

## A COMPARATIVE STUDY ON JOB SATISFACTION OF DIABETIC AND NON-DIABETIC TEACHERS

PROF. RAJSHREE S. VAISHNAV<sup>1</sup> VRUSHALI DETHE<sup>2</sup>

<sup>1</sup>Professor & Head, P. G. Department of Education, RTM Nagpur University, Nagpur MS.

<sup>2</sup>Research Scholar, P. G. Department of Education, RTM Nagpur University, Nagpur MS.

### ABSTRACT

*Every job enhances individual's quality of life. In every profession job satisfaction is very important. Teachers are the backbone of education system. There are many components which affects the job satisfaction of teachers. One of the most important component is Health. Diabetes is the disease which influence teacher's health now a days. In this research, a comparative study on job satisfaction of Diabetic and non-diabetic Teachers in Nagpur city of Maharashtra was done. In present research study normative survey method is used, data were collected from school teachers from Nagpur city. For data collection standardised job satisfaction scale is used. After data analysis it is concluded that there is significant mean difference between job satisfaction of Diabetic and Non Diabetic Teachers.*

**KEY-WORDS:-** Job Satisfaction, Diabetic Teachers, Non-Diabetic Teachers.

### 1.1 INTRODUCTION

Role of teachers in the society and in the education can change, but the importance of their position remains same. To attract and retain the quality teachers is a great challenge to the educational institutions. In education, the essential quality of the teacher is to have a positive approach. Every teacher must have the potential and clear intention to discharge their duty with utmost devotion to derive satisfaction from their work. Job satisfaction is the combination of emotional and psychological experience at any work. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves. Any work cannot be effectively done without satisfaction. Teachers are important in building the nation and budding citizens of the nation. So, job satisfaction is an important concept that is not only related to an individual but it is relevant for the society's well

being. Job satisfaction is one factor that will ensure class performance and productivity of schools. The teachers would get interested to teach their students effectively when they are satisfied with their jobs. Like India, other countries in the world are trying to improve their quality of education, so that it meets the demand of globalization. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomena in every sector especially in the teaching profession.

For livelihood of every individual work or job is necessary. It is closely related with the health and quality of life. Job enhances individuals overall personality. Among all professions teaching is the only profession that not only improves self development but also enhances students overall development. Teachers are the backbone of the education system. Now a days it is found that prevalence of Diabetes is increasing globally. In India there is also increase in diabetic patients. As teachers are also a part of the same society, prevalence of diabetes in teachers is also increasing. Diabetes is the disease which affects emotional and social behaviour of teachers. one of the component that affecting diabetic teachers life is job satisfaction. Diabetes is a disease in which blood glucose levels are above normal range. Diabetes is found to be most chronic disease. So in this research, a comparative study of job satisfaction of diabetic and non diabetic teachers in Nagpur city of Maharashtra state was done.

## **1.2 OBJECTIVE OF THE STUDY:**

1. To Study Job Satisfaction of Diabetic and non-Diabetic Male teachers.
2. To study Job Satisfaction of Diabetic and non-Diabetic Female teachers.
3. To compare Job Satisfaction of Diabetic and non-Diabetic teachers.

## **1.3 HYPOTHESES OF THE STUDY:**

1. There will be significant difference between the job satisfaction of Diabetic and non-Diabetic Male teachers.
2. There will be significant difference between the job satisfaction of Diabetic and non-Diabetic Female teachers.
3. There will be significant difference between the job satisfaction of Diabetic and non-Diabetic teachers.

## **1.4 LIMITATIONS AND DE LIMITATIONS:**

This study is limited to Nagpur city in the state of Maharashtra Only. This study evaluates the effect of Diabetes only on teacher job satisfaction. This study is limited for teachers working at higher education institution, higher secondary level education and secondary and schooling level education in respective area.

## **1.5 METHOD:**

Normative survey method is used for this study.

## 1.6 POPULATION & SAMPLE OF STUDY:

All the diabetes and non-diabetic teacher working the various institution in the Nagpur city these are the population of present study. In the present study, the researcher has used purposive sampling technique, a type of non probability sample. Sampling size for the present study are as follow.

**Table no. 1.1 Sampling size.**

Teachers	Diabetic Teachers			Non-Diabetic Teachers			Total Teachers
	Male Teacher	Female Teacher	Total	Male Teacher	Female Teacher	Total	
HEIT	37	23	60	32	28	60	120
HSLT	29	31	60	27	33	60	120
S&ST	50	30	80	41	39	80	160
Total	116	84	200	100	100	200	400

HEIT : Higher Education Institute Teachers, HSLT : Higher Secondary Level Teachers, S&ST : Secondary & School Level Teachers

### Tools and technique:

Job Satisfaction scale constructed and standardized by Singh Amar and Sharma T. R. was used for assessing the Job satisfaction of diabetic and non-Diabetic teachers.

### Scoring:

The positive statements carry a weightage of 4,3,2,1 and 0 and the negative ones a weightage of 0,1,2,3and4. The total score gives a quick measure of satisfaction/dissatisfaction of a worker towards his job. The minimum and maximum rang for score is 00 to 120.

### Reliability:

Identified that the reliability of this job satisfaction scale through test Re-test method was use and identified the reliability co-efficient was .97 with the N=52 and gap of 25 days.

### Validity:

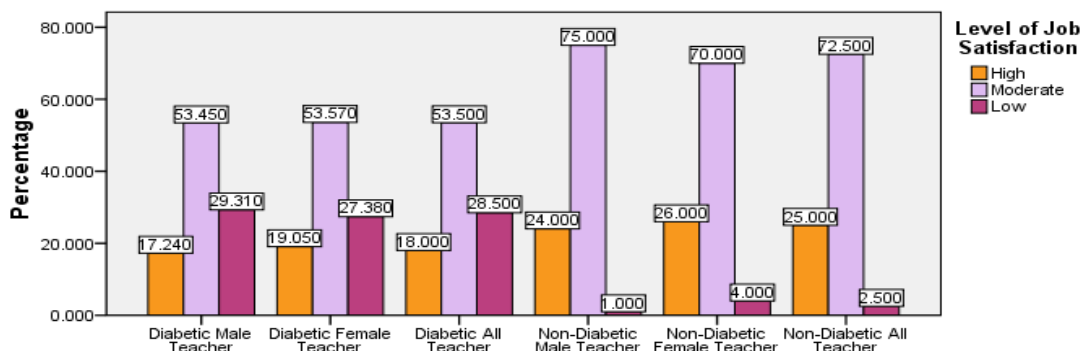
The scale compares favourable with job satisfaction questionnaire giving a validity coefficient of .74 Moreover the satisfaction measure obtained from this scale have a close resemblance to the rating given to the employees on a 3 point scale: fully satisfied, average satisfied, dissatisfied by the employers. The coefficient of correlation was .81 (N=52).

### Analysis and interpretation:

Statistical analysis of the data we have use the Mean, SD and 't' test etc. statistical technique were adept for this study.

**Table no. 1.2**  
**Status of Job Satisfaction off Diabetic and non-diabetic teachers**

Level	N & %	Diabetic Teachers			Non-Diabetic Teachers		
		Male	Female	Total	Male	Female	Total
High	N	20	16	36	24	26	50
	%	17.241%	19.048%	18.00%	24.00%	26.00%	25.00%
Moderate	N	62	45	107	75	70	145
	%	53.448%	53.571%	53.50%	75.00%	70.00%	72.50%
Low	N	34	23	57	01	04	05
	%	29.310%	27.381%	28.50%	1.00%	4.00%	2.50%
Total	N	116	84	200	100	100	200
	%	100%	100%	100%	100%	100%	100%

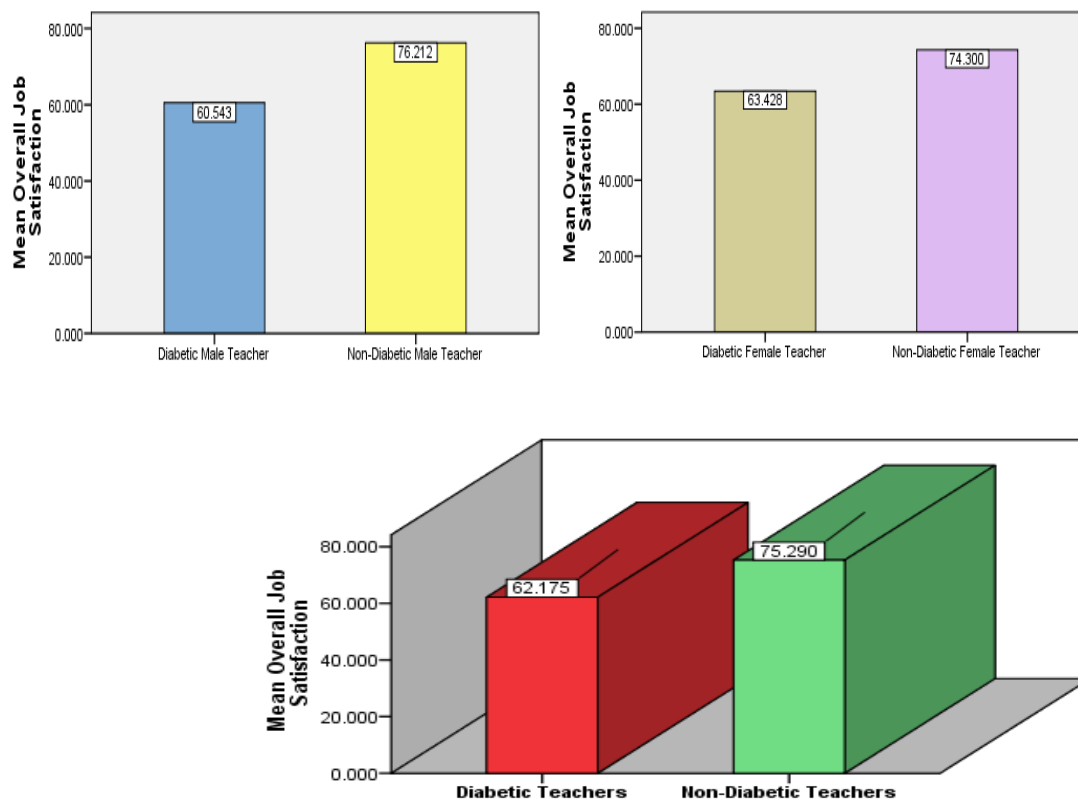


Most of the non-Diabetic teachers are belonging in Moderate level of Job Satisfaction compare to Diabetic teacher level of Job Satisfaction. On the other hand most of the Diabetic teachers are belonging in low level of Job Satisfaction compare to non-Diabetic teacher level of Job Satisfaction.

**Table no. 1.3**

**There is significant mean difference between the Job Satisfaction for diabetic and non-diabetic Male, Female and overall Teachers.**

Group	Diabetic Teachers			Non-Diabetic Teachers			Statistic			Sig
	N	M	SD	N	M	SD	Df	SE. dm	't' Value	
Male Teacher	116	60.543	31.858	100	76.280	24.121	214	3.745	4.202	Sig
Female Teacher	84	63.428	31.723	100	74.300	24.902	182	4.264	2.315	Sig
All Teachers	200	62.175	31.204	200	75.290	24.473	398	2.804	4.677	Sig



The Diabetic Male Teachers mean score of Overall Job Satisfaction is 60.543 & SD is 31.858, and Non-Diabetic Male Teachers mean score of Overall Job Satisfaction is 76.280 & SD is 24.121 respectively. Compare the mean score of Overall Job Satisfaction for Diabetic and Non-Diabetic Male Teacher and calculated the SE.dm is 3.745 and calculated 't' value is 4.202. On 214 df table value is 1.96 on 0.05 level of significant and 2.58 for 0.01 level of significant. Hence the calculated 't' value is greater than the table value on 0.01 level of significant. It's concluding that the mean score of Overall Job Satisfaction for Non-Diabetic Male Teachers is significantly effective compare to Diabetic Male Teachers. It's means that, Non-Diabetic Male Teacher Overall Job Satisfaction is better compare to Diabetic Male Teacher for the term of their emotional Social behavior.

The Diabetic Female Teachers mean score of Overall Job Satisfaction is 63.428 & SD is 31.723, and Non-Diabetic Female Teachers mean score of Overall Job Satisfaction is 74.300 & SD is 24.902 respectively. Compare the mean score of Overall Job Satisfaction for Diabetic and Non-Diabetic Female Teacher and calculated the SE.dm is 4.264 and calculated 't' value is 2.315. On 214 df table value is 1.96 on 0.05 level of significant and 2.58 for 0.01 level of significant. Hence the calculated 't' value is greater than the table value on 0.05 level of significant. It's concluding that the mean score of Overall Job Satisfaction for Non-Diabetic Female Teachers is significantly effective compare to Diabetic Female Teachers. It's means that, Non-Diabetic Female Teacher Overall Job Satisfaction is better compare to Diabetic Female Teacher for the term of their emotional Social behavior.

The Diabetic Teachers mean score of Overall Job Satisfaction is 62.175 & SD is 31.204, and Non-Diabetic Teachers mean score of Overall Job Satisfaction is 75.290 & SD is 24.473 respectively. Compare the mean score of Overall Job Satisfaction for Diabetic and Non-Diabetic Teacher and calculated the SE.dm is 2.804

and calculated 't' value is 4.677, on 298 df table value is 1.96 on 0.05 level of significant and 2.58 for 0.01 level of significant. Hence the calculated 't' value is greater than the table value on 0.01 level of significant. It's concluding that the mean score of Overall Job Satisfaction for Non-Diabetic Teachers is significantly effective compare to Diabetic Teachers. It's means that, Non-Diabetic Teacher Overall Job Satisfaction is better compare to Diabetic Teacher for the term of their emotional Social behavior.

## CONCLUSION:

Most of the diabetic teacher's job satisfaction status is low compare to non-diabetic teacher. In the concern of gender for diabetic and non-diabetic teacher indicated that, the non-diabetic Male teachers, Female Teachers and Overall Teacher Job satisfaction is better compare to diabetic teachers.

## BIBLIOGRAPHY:

1. Augustina M.A. Brands, Geert Jan Biessels, Edward H. F., De Haan, L. Jaap Kappelle, Roy P. C. Kessels. **"The effects of Type 1 Diabetes on cognitive performance"**, (2005), Diabetes care 28: 726-735.
2. Graham Worrall, Nancy Moulton, Eliza Briffett, **"Effect of type II diabetes mellitus on cognitive function"**, Journal of Family Practice, June, 1993.
3. Gerard Feltoe **"Comparing Teacher Stress Sources in Queensland and Hong Kong Secondary School Teachers"**, Research Paper for ATEA conference 2013
4. Helgeson, Vicki S., Snyder, Pamela R., Oscar Escobar, Linda Siminerio, Becker, Dorothy, **"Comparison of adolescents with without diabetes on indices of psychosocial functioning for three years"**, 2007, Retrived from <http://www.jpepsy.oxfordjournals.org.orglcontent/32/7/794.full.pdf>.
5. Kalleberg, A. L. (1977). **"Work values and job rewards: A theory of job satisfaction."** American sociological review,
6. Mehta, S. (2012). **"Job satisfaction among teachers."** IUP Journal of Organizational Behavior,
7. Ghosh, S. M. (2015). **"Job satisfaction among government and private school teachers of Ranchi."**, The International Journal of Indian Psychology,
8. Teh, P. L., & Laosirihongthong, T. (2011, September). **"Job involvement, job satisfaction, and organizational commitment: Predicting propensity to leave a job among skilled employee. In Quality and Reliability (ICQR)"**, 2011 IEEE International Conference on (pp. 1-5). IEEE