TEACHER FREEZING AMONG SECONDARY SCHOOL TEACHERS IN RELATION TO THEIR JOB SATISFACTION

Dr. Umender Malik
Assistant Professor
Department of Education,
Maharashi Dayanand University, Rohtak. India

ABSTRACT
As we all know education plays an important role in the fulfilment of scarcity of resources in the development of a country. The teacher learning process is generally measured by academic achievement of the learner and academic achievement is influenced by lot of variables and Teacher is most important. Teacher is influenced by a lot of factors which effects its teaching. The present study was an attempt in that direction. The purpose of this study was to assess the relationship between Teacher Freezing and Job Satisfaction of secondary school teachers of Gurugram district. The study was conducted on a sample of 200 secondary school teachers from govt. schools of Gurugram district. The Teacher Freezing scale by Hassen Taj (1998) and Teachers Job Satisfaction scale by Malik and Madan (2019) were used to assess Teacher Freezing and Job satisfaction of secondary school teachers. Causal comparative method of research was used. Random sampling technique was used. The study reveals that secondary school teachers of Gurugram district who has high Job Satisfaction have less degree of Teacher Freezing as compared to secondary school teachers with low Job satisfaction. It further explores that Teacher Freezing and Job satisfaction are positively correlated.

Key words: Teacher Freezing , Job Satisfaction, Secondary school teachers

INTRODUCTION
Shiksha is a continuous process of development from infancy to maturity. It includes the effect of everything which influences human personality, because of the explosion of knowledge and radical changes occurred in the content areas of all disciplines. The role of present day teacher has become very challenging, complex and multi-faceted. A teacher is now required to be far more agile in his approach and has to play multiple roles and preserve the basic values of life. Teachers are responsible to provide the totality of experiences which lead towards the preparation of good students and to help them to assume the responsibilities as responsible members of society. “In today’s world when dissatisfaction level is increasing day by day, it’s become hard to provide a satisfying environment to the employees. keeping in view the objective of maintaining a satisfaction level among the employees, various factors are included. The satisfaction level is also affected by the individual's personality” DR U MALIK,N MADAN(2020)
TEACHER FREEZING

Academicians, administrators, parents, community and students community complains of teachers lethargy and apathy and indifferences as the main cause for deteriorating standards in education. Today teachers are surrounded by so many situations that they feel overworked and frustrated. Hitaishi, v (2014) studied Teacher freezing among secondary school teachers in relation to organizational climate of the school and found that there was significant relationship between teacher freezing and different dimensions of organizational climate. Sharma (2018) found that the teachers having favourable Teacher attitude possess significantly Teacher freezing in comparison to the teachers having unfavourable attitude. She found significantly higher level of Teacher Freezing among govt. school teachers as compared to teachers serving in private schools.

Job Satisfaction

Job satisfaction is the whole matrix of job factors that make a person like his work situation and be willing to head for it without distaste at the beginning of his/her work day. Job satisfaction includes liking and enjoying job, going to job with one's head erect and with smiles. Job satisfaction is possible when a person is adjusted to society, self and work. Performance is vital role for Job satisfaction. Dr U Malik, N Madan(2020) says, ``Job satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitudes towards the job indicates job satisfaction and negative and unfavourable attitudes towards the job indicates job dissatisfaction''. According to Aziri(2018), ``job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs''.

STATEMENT OF THE PROBLEM

Teacher Freezing among secondary school teachers in relation to their Job satisfaction

OPERATIONAL DEFINATIONS OF THE TERMS USED

Teacher Freezing: It refers to the deficiency of zeal and curiosity within teachers performance about their responsibility and also failure of teachers in innovation for the purpose of teaching and research. In the present study Teacher Freezing refers to the score obtained by secondary school teachers in Teacher Freezing scale by Hassen Taj (1998).

Job satisfaction: Job satisfaction is the result of various attitudes the person holds towards his job, towards related factors and towards life in general.
OBJECTIVES OF THE STUDY

O1  To study and compare Teacher freezing of secondary school teachers having high and low level of Job Satisfaction.

O2  To study the relationship between Teacher Freezing and Job Satisfaction of secondary school teachers.

HYPOTHESIS OF THE STUDY

Ho1 There is no significant difference in Teacher Freezing of secondary school teachers having high and low level of Job Satisfaction.

Ho2 There is no significant relationship between Teacher Freezing and Job Satisfaction of secondary school teachers.

VARIABLES IN THE STUDY

Dependent variable- Teacher Freezing

Independent variable- Job Satisfaction

DESIGN OF THE STUDY

Causal comparative method of research was used.

POPULATION

A population is any group of individuals that have one or more characteristics in common in the area of the interest to the investigator. It may be all the individuals of a particular type or a restricted part of that group (BEST, 1997). All the secondary school teachers teaching secondary classes in the Govt. schools Gurugram distt. of Haryana state constitute the target population for the present study.

SAMPLE

Measuring the entire population is impracticable, though not entirely impossible be drawn for the purpose. Therefore a sample from the concerned population may be drawn for the purpose of data collection. In the present study Random sampling technique was used to select the sample of 200 secondary school teachers.

TOOLS USED IN THE STUDY

Teacher Freezing Scale by Hassen Taj (1998)

Teachers Job Satisfaction Scale by Malik and Madan (2019)

DELIMITATIONS OF THE STUDY

1. The study is delimitated to 200 secondary school teachers.
2. The study is delimited to only Govt. secondary schools situated in Gurugram district of Haryana state.

3. The study is delimited to only one dependent variable i.e Teacher Freezing and one Independent variable i.e Job Satisfaction

STATISTICAL TECHNIQUES

Mean, S.D, t-test and Pearson co-efficient of correlation were used.

ANALYSIS AND INTERPRETATION

The collected data were analysed both quantitatively as well as qualitatively . In order to verify the objectives and to test the null hypothesis, the present study has been analysed as given below.

O1 To study and compare Teacher Freezing of secondary school teachers having high and low level of Job Satisfaction

Ho1 There is no significant difference between Teacher Freezing of secondary school teachers having high and low level of Job Satisfaction

Table -1

Descriptive statistics related to Teacher Freezing among secondary school teachers in relation to Job Satisfaction

<table>
<thead>
<tr>
<th>Dependent variable</th>
<th>Groups</th>
<th>N</th>
<th>Mean</th>
<th>S.D</th>
<th>t-value</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher freezing</td>
<td>High Job Satisfactions</td>
<td>73</td>
<td>300.54</td>
<td>18.32</td>
<td>2.89</td>
<td>Significant at .01 level</td>
</tr>
<tr>
<td>Teacher freezing</td>
<td>Low Job Satisfactions</td>
<td>71</td>
<td>309.97</td>
<td>20.76</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To test the null hypothesis Mean, Standard deviation and t-value were calculated from the Teacher freezing score with respect to Job Satisfaction. The results are presented in table 1. From the table 1 it can be observed that the t-value 2.89 for Teacher Freezing of secondary school teachers with respect to Job Satisfaction is found significant at 0.01 level leading to the inference that there exists a significant difference in Teacher Freezing of secondary school teachers having high and low level of Job Satisfaction. Thus, 'The null hypothesis ,"There exists no significant difference in Teacher Freezing of secondary school teachers having high and low level of Job Satisfaction " is not retained. From the comparison of mean scores, it was found that Teacher freezing among secondary school teachers having high level of Job Satisfaction (300.54) is lower than teachers having low level of Job Satisfaction(309.97). Therefore it can be concluded that teachers having low level of
Job Satisfaction experienced more Teacher Freezing than teachers having high level of Job Satisfaction.

O2 TO STUDY THE RELATIONSHIP BETWEEN TEACHER FREEZING AND JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS

Ho2 There is no significant relationship between Teacher Freezing and Job Satisfaction of secondary school teachers

Table 2
Co-efficient of co-relation between Teacher Freezing and Job Satisfaction of secondary school teachers

<table>
<thead>
<tr>
<th>Sr.no</th>
<th>Variables</th>
<th>N</th>
<th>Coefficients of Correlation (r)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Teacher Freezing</td>
<td>200</td>
<td>0.54**</td>
</tr>
<tr>
<td>2</td>
<td>Job Satisfaction</td>
<td>200</td>
<td></td>
</tr>
</tbody>
</table>

** Significant at .01 level

The table 2 reveals that coefficient of correlation between Teacher Freezing and Job Satisfaction of secondary school teachers is 0.54 which is significant at 0.01 level. Thus the null hypothesis, “There is no significant relationship between Teacher Freezing and Job Satisfaction of secondary school teachers “is not retained. The magnitude of ‘r’ indicates that there is positive correlation between Teacher Freezing and Job Satisfaction of secondary school teachers.

The findings of both the tables suggests that the different attributes of human personality influences the area of the person in which they are working. High level of Job Satisfaction teachers are less freezed as compared to Low level of Job Satisfaction teachers because they are liking and enjoying the job nature. DRU Malik ,N Madan (2020) found that positive correlation exists between sense of humour and Job Satisfaction of private school teachers of both rural and urban areas. Whereas U Malik, D Yadav (2016) founds that there is significant difference among the Job Satisfaction of senior secondary school teachers in relation to their high sense of humour and low sense of humour. These studies shows that Job Satisfaction is effected by many variables because Sense of Humour in itself is effected by Personality of an individual and the personality in matter of Job Satisfaction is related to security, Pay, Fringe benefits, opportunities for advancement, working conditions, co-workers etc. The study clearly reveals that secondary school teachers of Gurugram district are satisfied with their job are having less degree of Teacher Freezing as compared to others .

EDUCATIONAL IMPLICATION

Teacher freezing should be assessed of the teachers who are working in educational institutions. Efforts should be done by the authorities to increase the level of Job
Satisfaction among the teachers, so that there degree of Teacher Freezing could be reduced. For this counselling sessions, workshops, laughter shows, good salary structure, healthy working environment, place of posting near home should be provided by the government.

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