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## **Job Satisfaction of School Teachers of Different Streams in Relation to Mental Health**

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## **Abstract**

*Teachers cannot limit his responsibility to simply transferring knowledge from his old brittle notebook pages to the student's notebook without touching their minds. Job satisfaction and mental health are the two important factors in the life of teachers. Teachers' mental health is important and be judged on their ability to do their jobs well, jobhappiness, pride in their work and positive attitude. Mental health and job satisfaction lead to a sense of fulfillment and accomplishment in life. They are other's cause and consequence. Teacher's job satisfaction is a major indicator of their mental health. The worth of teachers and their professional concern with the job have dramatically changed as a result of the changing socioeconomic context and increased unemployment, negatively affecting their mental health. In the covid-19 scenario all educational institutions have adopted virtual courses and an online education system from the physical environment. As a result of this Teacher's mental Health and job satisfaction has affected a lot. The present study was conducted to study the job satisfaction of school teachers of different streams in relation to mental health.*

**Key words-** Job Satisfaction, Mental Health, School Teachers, Stream.

## **Introduction**

Education has long held a special role in the worldwide community. Many people have emphasized education's central role and unique relevance in national development. Education is a broad term that covers a wide range of topics. It could be referring to formal education or the lifelong process of learning from experiences. It has been described as the acquisition of knowledge, attitudes, skills, culture transmission, bringing out and developing one's full potential, disciplining, personality molding and among other things. Education is the sum of all processes that a person goes through in the society in which he lives and No doubt Effective and successful teachers are the foundation of a country's progress. As a result, it is correct to say that a nation's future may be seen in its schools and educational institutions. Teacher's job Satisfaction is very important characteristic of the teaching profession that has a significant impact on their work performance. It's one those professions that come with unique benefits

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and responsibilities for people who perform it. The teaching is seen as a noble occupation. The teaching profession should attract applicants who are professionally sound, have a strong interest in this field and are committed to it. He cannot limit his responsibility to simply transferring knowledge from his old brittle notebook pages to the student's notebook without touching their minds. As a result Teacher's Job Satisfaction is an important factor.

The growing population and failing conditions threaten everyone in today's globe. One of the most important areas on which we must focus our attention is health. The term health refers to more than just physical well being; it also refers to emotional control as well as sound and efficient mind. This suggests that both the mind and the body are in good working order. In the broadest sense, mental health refers to a sense of positive conformity and satisfaction in situations that need a state of mind as well as the ability to build good personal and social relations. A mentally healthy person acts in a balanced manner and fearlessly challenges life's realities. As a result of changing socio-economic picture and growing unemployment, teacher's values and professional concerns with the job have been forcibly transformed, which has a severe influence on their mental health. The state of a teacher's mental health can have an impact on both his work and the environment in which he works. If a teacher is not in good mental health, he or she will be unable to concentrate in class and recall the information presented to the students. He also won't be able to have a balanced and well-adjusted personality. As a result, Teacher's mental health is crucial to the teaching and learning process.

### **Need and Significance of Study**

There are many studies conducted on job satisfaction and mental health of school teachers, but most of the studies are pre covid-19 situations. Covid-19 has affected school environment and mental health of school teachers. Mostly the teachers are not satisfied with their performance; especially teachers having Science Stream background are less satisfied than those are having arts stream background. The widespread of corona virus also known as Covid-19, has affected everyone's life and working style. and the year 2020 had brought significant changes in everyone's life. The govt of many countries established travel

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restriction, social distance and finally lockdown to control the spread of covid-19. School Organizations were closed down and Teachers were forced to work from home. Due to the Corona Pandemic in 2020 schools were supposed to handle a challenging situation. They needed to find solutions of many questions how lessons can proceed in times of physical distancing and also teachers were performing their duty from home.

The Covid-19 outbreak has broadened the area of research. There has already been research done on it, and there is still a scope for further research. Researchers have studied the effects of Covid-19 on several sectors and the elements that influence job satisfaction among workers in various sectors. Education sector has also affected from this new crises. Teachers around the country were forced to shift gears quickly in response to the Covid-19 situation during school closures to respond to the need of students. When Teachers are asked to teach in new methods. They proceeded immediately to a new situation. They have made video themselves conducting experiments, held zoom meeting sessions to show and tell the study topics and also generated materials for students who don't have access to the Internet and even presented topics outside of pupil's screen door. There is no doubt that instructors at all levels in all sectors of education are capable of extraordinary things. The Covid-19 Pandemic has forced the Nation's teachers to participate in surprising and unpleasant conditions. And there was immense pressure on the mental health of teachers. As a result of this job satisfaction of teachers also affected. So, there is a need to go research on the job satisfaction and mental health of school teachers.

## Job Satisfaction

Job satisfaction describes how content an individual is with his/her job. The people who are satisfied with their job are happier than other people who are not satisfied with their job. Job satisfaction is a pleasurable emotional state resulting from the appraisal of one's job, an effective reaction to one's job and towards one's job.

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Job satisfaction was mainly classified into two areas-(i) Intrinsic Factors. (ii) Extrinsic Factors. There is other way to classify Job satisfaction also that is – (i) Organizational Factors. (ii) Work Environment Factors. (iii) Work Itself. (iv) Personal Factors.

Job Satisfaction is influenced by variety of factors for example the quality of one's relationship with their supervisor, the quality of physical environment in which they work, degree of fulfillment in their work etc. The process of education and teacher's condition of work are highly correlated. Job satisfaction refers to a person's sense of fulfillment or enjoyment at work. And level of contentment is determined by the ratio of what we have to what we want. Age, gender, salary, length of service, tenure, working conditions, job security and social status are all important factors which affect job satisfaction.

Job satisfaction is described as the degree to which an individual's needs are filled and how that fulfillment is perceived. Thus job satisfaction can be considered a generalized attribute in an individual. As a result, job satisfaction can be defined in terms of human needs and the environment sources of these requirements. Job Satisfaction is a mental state that emerges as a result of the performance in job.

Job satisfaction comprises of two words "job" and "satisfaction". Satisfaction is defined as the fulfillment of gratification of a desire, need or appetite. Gratification is a stage of being gratified or satisfied. Therefore, one can conclude that "satisfaction" is an internal feeling and no amount of external pleasures or comforts can satisfy you unless you want "to feel" satisfied. As rightly stated by Armstrong (2006), Job satisfaction refers to the attitudes and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate dissatisfaction.

Hoppock defined job satisfaction as "any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job" (Hoppock, 1935). Vroom (1964) defined job satisfaction as "affective orientations on the part of individuals toward work roles which they are presently occupying." According to

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Hirschfeld (2000) job satisfaction is the extent to which people like their jobs. According to Statt (2004) job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation. According to Sharma (2019) job satisfaction can be described as the way employees feel about their job and different aspects of their jobs.

## Job Satisfaction of Teachers

Teacher's job satisfaction is influenced by their engagement, commitment, and motivation, all of which are linked to their performance on the job. It's important not only for teachers, but also for students and schools as a whole.

A strong educational system relies on high quality teaching personnel. Teachers, particularly at the school level are both the highest expense and the highest human capital resource in an educational system. Educating institutions must therefore prioritize attracting and maintaining high quality teachers. A teacher, who is happy with his job, plays an important role in educational system and he can make his efforts to uplift the society. A contented teacher can make a big difference in a student's life.

If education is at the root of the progress of any country, the teacher is the root of education in every organization or institution. But for the last ten years of teachers have been following the path of strike, fasts, and other rigorous measures which reveal that they are dissatisfied from their profession. This means that the work has discontinued to give satisfaction to our teachers, which ultimately goes a long way in deteriorating the already deteriorated standard of education. Thus we can say that job satisfaction influences the efficiency of teachers irrespective of other qualities.

Job satisfaction improves the quality of work to a great extent. Satisfied teachers contribute much to the progress of society. Unless the teachers on the job are happy, the school will not be able to give the results that are expected of them, because a high level of job satisfaction among the members of this profession is like a backbone of the profession. As a result, regardless of other traits, job satisfaction has an impact on teacher efficiency.

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Teachers who are mentally healthy and satisfied contribute significantly to the advancement of society.

The level of satisfaction of a teacher's job has a significant impact on student learning. It may have an impact on the quality and consistency of instruction provided to students. Several studies have shown that teachers who don't feel encouraged in their job are less likely to perform at their best in the classroom. Furthermore, highly satisfied teachers are less likely to change schools or leave the profession entirely than those who are dissatisfied with a variety of aspects of their profession.

## Mental Health

Mental health is a global term that refers to that condition of an individual which results from the moral organization and functioning of his mind. Like physical health, mental health is also an aspect of the totality of an individual. It is a combined outcome of five types of health i.e., Physical, emotional, moral, spiritual and social health. Mental health can also be called as the process of human self-realization, self-satisfaction and fully successful existence. Mental health of a person among other things is chiefly concerned with his total sense of growth and development and adjustment, peace, success, happiness and effective membership of group or community. The expression '*Mental Health*' consists of two words- The word 'mental' usually implies something more than purely cerebral functioning of a person. It includes one's emotional affective states. It is the equilibrium in one's Socio-cultural context that is reflected by the relationship one establishes with others. Similarly, 'health' refers to more than physical wellbeing. It also connotes the individual's intra-physic balance, the interaction of one's physic-structure with the external and social environment.

Characteristics of a mentally healthy person are good physical health, psychological comfort, intellectually developed, and emotionally controlled, socially adjustable, socially approved goals, sense of satisfaction, flexibility in behavior, enthusiastic and reasonable, healthy habits, attitudes and interests, healthy philosophy of life, self understanding, and understanding of environment.

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According to Lewkan (1949) mentally healthy person is one who is happy, lives peacefully with his neighbors, makes his children healthy citizen and fulfilling such basic responsibilities is still empowered with sufficient strength to serve the cause of the society in any way. According to Crow and Crow (1951) mental health includes physical well-being, adjustment to mental ability, emotional control, social and sex adjustment. According to Hadfield (1952) mental health is full and harmonious functioning of the wholepersonality. According to Bernard (1961) mental health may be defined as the adjustment of individuals to themselves and the world with a large and maximum of effectiveness, satisfaction, cheerfulness and socially considerate behavior and the ability of facing and accepting the realities of life. The highest degree of mental health might, therefore, be described as that which permits an individual to realize the greatest success which his capabilities will permit, with maximum of satisfaction to himself and to social order and minimum of friction and tension.

According to the World Health Organization (2004) mental health is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community. According to Legg and Felman (2020) mental health refers to cognitive, behavioral, and emotional well-being. It is all about how people think, feel, and behave.

In brief we can say that mental health is a condition which permits the Maximum development of Physical, intellectual, social and emotional state of the individual so that he can contribute maximum to the welfare of society and can also realize his aims and ideas in life.

### **Mental Health of Teachers**

The issue of teacher mental health has been a topic of interest and concern to researcher in the field of education and psychology from a longer period of time. Since ancient times, teaching has been regarded as one of the noblest professions. With the changing socioeconomics situation and rising unemployment, teacher's ideals and professional

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concerns about their job have been forced to undergo a severe transition, which has harmed them. So it has an impact on their mental health.

The state of a teacher's mental health can have an impact on both his work and the environment in which he works. If a teacher is not a good mental health, he or she will be unable to concentrate in class and recall the information presented to students. He also won't be able to have a balanced and well-adjusted personality.

Furthermore, teachers have been regarded as the constructors of a country's future. Schools are more than just locations for pupils to learn; they are also considered temples of education, with teachers serving in a similar capacity to a priest in a religious environment. Teachers and students working together as a team are responsible for the school's success. Teacher serves as an intermediate between students, the principal, management, and parents in addition to providing instruction to children. Teacher's manner and language show their warm relationship with students. Positive professional relationships with students, parents, coworkers and management may help to improve a teacher's mental health.

The mental health of teachers is essential for improving the instructional environment and service quality. The teacher's mental health can be improved if he can have a better awareness of himself, accept himself mainly as he is. And take an active role in shaping his life rather than only reacting to demands. As a result, teacher mental health is crucial to the teaching and learning process.

## Review of Related Literature

Bala (2015) conducted a study on 400 teachers from Una, Kangra, Hamirpur and Bilaspur district of Himachal Pradesh, India. Result of the study showed no significant difference in Job satisfaction of teachers on the basis of stream.

Kavitha and Venkateswaran (2015) focused their study on 60 secondary school teachers in Salem District of Tamil Nadu, India. Result of the study showed that there is no

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significance difference between Arts and Science secondary school teachers in job satisfaction.

Thakur (2015) conducted a study of 120 secondary teachers selected as a sample in an accidental way from different 30 schools of Mehsana District of Gujarat state, India. Result of the study indicated that secondary school teachers of science stream have more job satisfaction than that of General Stream secondary school teachers belonging to Science and General Streams of Financed schools and other schools have equal job satisfaction. More and less experienced teachers of secondary school belonging to Science and General Streams have equal job satisfaction. More and less experienced Secondary School Teachers belonging to Science and General Streams of Self-Financed schools and others schools have equal job satisfaction.

Kumar and Rajendran (2016) focused their study on 98 higher Secondary Teachers working in the schools of Kumbakonam Taluk, Thanjavur District of Tamil Nadu State and found that there is no significant difference between higher secondary teachers handling Arts and Science subjects in their Job satisfaction.

Sivakumar and Arun (2019) conducted a study on 215 middle and high school teachers from the Coimbatore District of Tamil Nadu, India and found that there is no significant difference of the school teachers towards job satisfaction between Arts and Science subjects.

Rinsangi (2019) conducted a study on 300 college teachers from targeted 22-degree college from 32 different colleges offering Science, Arts and commerce streams of Aizawl, Lunglei, Lawngtlai, Champhai, Serchhip, Kolasib, Saiha, and Mamit districts of Mizoram state. Result of the study showed that there is significant difference in job satisfaction of college teachers of science and arts stream.

Mistry (2010) focused a study on 90 teachers (45 male and 45 female) working in the different schools of Ahmadabad district of Gujarat, India and found that there is a positive relationship between job satisfaction and mental health of teachers.

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Maheshbabu (2012) conducted a study on 50 secondary school couple teachers selected randomly from Gulbarga and Yadagir districts of Karnataka State. Result of study showed that there is a positive and significant correlation was found between Job Satisfaction and mental Health of couple teachers.

Galgotra (2013) had undertaken an empirical study on mental health of 250 higher secondary school teachers with reference to their sex, type of school and job satisfaction in Jammu and Kashmir. Result of the study showed that teachers with higher job satisfaction possessed good mental health in comparison to teachers with low job satisfaction.

Nadinloyi, Sadeghi and Hajloo (2013) conducted a study on 90 workers of two industrial companies in the city of Ardabil. The result of the study revealed significant negative relationship between depression and job satisfaction.

Babu (2014) conducted a study and revealed that there is no significant correlation between job satisfaction and mental health.

Baro and Panda (2014) studied a relationship between mental health and job satisfaction among 130 primary school teachers of Bongaigaon District of Assam. Result of the study showed there was a positive relationship between mental health and teachers' job satisfaction.

Behera (2014) conducted a study on relationship between job satisfaction and mental health of 600 mainstream school teachers in west Bengal. Result of the study showed a significant positive correlation between job satisfaction and mental health of mainstream school teachers.

Singh (2015) conducted a study on job satisfaction of government school teachers and private school teachers in relation to their mental health and found that there is a significant positive relationship between job satisfaction and mental health of government school teachers and private school teachers.

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Azami, Shamsuddin, Akmal and Azami (2015) conducted a study on Malaysian women working in the public sector. The result of the study revealed significant negative relationship between job satisfaction and psychological distress.

Rinsangi (2019) conducted a study on 300 college teachers from targeted 22 degree college from 32 different colleges offering Science, Arts and commerce streams of Aizawl, Lunglei, Lawngtlai, Champhai, Serchhip, Kolasib, Saiha, and Mamit districts of Mizoram state. Result of the study showed that significant linear positive correlation exists in the Mental Health and job satisfaction of college teachers of Mizoram.

Reena (2020) conducted a study on difference in the job satisfaction of 40 school teachers (20 Government and 20 Private) of senior secondary level of 8 schools of Delhi. Result of the study showed that high satisfaction of Govt. School Teachers and low Satisfaction of Private school teachers.

Suganya and Sankarshwari (2020) conducted a study on 260 school teachers who are handling higher secondary class's students of the state of TamilNadu. The result of the study showed that there is significant difference between online teaching and traditional teaching and also found that a significant relationship between the level of job satisfaction and online teaching among school teachers.

### **Conclusion on the basis of related literature**

No significant difference was found in job satisfaction of teachers on the basis of stream Bala (2015); Kavitha and Venkateswaran (2015); Kumar and Rajendran (2016); Sivakumar and Arun (2019) but Rinsangi (2019) found that there is significant difference in job satisfaction of college teachers of Science and Arts stream. Whereas Thakur (2015) found that teachers of science stream have more job satisfaction than General stream. Significant positive relationship between job satisfaction and mental health of teachers was reported by Mistry (2010); Maheshbabu (2012); Galgotra (2013); Behera (2014); Baro and Panda (2014); Singh (2015); Rinsangi (2019). Azami, et. al. (2015) revealed significant negative relationship between job satisfaction and psychological distress. Nadinloyi, et. al.

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(2013) found significant negative relationship between depression and job satisfaction. Babu (2014) on the other hand revealed no significant correlation between job satisfaction and mental health. Reena (2020) found that high satisfaction of Govt. School Teachers and low Satisfaction of Private school teachers. Whereas Suganya and Sankarshwari (2020) found that there is significant difference between online teaching and traditional teaching and also found that a significant relationship between the level of job satisfaction and online teaching among school teachers.

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