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## **ABSTRACT**

This research work presents the findings on job satisfaction of secondary school teachers in relation to their attitude towards teaching profession, self-efficacy and demographic variables. The independent variables under the study are attitude towards teaching profession, self-efficacy and demographic variables, including; age, gender, religion, educational qualification, teaching experience, income, type of teacher, type of school, locality of school. The dependent variable is job satisfaction of secondary school teachers.

The title of the problem of the present study is stated as- “Job Satisfaction among Secondary School Teachers in relation to their Attitude towards Teaching Profession, Self-Efficacy and Demographic Variables.”

### **OBJECTIVES OF THE STUDY**

- 1.** To study the significance of difference between low and high attitude towards teaching profession groups of secondary school teachers on the measure of their job satisfaction.
- 2.** To study the significance of difference between low and high self-efficacy groups of secondary school teachers on the measure of their job satisfaction.
- 3.** To study the significance of difference between different demographic variables on the measure of job satisfaction secondary school teachers.
- 4.** To find out the relationship between job satisfaction, attitude towards teaching profession and their self-efficacy of secondary school teachers.

5. To study the combined and individual contribution of attitude towards teaching profession and self-efficacy to the variance of secondary school teachers' job satisfaction.

## **HYPOTHESES OF THE STUDY**

***Ho 1:*** There is no statistical significant difference between the low and high attitude towards the teaching profession group of secondary school teachers on the measure of their job satisfaction.

***Ho 2:*** There is no statistical significant difference between low and high self-efficacy groups of secondary school teachers on the measure of their job satisfaction.

***Ho 3:*** There is no statistical significant difference between different demographic variables on the measure of job satisfaction secondary school teachers.

***Ho 4:*** There is no statistical relationship between secondary school teacher job satisfaction, attitude towards teaching profession and their self-efficacy.

***Ho 5:*** There is no contribution of attitude towards teaching profession and self-efficacy to the variance of secondary school teachers' job satisfaction.

The present study is a descriptive survey research. The secondary school teachers of Barabanki, Lucknow and Faizabad districts teaching in different board viz., Central Board of Secondary Education (CBSE), Indian Certificate of Secondary Education (ICSE) and Uttar Pradesh Board of Education, constitute the population of the study. A representative sample of 409 secondary school teachers was collected for the purpose of present study. From Barabanki, Lucknow and Faizabad districts 143, 150 and 116 secondary school teachers

selected respectively. Schools were selected by using simple random sampling technique. After that the researchers has done purposive sampling for collecting data of secondary school teachers from randomly selected schools of above mentioned districts. To get the anticipated result of the problem, two standardized tools and one self-constructed tool were used. To measure the job satisfaction of secondary school teachers 'Job Satisfaction Scale' constructed by Dr. (Mrs.) Meera Dixit (1993) was used. The 'Attitude Scale towards Teaching Profession' constructed by Dr. (Mrs.) Umme Kulsum was used to measure the attitude towards teaching profession of secondary school teachers. To measure the self-efficacy of secondary school teachers the researcher has developed a 'Self-Efficacy Scale' by herself. After collecting data by using the above mentioned scales, next step was to analyze and compare for different variables using different statistical techniques like t-test, F-Test and Regression analysis methods. The result was illustrated through graphs and charts.

The results showed that teachers possessing higher attitude towards teaching profession were more satisfied than those have lower attitude. Female secondary school teachers were having more satisfaction in their jobs as compared to their counterpart male teachers. The high self-efficacy secondary school teachers were more satisfied in their jobs. Female teachers were more satisfied in their jobs than males. Married, government and urban teachers were more satisfied in their jobs than unmarried, private and rural teachers. Secondary school teachers belonging to different religions are not different on the measure of job satisfaction. Trained secondary school teachers were more satisfied with their jobs than untrained. Secondary school teachers having high age, educational qualification, income and experience were more satisfied with their jobs.

The results also showed that the secondary school teachers' job satisfaction increases with the increase in attitude towards teaching profession. Male and female secondary school teachers' job satisfaction increases with the increase in attitude towards teaching profession. Secondary school teachers' job satisfaction increases with the increase in self-efficacy. Male and female secondary school teachers' job satisfaction increases with the increase in self-efficacy. The contribution of the predictor variables in predicting secondary school teachers' job satisfaction couldn't have occurred by chance.

The present study provides valuable suggestions for improving the job satisfaction of secondary school teachers which may be helpful in creating better educational and working environment in educational settings. This study also shows the importance of attitude towards teaching profession and self-efficacy of teachers to attain satisfaction in their jobs. Hence, the present can be used for future references while working on teachers' job satisfaction and various factors affecting it. At the end it also provides suggestions which may be helpful for future studies on job satisfaction of secondary school teachers.