

# Job Satisfaction Level on Online Teaching among Higher Secondary School Teachers during Covid-19 Pandemic

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**S. Suganya**

*Research Scholar, Department of Psychology, Raapa International Campus, Sri Lanka*

 <https://orcid.org/0000-0002-1540-1275>

**B. Sankareshwari**

*Assistant Professor, Department of Tamilology, School of Tamil Studies*

*Madurai Kamaraj University, Madurai, Tamil Nadu, India*

## Abstract

*Education is the process, whereas an actual human mind will be evolved into a mature mind. Education is a tool to impart knowledge about known and unknown things. It will make a human brain to understand the know things deeper way and unknown things better way. As days are inherited, the ways of education are also transferring according to the need of an hour. The COVID-19 situation made all the educational institutions going in line with virtual classes and the online education system from the physical environment. The technological evolution is not new to the Indian education system, but getting exposed to often and getting adopted towards the pandemic situation could be vulnerable among education professionals. Before any changes occur, preparing for the situation needs transition space to get adopt and getting used to it. But the pandemic situation allowed the transition and breeding time to adapt towards the technological culture. This has a higher impact on online educators. This research highlights the impact intensity among education professionals who are teaching online affects their Psychological well-being and providing suggestions to cope with the technological culture and psychological well-being.*

**Keywords: Online teaching, School teachers, Technology, Psychological well-being, Evolution, Adoptability, COVID-19 situation.**

## Introduction

I always wonder it is in the position of Modernised Educationist in the Modernized World, how the education would have been functioning during primitive stages. Despite anything discussed under the roof of education I could see many narration and facts involved. Over 70,000 years Cognitive Revolution has happened among Homo sapiens. During Pre-historic pulse, "Education occurs through Insight and Learning happened for Living." Certainly, there was no evidence of the curriculum, or any distant matter has been followed on the track of knowing something new. Besides, insight learning has provided an immediate solution for any concern. Insight education way during the Palaeolithic period got us many inventions, indeed. Following the Pangaea breakdown, Homo-Sapiens migrations processed. The fossils that pre-historic man left have become a guide for the immigrants to lead a life in the shifted region. Owing to the following, education occurred through symbolization. "First Education way was delivered through symbols." Undoubtedly, the education carried through year after year through symbols for the next generation in carving. Certainly, the linguistic process takes place in the further run.

Lately, education takes place depends on the region people belong to. Indeed, species named hunting and gathering society, in further the ancestry involved in literature development - the group emerging towards literature with the Logic and meaning involved symbols. The further ideas of Alphabets, Numerical were originated. Another advanced condition that happened is Communication. The communication between people during ancient times happens through signs and sounds. Recently we are calling it body language and verbal language. As a result of communication, it becomes easy to transfer their ideas and emotions. Whereas education also accelerated. "Signs and sounds evolved the human species to higher in the hierarchy of living things".

### **Need for an Education**

Replacing education, knowledge has taken a top seat during the ancient period. Though insight learning might give a solution on hand, the destruction and period were enormous. The people started gaining the knowledge for survival and attaining their primary needs like – Food, Water, Shelter and safety. However, people started utilizing the resources around them for their own needs- they made a bow and arrow for hunting, explored the fire's mechanism, used caves and leaves as their shelter. Subsequently, trial and error education ways are also developed by creating the wheel, wooden scraper, etc. During those days, education came through observation.

"Pedagogical approach of ancient education involved more of indoctrination". Knowledge is shared based on one's ideas and beliefs. Our ancestors lived on the community structure, where they all believed older people in their community. Since they do holds a better knowledge and experience about surviving.

### **Education during Vedic Period**

In India, the Vedic period is considered to be an evergreen. It is something that no one experienced during pre-historic times. All the same, this period was well commenced with knowledge nor education. The ancient text refers that "A person without knowledge is considered to be an ignorant beast".

Knowledge has been shared equally without any gender discrimination. The characteristics of Vedic education terms as knowledge, awakening, humility and modesty. This system is given the holistic development of the physical, moral and intellectual power of humans and to reach salvation through it.

After the Vedic evolution, it has made as a parchment. The parchment has been used as a base to create and destruct any resources or organization/ institution. The Vedic system descried completely based on the culture, context and region, which people have around. It also deals with the multi-cultural relation in detail. The Greek philosopher Plato, a western philosopher who gave a perfect philosophical theory on secularism and universal brotherhood which in the east Vedic rises and munnies had already convey through Vedas". All the civilizations during ancient times came out nor through education but, it is completely through knowledge and experimentation.

### **Invasion of Aryans in Education System**

After the immigration of Aryan's in India, there was a huge four-division occurred among people who are – Brahmins( priests and scholars), Kshatriyas (kings, governors and warriors), vaishyas (cattle headers, agriculturists, artisans and merchants) and Shudras (laborers and service providers). There were also untouchable who are doing undesirable works. That's when tribal society has broken out and started their livelihood in structure. This is the time education takes place based on dos and don'ts. There were only some are allowed to gain knowledge not many. Indian education system started leading as a bureaucratic. As Aryans are creative thinkers, they used all previous Vedic parchments and manipulated according to their will to dominate the other race.

Result of the Aryan invasion, one part of the population is becoming educated, becoming wiser. The other part of the population was stagnated in aspiring knowledge and doing the routine generation after generation. "Education raises along with discrimination". It started with gender discrimination, caste discrimination, and race discrimination.

### **Division in Diversity**

In 1600, the British East India Company entered India. The birth of modernization emerged in India. “Modernization will always come along with the cost”. Many losses and many regrets are faced by Indian society and for its culture. British entered in the form of trade and shown its variation by ruling India and exploiting the resources. The education system was even more dilated but still, many Pundits and scholars existed. The discrimination reaches the peaks and people are much more occupied with being a slave and unexpected moments to happen in their life. During the British invasion in India they happened to see diversities in culture, language, and customs and like so.

“Education has become as Empowerment during British invasion”. India happens to see many leaders who are empowering the people to fight for Independence. The missing factor British rule saw in the Indian education system was structure. The Indian education system is more likely informal. There was no university, schoolings or any colleges. To be more familiar with our understanding, our educational institution was called “GURUKULAM (OR) PATSHALA”.

Queen rule couldn't comprehend the Indian education institution. Besides the destruction of Gurukulam and Patshala. Modern Education originated from British rule in India. Modern education in India comes out with its sweetness and bitterness. The modern education system improved the quantity of education, usage of technologies, universal concepts, stops the discrimination and like so. On the other hand, it has preservation and a determined pattern of the curriculum.

### **Collective Comprehension of the Education System now with Enhancement**

As I have mentioned before modern education system with enhancement has its sweetness and bitterness. The concept of knowledge sharing is formerly framed based on the people who reside in the region and it determines holistic development without any preservation. Now there is a reservation for every career. There is no importance for a skill-based mind and it is all about paper-based / certification based. The system is far developed

with more technology and scientific facts. But it is all with single way communication. The education system seems like lots of delivery and less take – away. There is much division in the school structure of education like – ICSE, CBSE, Matric and State board. College got its division like arts, engineering, medicine and like so. The ancient form of education meant to learn diverse knowledge like literature, philosophies, politics, science, astronomy and like so. Now it is all reserved and basic knowledge has been imparted without any deep clarification.

Technology plays a vital role in education these days. Having a corona pandemic at this moment, many institutions is delivering their partial education using technology. Artificial intelligence is replacing the human brain capacity. It doesn't mean I am encroaching the enhancement. “Anything which should not dominate the resource that Homo sapiens got”. Though many educationists are fighting for holistic development in many ways and also different type of education structures are evolving and also welcoming by people in this century.

Teachers are these days come by chance. They are least known for their contribution to recreating society by building more minds. During ancient times teachers are considered “GURUS AND MASTER”, filled with compassion towards creating beautiful minds. These days' majority of the teachers are creating more brains rather than minds. There is a big difference between education and knowledge. Education is more over like commandments; it got its structure and norms to follow, and also it controls the Human mind. Whereas knowledge is consciousness, it will let the mind to liberate. “Liberation is a process of self-realization”. I prefer to educate the mind with liberation and creativity. One has to be trained depending on the needs of the society without any preservation involved.

### **Meaning of Online Teaching**

According to the encyclopedia of educational technology by Siddiqui, an online learning environment can be described as online domains that allow synchronous, joint interaction among teachers and students; it is also providing asynchronous learning resources for students some times. It also provides a significant concept of computer based

learning. In online teaching, learning and teaching will happen between faculty and student through the internet and technology. The online teaching will also be called eLearning. There is a distance education course available among most of the universities, wherein they offer education in remote mode. During the pandemic situation, whereas schooling also becomes remote learning through the Internet.

Along with the provided technology, every institution is trying to cope up with the situation as much as possible to cover the syllabus and also get in tune with the flow of education among students learning. School teacher's work burden has increased never than before and there is a high possibility of raising of stress levels and also burnouts during the pandemic. The adoptability in technology culture is soon a little difficult on both the side of teachers and also students. There is an impact on both Physiological and also Psychological wise.

There are thousands of people who are into online teaching, especially during this pandemic. Both benefits are a taker and a giver, a faculty and a learner to get qualified on their respective course and giver for their survival during the pandemic. There are three commonly used online teaching technologies; they are CDs, MP3 recordings and interactive video conferencing in cooperate with the internet.

### **Meaning of Traditional Teaching**

The traditional teaching method is the face-to-face interaction of faculty and students to learn through cognitive development skills like critical thinking, decision-making, and problem-solving. It is also stated to be a constructive approach of teaching involves interaction, student-teacher involvement and like so. Teachers in India are prone to the conventional method of teaching. When the pandemic pushes the school teachers to follow modern teaching, many aren't aware and the satisfaction leverage is going low.

Traditional teaching also has its own merits and demerits. But school teachers majorly go with what has been followed for many years and get comfort from the conventional teaching method. Traditional teaching is completely effective; it involves trial

and error and the cost of education will be more reasonable when it comes to modern teaching and learning.

### **Job Satisfaction**

According to the Cambridge dictionary – Satisfaction is a “Pleasant feeling that you get when you receive something you wanted, or when you have done something you wanted to do it”. A teacher is a person, helps a learner to acquire knowledge and virtue through all the ways like theoretical and practically wise, professional and life skills. School is considered to be a major institution to mold the person. The teaching profession holds with more responsibility and sensible comparing to all professions. The satisfaction towards the work is done great impact showed on the output. “Where the responsibility comes, needs the satisfaction also” either one drops the person will be facing the consequences through an imbalance in psychological and physiological aspects.

The paper has an organized structure as it flows: a review of the literature and its developed hypothesis, research methodology, period, demographics of the study population, and development of course, discussion on findings, conclusion and suggestions.

### **COVID-19 pandemic situation**

The covid-19 pandemic situation compelled all the teaching professionals to work from home and finding different ways to inculcate knowledge among school-going children. It has changed the people life style, working style, gives mankind the wildest imagination, teaching and learning and like so. Many educational institutions change its teaching and working style in the track of imparting education among school students. Over 900 million students globally looking up for their institutions forward on the current ongoing challenges. For many decades teachers got involved in face-to-face teaching which is also called traditional teaching, teaching involves eye contact, direct discussion between teachers and students. Now, the situation made the teachers work from home that could be the future pedagogy.

## **Review of Literature and Development of Hypothesis**

The literature review is organized accordingly, introducing assertion with the concern of level of satisfaction on online teaching, satisfaction level and job stress among school teachers, effects of change from traditional teaching to online teaching, and the hypothesis to support or reject the contradiction.

### **Assertion 1: There is no interaction between teachers-to-student during online classes**

According to Li & Akins, 2005 - online teaching is a one-way learning process, teachers-to-student in a given time block. The ratio of online teaching is equal to the traditional way of teaching, wherein teachers are finding it difficult to deal with the student, especially according to the learning style of the student. It gives a higher impact on the learning process. The students with visual learning styles will suffer more during the learning event is happening. The application is coming up with lesser options and less education given to the faculty to deal with it and a major impact between teachers-to-students interaction. According to Sibley, & Arbaugh, 2005; Trucker 2001 – online teaching lacks in student-to-student interaction and also teachers to student interaction, that gives the breaks in between and leads to a huge gap in social learning and the conventional learning types. According to Hsiu-mei-Huang in a British journal of educational technology, 2002 – The study towards constructivism for adult learners in online learning environments, online teaching have a different setting from the conventional classroom, online educators have to use special techniques. They must have the special perception towards the success.

According to Norma Cuellar, the transition from the classroom to online teaching need more advanced research and equipment and well-equipped teachers; teachers need the education to handle technology to be accompanied by the modern education and teaching system. Virtual classes come with their own merits and demerits. The ways teachers learning capacity and the processes will become more smother, and both the ends will get the proper benefits out of it, which means teacher-student. Synchronous online classroom to facilitate student engagement in online

learning affects the student learning experience and the quality education that they receive again will be questionable. (J lynn McBrien, Rui Cheng, Phyllis Jones). According to Susan lowes, the online teaching and classroom change that impact the virtual high school on its teachers and their schools, the virtual and face-to-face classes have always been in the comparative studies and found it either one on their favor and gives more satisfaction in the learning process and teaching process. In interaction, some virtual sessions will be two-ways and most are one-way communication due to technological clichés. Teachers tend to avoid interactions with students to cover up the target portion during the session. It will be more of a delivery and no receiving back on the teaching produces less impact on the learning process and teachers will be failed to address every student during the session. Online teaching without planning leads to disaster and it will omit the slow learner and attention deficit students.

Correspondingly, the following is hypothesized.

*Hypothesis # 1: There is no difference between Online Teaching and Traditional Teaching.*

### **Assertion 2: There is a lack of satisfaction in job among school teachers on online teaching**

According to Doris U Bolliger, & Oksana Wasilik, The study on factors influencing faculty satisfaction with online teaching and learning in higher education, the quality factor in online courses would lead to faculty satisfaction as important. The studying environment and more than a virtual term a traditional way of learning gives a higher level of satisfaction among faculty. According to Jennifer Mclean, the study clearly defines that virtual teaching distancing job satisfaction and also leads to job stress among faculty. The instructor's learning control of online learning environments on satisfaction and perceived learning the study upwardly presents that the satisfaction level will be reached, provided the teachers are using instructor control online environment for the students (Jamie costly, Christopher Lange).

Therefore, the following is hypothesized.

*Hypothesis # 2: There is no Relation between job satisfaction in online teaching among school teachers.*

## Methodology

In this study, a descriptive study design is used to collect the data for the study. A statistics tool used to analyze the data are the combination of ANOVA to compare the independent variables, regression analysis to find out the possible relationship between independent and dependent variable and chi-square is to find the significant relationship between independent variable. It analyzed the level of job satisfaction among school teachers in online teaching.

## Study Time-Schedule

The current data covers around 260 respondents, working as in school teachers. The study began in June to August 2020. Due to the pandemic, direct collection was not possible. The researcher collected the data using Google forms.

## Population Size

The participants are around 260 school teachers who are handling higher secondary classes' students. The teacher population who are all working in the state of Tamil Nadu. Their ages range from 26 to 50 years. The average age between 26 to 50 years is 38. A total of 158 are female teachers, and 102 are male teachers.

**Table 1: Population Size by Gender**

Gender	Female	Male	Total
Total	158	102	260

## Analysis and Interpretation

**Table 2: ANOVA F-test Values**

Hypothesis # 1: There is no difference between Online Teaching and Traditional Teaching	
F- Test value	0.01143
Hypothesis rejected (H0)	P <0.05
Therefore, a Null hypothesis (H0) got rejected and Alternative hypothesis (H1) got accepted.	

**Table 3: Chi-Square Test values**

Hypothesis # 2: There is no Relation Between level of job satisfaction and online teaching among school teachers	
Probability value	0.0278
Hypothesis rejected (H0)	P <0.05
Therefore, a Null hypothesis (H0) got rejected and Alternative hypothesis (H1) got accepted.	

The study comprises two major hypotheses which are (Hypothesis # 1: There is no difference between Online Teaching and Traditional Teaching) (Hypothesis # 2: There is no Relation Between the level of job satisfaction and online teaching among school teachers). The Hypothesis reveals about finding the difference and relationship between the variables. The statistical analysis to consider the statement chi-square value has been used to validate the hypothesis. The first hypothesis shows there are differences in online teaching and traditional way of teaching among school teachers are very obvious by having the F-test value which is 0.01143, which rejects the null hypothesis with a  $P < 0.05$  and the alternative hypothesis been accepted which is "There is a significant relationship between online teaching and traditional teaching among school teachers. The satisfaction and lesson delivery has been vigilance less by the data interpretation. The satisfaction level of the teachers is considered to be less in online teaching; it was found in the study the hypothesis has been rejected; there is a significant difference between the level of job satisfaction and online teaching.

## Suggestions and Conclusion

For decades and decades, the Indian education system is prone towards traditional form of learning;. However, technology has improved and evolved; many subsidies and training have been provided by the institution and government. Technology is unpredictable and the average age category of teachers is 38 years. The learning curve has been on deprivation and the majority of the teachers are used to face-to-face teaching and interaction between students and teachers.

Technology on the other hand, is equally bringing the beautiful knowledge imparting, especially the logical-oriented subject like physics, chemistry and

maths are made out to be visualization techniques and making conceptualization videos are one among the best ways of teaching technique to reach the children in better and deeper ways. Route learning is also the factor that contributed to online teaching.

Since the world is facing the emergency period of pandemic, social distancing becomes mandatory. Schools have been closed in Tamil Nadu for the past seven to eight months. Henceforth, the future of education pedagogy online teaching would have become a major loop among the teaching profession. The professionals have to be trained under online teaching experts and it will be better if the education board is making it a part of the B.ed syllabus. Internet of things has to be a one among all papers as professional's studies and become an expert. At the same time, it will be used in a situation where it could be necessary, especially during pandemic situations. The students also must be exposed to online coaching. The situation has brought out an unprepared situation and less time been given to all category people like teachers, students and also parents.

The private organization has been making a good effort in delivering the session through online by teachers. And also, government schools are ahead in publishing the recorded version of the lesson through satellite television. The question of the hour is whether it is getting delivered effectively to students has to be addressed. The teacher's satisfaction in online teaching is another concern. The teachers have to be giving with proper encouragement, training, psych education and incentives will enhance the output.

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### Author Details

**S. Suganya**, Research Scholar, Department of Psychology, Raapa International Campus, Sri Lanka,  
Email ID: suganyashanmugampillai@gmail.com

**Dr. B. Sankareshwari**, Assistant Professor, Department of Tamilology, School of Tamil Studies,  
Madurai Kamaraj University, Madurai, Tamil Nadu, India