neglected. It is recommended to utilize the sports, games, yoga, gym etc. for maintaining good health of the students.

- Teachers are creating over burden to the students. So students have to plan their everyday schedule in a systematic order with time management under the supervision of their parents.

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