

PROFESSIONAL ETHICS AMON SCHOOL TEACHERS IN RELATION TO JOB SATISFACTION

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Paper Received On: 25 JULY 2021

Peer Reviewed On: 31 JULY 2021

Published On: 1 AUGUST 2021

Content Originality & Unique: 70%

Abstract

The present study is about the study of Professional Ethics Among Secondary School Teachers in Relation to Job Satisfaction. The sample consists of 300 school teachers selected randomly from Fazilka, Muktsar and Faridkot districts of Punjab. Professional ethics scale by Dr. Rajveer Kaur and Job satisfaction scale by Meera Dixit, (1993) were used. Mean, Median and SD are used to describe the data and correlation is used to find the relation between variables. This study revealed that there is significant relationship between professional ethics and job satisfaction of male and female secondary school teachers. The relation of professional ethics and job satisfaction in case of female secondary school teachers is lightly higher than the males.



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Introduction

Professional ethics imply a set of principles which are applicable to a profession. It refers to the principles, directly or indirectly applicable to the work and conduct of individuals working as professionals. Every profession has its own professional ethics to regulate its terms, conditions, norms and quality of service to be rendered. Professional ethics in the field of education refer to those principles which possess abode in the thought of education thinkers and which have direct or indirect bearing on different aspects of teaching profession. In recent times, codes of conduct have been framed for all major professional areas of life. The members of every profession are governed by the code of conduct framed for their profession. Teachers, as professionals who serve society, should abide with integrity by the expectations of professionalism and ethics set by that society.

PROFESSIONAL ETHICS IN TEACHING

Teaching is the essential profession that makes all other profession possible. Without well-qualified, caring and committed teachers, neither improved curricula assessments nor safe schools- not even the highest standards in the world will ensure that our children are prepared for challenges and opportunities. Professional Ethics be evolved and adopted by the teaching community. For the purpose of this, term “teacher” covers all school teachers, whether in government or private schools, on full-time or part-time basis, at the elementary and secondary levels and the teachers holding administrative and supervisory positions. Professional Ethics for teachers provides a framework of principles to guide them in discharging their obligations towards students, parents, colleagues and community. Increased awareness of the ethical principles governing the teaching profession is essential to ensure ‘professionalism’ among teachers.

Job satisfaction

Job satisfaction is the need of the hour. Without job satisfaction man cannot lead a peaceful and prosperous life. So, man must learn to break tensions, worries and anxieties of daily living or all these will break him/her. Job is a sine qua non of life where different factors affect people. Job is one of the important parts of our daily lives which causes a great deal of stress if employee is not satisfied with his/her job. Due to the competitive nature of the job, most of the people in the world are doing their jobs with professional commitment ignoring the stress or which influences their work and life usually people are more worried about outcome of their work but not consider factors that actually impede to their efficiency and overall quality of their life. Weiss (2001) defines "Job satisfaction as a reaction to one's job and an attitude towards one's job.

Review of related literature

Shamina (2014) Studied on professional commitment and job satisfaction of teachers. The samples consist to 25 teachers in self financing college. The results revealed that teachers 25 have high dimensions of job satisfaction. They have a high degree of job satisfaction and professional commitment.

Liyaqat Bashir (2017) studied on professional commitment and job satisfaction of secondary school teachers. The sample of this study consisted of 300 teachers selected from Punjab India out of which 150 male and 150 female secondary school teachers of Punjab in India were included in the sample. The results revealed that there exists

positive significant relationship between job satisfaction and professional commitment. This proves that job satisfaction and professional commitment are significantly related to each other.

Achmad Faisal A. Sapada et.al.(2018) provides evidence that the organizational culture and work ethics is proven to increase the perceived of employee job satisfaction. Good organizational culture and perceived of employee job satisfaction proven to improve employee performance. Results are shown in different work ethics in practice has not been able to improve the performance of employees. Perceived of employees job satisfaction proved able to act as a mediating variable in explaining the effect of organizational culture and work ethics on employee performance.

Shrikant KrupansidhuPanigrahi and Hathem Mahmoud Al-Nashash(2019) revealed that quality work ethics are positively associated with job satisfaction. These findings imply that quality work ethics is one of the key attributes to increase employee's job satisfaction together with other organizational outcomes. Most importantly, it is crucial for the managers to be aware that increasing employee's job satisfaction can lead to increased organizational commitment, lower labor turn over and improve productivity.

Objectives of study:

1. To study the relationship between professional ethics and job satisfaction of secondary school teachers.
2. To study the relationship between professional ethics and job satisfaction of male secondary school teachers.
3. To study the relationship between professional ethics and job satisfaction of female secondary school teachers.

Hypothesis of study:

1. There will be no significant relationship between professional ethics and job satisfaction of secondary school teachers.
2. There will be no significant relationship between professional ethics and job satisfaction of male secondary school teachers.
3. There will be no significant relationship between professional ethics and job satisfaction of female secondary school teachers.

Method

In the present study the descriptive survey method was used.

Sample

A multistage random sample of three hundred teachers will be drawn from government secondary schools of Muktsar, Fazilka and Faridkot district.

Tools to be used

Professional Ethics scale for teachers constructed by Dr. Rajveer Kaur and Job satisfaction by scale by Meera Dixit (1993) were used to asses and analyze the professional ethics and job satisfaction of government school teachers.

Statistical analysis:

Mean, Median and SD are used to describe the data and correlation is used to find the relation between variables.

Data Analysis and Interpretation

The Mean, Median, SD, Skewness and Kurtosis of professional ethics and job satisfaction scores of secondary school teachers are given in table1

Table 1

Distribution of scores in professional ethics and job satisfaction of secondary school teachers. N=(300)

	Professional ethics	Job Satisfaction
Mean	182.93	112.13
Median	185.08	109.10
Std. Deviation	32.93	24.64
Sk.	-0.60	0.37
Ku.	0.31	0.26

Table 1 represents the distribution of scores in Professional Ethics of secondary school teachers of a selected sample. It shows that the Mean, Median, S.D. are 182.93, 185.08, and 32.93 respectively for Professional Ethics. It indicates that the average scores of teachers in professional ethics is towards higher side of range. The value of Skewness is -0.60, which shows the distribution to be negatively skewed. The values are within the acceptable limits of distribution (+_) and hence, the distribution of the measure may be considered normal. The value of Kurtosis is found out to be 0.31, thus the curve is platykurtic.

Table 1 also reveals the distribution of scores in Job Satisfaction. It shows that the Mean, Median and S.D. are 112.13, 109.10 and 24.64 respectively for Job satisfaction. The value of Skewness is 0.369, which shows the distribution to be positively Skewed. The value of Kurtosis is found out to be 0.263 ; thus the curve is mesokurtic.

Total Group of Secondary School Teachers

The coefficient of correlation of score of professional ethics with and job satisfaction of secondary school teachers are given in table 2

Table 2

Correlation between Professional Ethics of Secondary School Teachers with Job Satisfaction of Total Sample (N=300)

Variables	Coefficient of Correlation	Significance of Correlation
Professional Ethics	0.16**	Significant at 0.01 level of significance
Job Satisfaction		

*p<0.05, **p<0.01

** Significant at 0.01 level (r=0.094),*Significant at 0.05 level (r=0.112)

The coefficient of correlation of Professional Ethics of secondary school teachers with Job Satisfaction came out to be positive and significant (r=0.16**; p<0.01). The correlation between professional ethics and job satisfaction of secondary school teachers is significant. Table 2 shows the relationship between professional ethics and job satisfaction. Teachers have the optimistic attitude. They are taking pleasure in their professional work, holding a positive self-image and optimistic outlook. All these factors support professional ethics. Teachers having all these qualities show satisfaction in job. Therefore, the hypothesis no.1. —” *There is no significant relationship between professional ethics and job satisfaction of secondary school teachers*”. is not confirmed.

Male Group of Secondary School Teachers

The coefficient of correlation of score of professional ethics with and job satisfaction of male secondary school teachers are given in table 3

Table 3

Correlation between Professional Ethics of Male Secondary School Teachers with Job Satisfaction (N=150)

Variables	Coefficient of Correlation	Significance of Correlation
Professional Ethics	0.13**	Significant at 0.01 level of significance
Job Satisfaction		

*p<0.05, **p<0.01

** Significant at 0.01 level (r=0.134),*Significant at 0.05 level (r=0.159)

The coefficient of correlation of Professional Ethics of male secondary school teachers with Job Satisfaction came out to be positive and significant ($r=0.13^{**}$; $p<0.01$). The correlation between professional ethics and job satisfaction of male secondary school teachers is significant. Table 3 shows the relationship between professional ethics and job satisfaction. The correlation between professional ethics and job satisfaction of male secondary school teachers is significant. Male teachers are more optimistic attitude towards the job. They take pleasure in their routine professional work, holding a positive self-image and optimistic outlook. They do not bother minor problems in job. All these factors support professional ethics. Therefore, the hypothesis no. 2 —*There is no significance relationship between professional ethics and job satisfaction of male secondary school teachers*”. is not confirmed.

Female Group of Secondary School Teachers

The coefficient of correlation of score of professional ethics with and job satisfaction of female secondary school teachers are given in table 4

Table 4

Correlation between Professional Ethics of Female Secondary School Teachers with Job Satisfaction (N=150)

Variables	Coefficient of Correlation	Significance of Correlation
Professional Ethics	0.17**	Significant at 0.01 level of significance
Job Satisfaction		

* $p<0.05$, ** $p<0.01$

** Significant at 0.01 level ($r=0.134$),*Significant at 0.05 level ($r=0.159$)

1. The coefficient of correlation of Professional Ethics of female secondary school teachers with Job Satisfaction came out to be positive and significant ($r=0.17^{**}$; $p<0.01$). The correlation between professional ethics and job satisfaction of female secondary school teachers is significant. Table 4 shows the relationship between professional ethics and job satisfaction. Result shows that female have also strong sense of job satisfaction. No doubt female are very hard workers but they having optimal level of confidence to face the problems They are worried about future and more expectations from life. Therefore, the hypothesis no.3. —” *There is no significant relationship between professional ethics and job satisfaction of female secondary school teachers*” is not confirmed.

EDUCATIONAL IMPELICATIONS:

This study revealed that there is significant relationship between professional ethics and job satisfaction of school teachers with special reference to females. Job satisfaction of female school teachers is related to their professional ethics. It is observed in the present time that

majority of woman are going for teaching profession.If they are satisfied in their job they can perform their duties toward school students effectively and efficiently.

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