



## A STUDY ON COMMUNICATION BEHAVIOR AND JOB SATISFACTION OF SCHOOL TEACHERS IN VELLORE DISTRICT.

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### ABSTRACT

*This study examined the relationship between communication behavior and job satisfaction of school teachers in vellore district. Normative survey methods of research participant were 100 school teachers randomly selected from various schools in vellore district. The research instrument used for data collections was communication behavior and job satisfaction developed by S. Sathiyagirirajan tested at 0.05 and 0.01 level of significance. The finding indicated that there exist a positive relationship between communication behavior and job satisfaction of school teachers. There exist significant impact with respect to gender, type of management, teaching experience, and there is no significant impact on location, teachers qualification, and teachers age on their communication behavior and job satisfaction of the school teachers.*

**Keywords:** Communication Behavior, Job Satisfaction, Normative Method, Survey, Hypothses, Teachers.

### Introduction:

Research in education helps the teachers to become more efficient in their tasks. For effective teaching, mastery over the content matter alone will not suffice; the teacher should have a sound knowledge in choosing and using a particular instructional method for an effective learning activity among a given group of learners. Educationists, Researchers and Teachers should combine together their resources and expertise so as to make available effective education for maximum number of pupils within a short period of time, through the use of appropriate technologies and techniques. Research carried out to achieve their objective, either by professional or by private individuals will be of immense help to practicing classroom teachers facilitating their professional growth.

### 1.02 IMPORTANCE OF EDUCATION

Education is the most important invention of mankind. It is more important than his invention of tools, machines, spacecraft, medicine, weapons and even of language, because language too was the product of his education. Man without education would still be living just like an animal. It is education, which transform man from a mere 'two-legged animal' into human. It helps him to behave like a man prevents him from behaving like an animal. The word 'Education is like a diamond which appears to be of a different color when seen from different angles. It is as basic to civilization, to social survival, as reproduction and nutrition are essential to biological evaluation.

Among the greatest of all services that can be rendered by men to Almighty God, is the education and training of children, so that they can foster by grace in the way of salvation, growing like pearls of divine bounty in the shell of education and will be one day the jewel in the crown of

abiding glory. The teacher is the yardstick that measures the achievements and aspirations of the nation. The worth and potentialities of a country get evaluated in and through the work of the teacher, The people of a country are the enlarged replica of their teacher. They are the real nation builders. It needs no description that the teacher is the pivot of any educational system of the younger students. On him rests the failure or the success of the system. If the teachers are well educated and if they are intellectually alive and take keen interest in their job, then only, success is ensured. But, if on the other hand, they lack training in education and if they cannot give their heart to their profession, the system is destined to fail. Hence, the teacher is another vital component of the school. The teacher is a dynamic force of the school. A school without teacher is just like a body without the soul, a skeleton without flesh and blood, a shadow without substance.

### Communication behavior

Communication is the activity of conveying information through the exchange of thoughts, messages, or information, as by speech, visuals, signals, writing, or behavior. It is the meaningful exchange of information between two or more living creatures.

### Job Satisfaction

By this, the investigator means the level of satisfaction of teachers working in schools in Vellore district towards their profession

### Statement of the problem:

Formally the problem can be stated as follow. **A study on communication behavior and job satisfaction of school teachers in vellore district.**

### Objectives of the study:

1. To find out significance of difference between the

Male and Female School Teachers Communication Behaviour.

2. To find out significant of difference between the Male and Female School Teachers with respect to Job Satisfaction.
3. To find out significant of difference between the Government and Private School Teachers Communication Behaviour.
4. To find out significant of difference between the Government and Private School Teachers Job Satisfaction.
5. To find out significant of difference between the Rural and Urban area School Teachers Communication Behaviour.
6. To find out significant of difference between the Rural and Urban area School Teachers Job Satisfaction.
7. To find out significant of difference between the Undergraduate and Postgraduate School Teachers Communication Behaviour.
8. To find out significant of difference between the Undergraduate and Postgraduate School Teachers Job Satisfaction.
9. To find out significance of difference between the Teachers experience of school Teachers Communication Behaviour.
10. To find out significant of difference between the Below 5 years and Above 5 years experience of School Teachers Job Satisfaction.
11. To find out significant of difference between the Below 40 and Above 40 age of School Teachers Communication Behaviour.
12. To find out significant of difference between the Below 40 and Above 40 age of School Teachers Job Satisfaction.
13. To find out significant of relationship between the Communication Behaviour and Job Satisfaction of school teachers.

**Hypotheses of the study:**

1. There is no significance of difference between the Male and Female School Teachers Communication Behaviour.
2. There is no significant of difference between the Male and Female School Teachers with respect to Job Satisfaction.
3. There is no significant of difference between the Government and Private School Teachers Communication Behaviour.
4. There is no significant of difference between the Government and Private School Teachers Job Satisfaction.
5. There is no significant of difference between the

Rural and Urban area School Teachers Communication Behaviour.

6. There is no significant of difference between the Rural and Urban area School Teachers Job Satisfaction.
7. There is no significant of difference between the Undergraduate and Postgraduate School Teachers Communication Behaviour.
8. There is no significant of difference between the Undergraduate and Postgraduate School Teachers Job Satisfaction.
9. There is no significance of difference between the Teachers experience of school Teachers Communication Behaviour.
10. There is no significant of difference between the Below 5 years and Above 5 years experience of School Teachers Job Satisfaction.
11. There is no significant of difference between the Below 40 and Above 40 age of School Teachers Communication Behaviour.
12. There is no significant of difference between the Below 40 and Above 40 age of School Teachers Job Satisfaction.
13. There is no significant of relationship between the Communication Behaviour and Job Satisfaction of school teachers.

**Research design:**

**Methodology:**

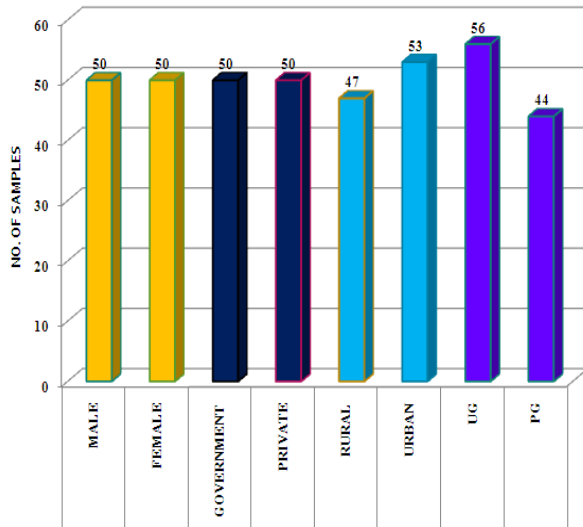
The study was conducted through normative survey method of research and its is most suitable for the present study.

**Sample:**

A stratified random sampling technique was adopted for the selection of sample: 100 school teachers were taken for the study.

**Table: 1 DISTRIBUTION OF THE SAMPLE**

VARIABLES		SAMPLE	TOTAL
GENDER	MALE	50	100
	FEMALE	50	
MANAGEMENT	GOVERNMENT	50	100
	PRIVATE	50	
LOCATION	Rural	47	100
	Urban	53	
DESIGNATION	UG	56	100
	PG	44	

**GRAPH SHOWING DISTRIBUTION OF THE SAMPLE****Research tool:**

The Communication Behaviour scale developed by **S. Sathiyagirirajan**.

Teachers Job Satisfaction Inventory developed by **S. Sathiyagirirajan**.

**Statistical techniques:**

Suitable descriptive and inferential statistical techniques were used in the interpretation of the data to draw more meaningful pictures of results from the collected data. In the present study the following statistical techniques were used.

- MEAN.
- STANDARD DEVIATION.
- STANDAD ERROR MEAN
- CRITICAL RATIO.
- ANALYSIS OF VARIANCE.
- CHI-SQUARE.
- CORRELATON COEFFICIENT.

**Major findings:**

1. It is found that there exists a significant difference between Male and Female School Teachers with regard to their Communication Behaviour.
2. It is found that there exists is a significant difference between Male and Female School Teachers with regard to their Job Satisfaction.
3. It is found that there is a significant difference between Government and Private School Teachers with regard to their Communication Behaviour.
4. It is found that there is no significant difference between Government and Private School Teachers with regard to their Job Satisfaction.
5. It is found that there exists a significant difference between Rural and Urban area School

Teachers with regard to their Communication Behaviour.

6. It is found that there exists no significant difference between Rural and Urban area School Teachers with regard to their Job Satisfaction.
7. It is found that there exists no significant difference between Undergraduate and Postgraduate School Teachers with regard to their Communication Behaviour.
8. It is found that there no significant difference between Undergraduate and Postgraduate School Teachers with regard to their Job Satisfaction.
9. It is found that there is a significant difference between Below 5 years and Above 5 years experience School Teachers with regard to their Communication Behaviour.
10. It is found that there is a significant difference between Below 5 years and Above 5 years experience School Teachers with regard to their Job Satisfaction.
11. It is found that there is a significant difference between Below 40 and Above 40 age of School Teachers with regard to their Communication Behaviour.
12. It is found that there is no significant difference between Below 40 and Above 40 age of School Teachers with regard to their Job Satisfaction.
13. It is found that there exists a positive relationship between Communication Behaviour and Job Satisfaction of school teachers.

**EDUCATION IMPLICATIONS**

This study is significant as it provides an insight into the communication behavior of school teachers and their Job satisfaction. Every Teacher must adjust to his environment according to the situations. The degree of personality and adjustment varies from person to person on the basis of their communication behavior.

In Job Satisfaction of secondary teachers, the investigator found that the level of job satisfaction of secondary school teachers in to and in terms of their background variables such as gender, qualification, experience, location, type of school are moderate. This may be due to the fact that teaching is the noblest profession of all professions. So, most of the people prefer teaching profession which has definite employment opportunities in and around the locality where they live. Since, there are schools which may provide meager amount of salary, teachers do not prefer these schools. Generally, teachers with good teaching experience and qualification may immediately switch over to some other schools where their experience and qualification are highly regarded. In identifying such situations, managements are ready to pay their remuneration according to

their qualification and experience. Moreover, teachers of today are in a position to bring their students in a highest position by achieving themselves in the public examinations. So, they discharged their duties to the fullest satisfaction of the parents and the concerned management.

The implications of the study's findings must be viewed in light of the strengths and weaknesses of the study's design. Findings are limited by the use of self-report instruments to measure respondents' levels of job satisfaction. Lack of transport, security and residential facilities in remote rural areas also

Discourage youngsters to opt for teaching. Good schooling environments can have a strong positive effect on teacher's motivation to teach because of the equally positive environment it connotes.

### Conclusion:

Both teachers and students have to endure very deplorable school environments. Best practice on improving the impact of communication behaviour on teachers and school staff has recently been reviewed and therefore the advice contained in this publication is evidence based. When an individual has a strong communication behaviour that affects their ability to work, there are a number of researchers and organisations are well placed to help manage the situation.

Teachers' performance is restricted because of various limitations. Teacher competence is affected by the quality of pre service training and where they are lacking in subject knowledge proficiency this hinders their teaching and undermines their confidence in teaching. Although teacher training is important in producing teachers who are professionally capable of making a difference in student learning and achievement, other policies are required that support the teacher in delivering the quality of education expected. Poor working conditions discourage potential good candidates from considering a career in teaching and makes long term serving teachers want to leave the profession. To get a satisfied job each one should compete with the others in a fruitful competition. Expressing views paves a significant role in teachers job, hence the communication and job satisfaction plays a vital role in the present century.

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