

## A Comparative Study of Mental Health and Job Satisfaction of Government and Private Secondary School Teachers

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### INTRODUCTION

The educationists all over the world are grappled with one central and all encompassing question—“What kind or type of education is required for what kind of society of tomorrow”. Dr. A.P.J Abdul Kalam, President of India from 2002 -2007, during a talk on the teacher’s day in 2003, had stated “A student spends 25,000 hours in the campus. The school must have the best of teachers who have the ability to teach, love teaching and build moral qualities.” The development of personality is one of the most important and fascinating areas in an individual’s life. There are certain questions that strike our mind—‘What have been the major influences on personality development?’ ‘What are the factors affecting the development of a child?’ In what direction will the personality develop if the person or individual receives certain kind of opportunities or setbacks; particular kind of behavior; definite choices that it makes? The real issue in goodness, both outwardly and inwardly. And in making a student a desired human being, teacher’s mental health may be one of the essential ingredients.

### NEED OF THE STUDY

Analytical work on schools is gradually emerging as a field of study. Much of the work dealt with the mere visualization of what should be and what is. The major part consisted of case studies of the administrative functioning and student unrest in Indian Schools specificity of these studies provides little scope for generalization. They provided glimpses of specific school cultures.

Moreover, these studies did not furnish one with the determining factors that shape these cultures.. The school campus climate was a product of the interaction among teachers, students and administrators.. The present study was with its focus on the mental health and job satisfaction. They tried to explore the vulnerable points of the systems and thus assist the efforts to contribute to setting things in order on the campus.

In this study there were two types of schools. One was Private Secondary school teachers and another Government secondary school teacher. The present study compared the mental health and job satisfaction.

### Statement of the Problem

The present study was thus stated as follows: “A Comparative Study of Mental Health and Job Satisfaction of Government and Private Secondary School Teachers”

### Terminology Defined

The study had two technical terms:

1. Mental Health
2. Job Satisfaction

**MENTAL HEALTH:-**

The expression “Mental Health “Consist of two words- ‘Mental and Health’ – ‘Health’ generally means sound conditions or well being or freedom from desire .Mental Health therefore means a sound mental condition or a state of psychological well being of freedom from mental diseases

**JOB SATISFACTION**

Job satisfaction can be referred as “the degrees to which employees are content with the job that they perform”. Job satisfaction comprises of five factors, which are satisfaction with the work itself, salary, opportunity for promotion, supervision, and relationship with colleagues.

**Definitions of the terms involved**

The study involved two main terms or variables, that is, mental health and job satisfaction, which may be defined as follows;

**Mental health**

"It reference to the successful performing of mental functions, resulting in productive activities, fulfilling relationships with other people and the ability to adapt to change and cope with adversity." --Surgeon General's Report

**Job satisfaction**

“Job satisfaction can be well defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences"- Locke (1976).

**OBJECTIVES OF THE STUDY**

The main objectives of the study were as follows:

1. To find out the **Mental Health** of Private and Government Secondary School teachers.  
This objective was sub-divided into two sub – objectives
  - (i) To find the **Mental Health** of Private and Government Secondary School female teachers
  - (ii) To find the **Mental Health** of Private and Government Secondary School male teachers.
2. To find out the **Job-Satisfaction** of Private and Government Secondary School teachers.  
This objective was sub-divided into two sub – objectives
  - (i) To find the **Job-Satisfaction** of Private and Government Secondary School female teachers
  - (ii) To find the **Job-Satisfaction** of Private and Government Secondary School male teachers
3. To compare the **Mental Health** of Private and Government Secondary School teachers.  
This was again divided into two sub- categories
  - (i) To compare the Mental Health of Private and Government Secondary School female teachers
  - (ii) To compare the Mental Health of Private and Government Secondary School male teachers.
4. To compare the **Job-Satisfaction** of Private and Government Secondary School teachers.  
This was again divided into two sub- categories
  - (i) To compare the **Job-Satisfaction** of Private and Government Secondary School female teachers
  - (ii) To compare the **Job-Satisfaction** of Private and Government Secondary School male teachers.

**METHOD OF STUDY:**

The researcher employed ex-post facto cum survey method of research for the study.

The independent variable, the one whose effect is being examined, in this study were private and government secondary schools. The dependent variables are those which are being predicted or are affected by the independent variables, which in this case were mental health, job satisfaction,

**POPULATION:**

All private (C.B.S.E.) and government secondary school teachers teaching in recognized schools of Meerut educational region comprised the population of the study.

**Sample of the study:**

In the study undertaken, one hundred female teachers and one hundred male teachers teaching in private secondary schools as well as, one hundred female teachers and one hundred male teachers teaching in government secondary schools, thus total of four hundred sample units formed the sample of the study.

**Sampling method of the study:**

The researcher employed stratified random sampling technique as the sampling method of the study; further the classification was made according to the sex, that is, male and female.

**Tools used for the study:**

1. To measure Mental Health: Mental Health checklist constructed by Pramod Kumar was used.
2. To measure Job Satisfaction: Dr.Amar Singh and Dr. T.R. Sharma Job Satisfaction Scale was used.

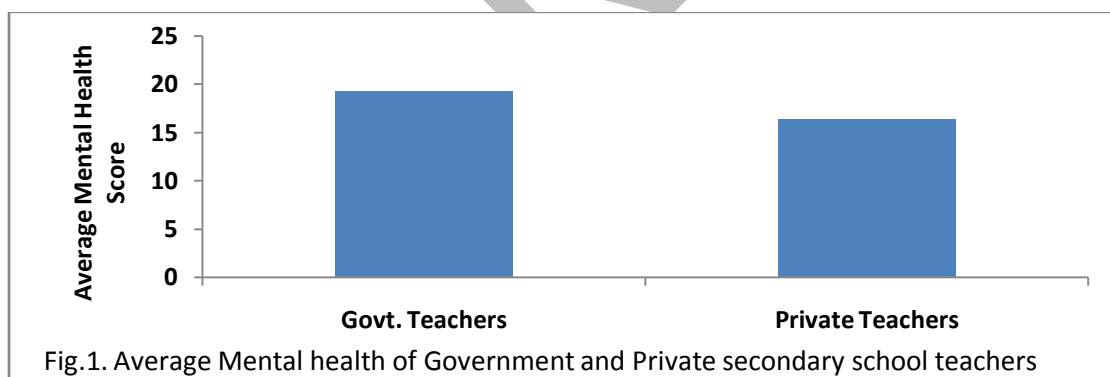
**Statistical techniques used for the study:**

The different statistical techniques used by the researcher were as follows

1. Mean
2. Standard deviation
3. 't' test

Table.1. Mental health of Government and Private secondary school teachers

Group	Mean/Average	Std. Deviation
Mental Health of Private Secondary School teachers	16	1
Mental Health of Government Secondary School teachers	19	2

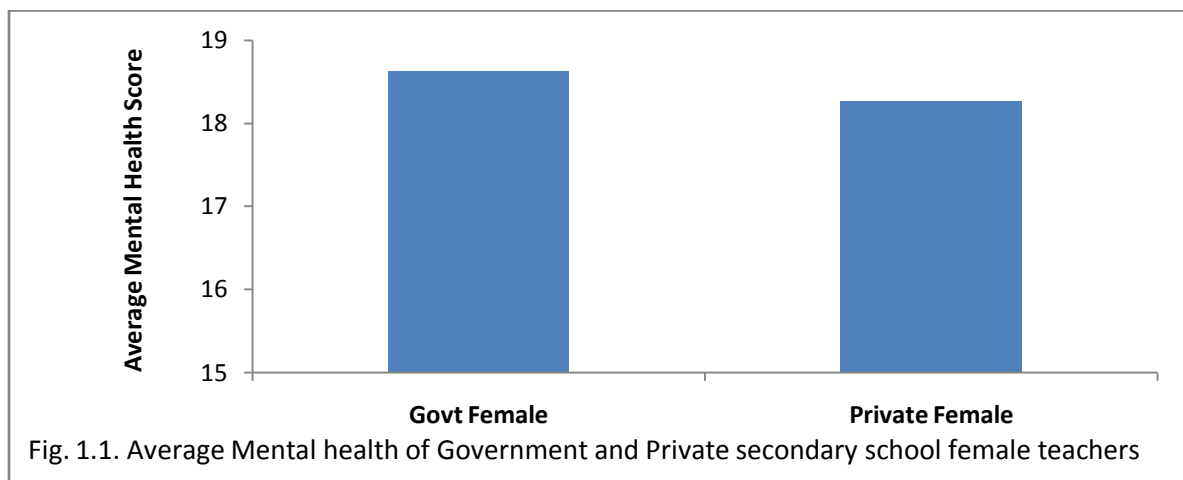


**Interpretation:** The first objective of the study was to find out the Mental Health of Private and Government secondary school teachers. Table & fig. 1., depicts that average Mental Health of secondary school teachers teaching in private schools was 16 and average Mental Health of secondary school teachers in government schools was 19.

**Discussion:** In the light of the above findings it can be concluded that the teachers teaching in private secondary schools have a better mental health as compared to their counterparts teaching in government secondary schools.

Table.1.1. Mental health of government and Private secondary school female teachers

Group	Mean/Average	Std. Deviation
Mental Health of Private Secondary School female teachers	12	2
Mental Health of Government Secondary School female teachers	19	2

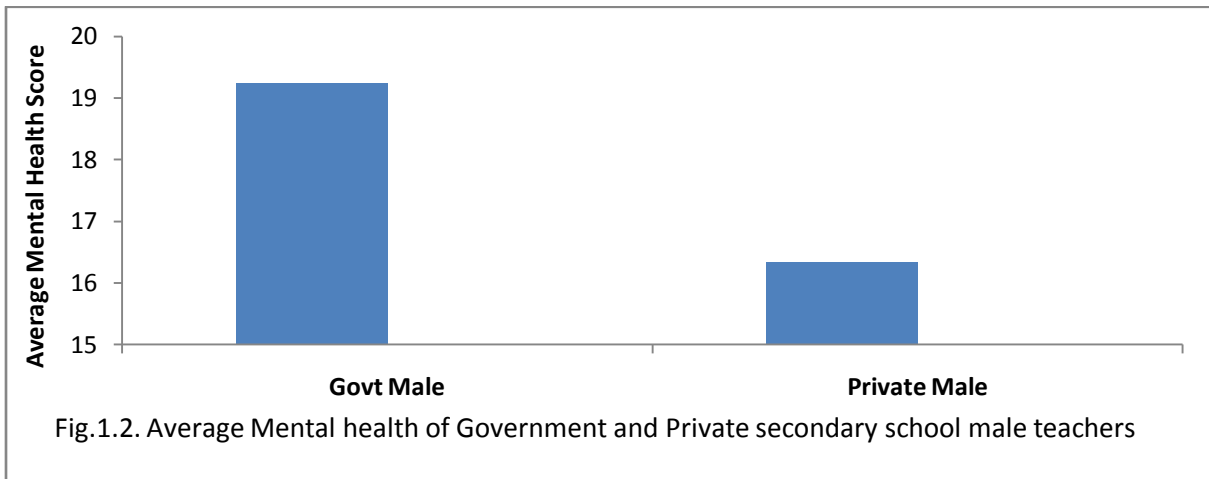


**Interpretation:** The first sub objective of the first objective of the study was to find out the Mental Health of Private and Government secondary school female teachers. Table & fig.1.1., depicts that average Mental Health of secondary school teachers teaching in private schools was 12 and average Mental Health of secondary school teachers in government schools was 19.

**Discussion:** In the light of the above findings it can be concluded that the female teachers teaching in private secondary schools have a better mental health as compared to their counterpart teachers teaching in government secondary schools.

Table.1.2. Mental health of government and Private secondary school male teachers

Group	Mean/Average	Std. Deviation
Mental Health of Private Secondary School male teachers	16	1
Mental Health of Government Secondary School male teachers	19	2

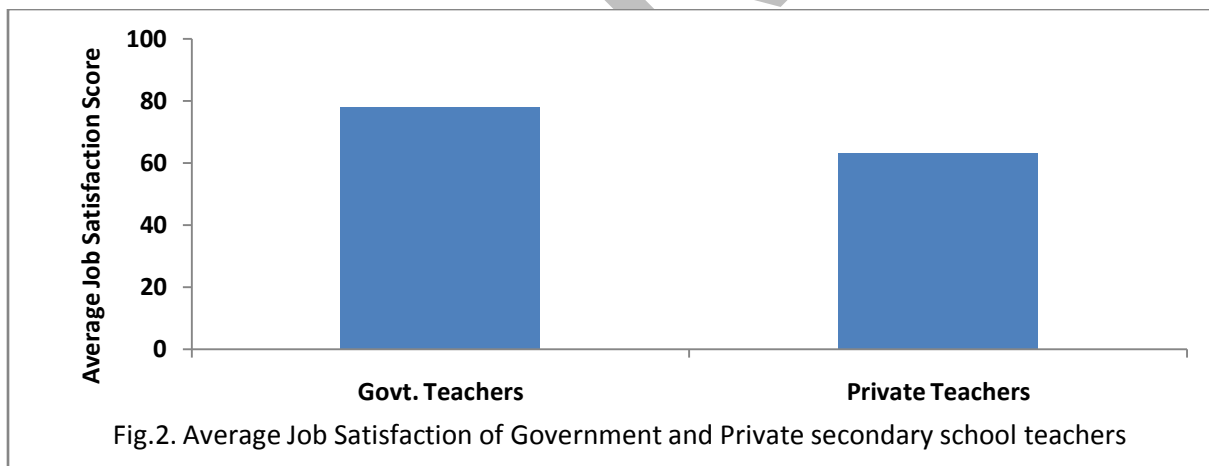


**Interpretation:** The second sub objective of the first objective of the study was to find out the Mental Health of Private and Government secondary school male teachers. Table & fig. 1.2. depicts that average Mental Health of secondary school teachers teaching in private schools was 16 and average Mental Health of secondary school teachers in government schools was 19.

**Discussion:** In the light of the above findings it can be concluded that the male teachers teaching in private secondary schools have a better mental health as compared to their counterparts that is the male teachers teaching in government secondary schools.

Table.2. Job Satisfaction of government and Private secondary school teachers

Group	Mean/Average	Std. Deviation
Job Satisfaction of Private Secondary School teachers	63	2
Job Satisfaction of Government Secondary School teachers	78	2

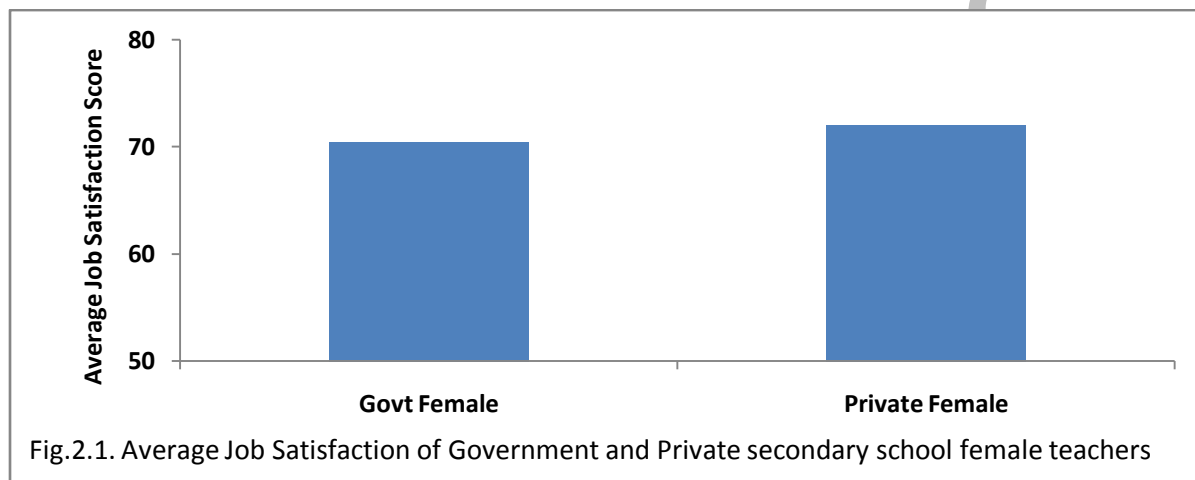


**Interpretation:** The second objective of the study was to find out the Job Satisfaction of Private and Government secondary school teachers. Table & fig 2., depicts that average Job Satisfaction of secondary school teachers teaching in private schools was 63 and average Job Satisfaction of secondary school teachers in government schools was 78.

**Discussion:** In the light of the above findings it can be concluded that the teachers teaching in government secondary schools are having a fair amount of job satisfaction as compared to their counterparts teaching in private secondary schools.

Table.2.1 Job Satisfaction of government and Private secondary school female teachers

Group	Mean/Average	Std. Deviation
Job Satisfaction of Private Secondary School female teachers	72	4
Job Satisfaction of Government Secondary School female teachers	70	3

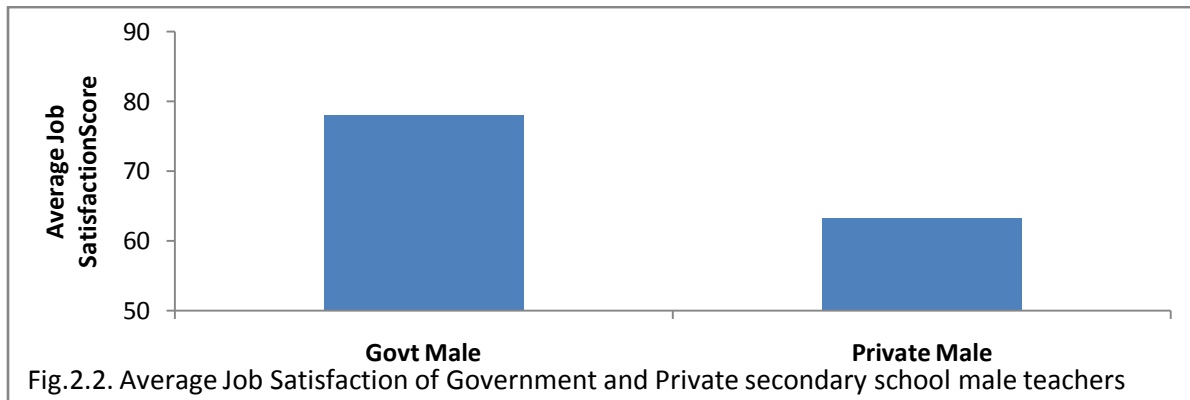


**Interpretation:** The first sub objective of the second objective of the study was to find out the Job Satisfaction of Private and Government secondary school female teachers. Table & fig. 2.1., depicts that average Job Satisfaction of secondary school female teachers teaching in private schools was 72 and average Job Satisfaction of secondary school female teachers in government schools was 70.

**Discussion:** In the light of the above findings it can be concluded that the female teachers teaching in private secondary schools are having a fair amount of job satisfaction as compared to their counterparts teaching in government secondary schools.

Table.2.2 Job Satisfaction of government and Private secondary school male teachers

Group	Mean/Average	Std. Deviation
Job Satisfaction of Private Secondary School male teachers	63	2
Job Satisfaction of Government Secondary School male teachers	78	2



**Interpretation:** The second sub objective of the second objective of the study was to find out the Job Satisfaction of Private and Government secondary school male teachers. Table & fig. 2.2., depicts that average Job Satisfaction of secondary school male teachers teaching in private schools was 63 and average Job Satisfaction of secondary school male teachers in government schools was 78

**Discussion:** In the light of the above findings it can be concluded that the male teachers teaching in government secondary schools are having a fair amount of job satisfaction as compared to their counterparts teaching in private secondary schools.

**Table.3 To compare the Mental Health of Government and Private Secondary school teachers**

Group	No. of Sec. School Teachers [N]	Mean Mental Health Score	SD	t	Significance Level
Secondary School teachers teaching in Private	200	16.34	1.16	18.83	**
Secondary School teachers teaching in Government	200	19.23	1.90		

\*\* .01 level of significance

$$t = S.D. = \frac{M_1 - M_2}{\sqrt{\frac{\sigma_1^2}{N_1} + \frac{\sigma_2^2}{N_2}}}$$

**Interpretation:** Table 3 displays analyzed data regarding comparison of Mental Health score of Private Secondary School teachers and government secondary school teachers. Obtained 't' value i.e. 18.83, is significant for N= 400

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary school teachers differ in their Mental Health. The researcher did not come across any research study which throws light on the effect of private and government organization on the mental health of secondary school teachers.

Table. 3.1 To compare the Female Mental Health of Government and Private Secondary school teachers

Group	No. of Sec. School Female Teachers [N]	Mean Mental Health Score	SD	t	Significance Level
Secondary School female teachers teaching in Private	100	18	2	3.53	**
Secondary School female teachers teaching in Government	100	19	2		

\*\* .01 level of significance

**Interpretation:** Table No. 3.1 displays analyzed data regarding comparison of Mental Health score of secondary school teacher teaching in private and government schools. Obtained 't' value 3.53, is significant at .01 level of confidence for (N 200).

Mean Mental Health score of female teachers teaching in government secondary school is 19 which is greater than mean Mental Health score of female teacher teaching in private secondary schools i.e. 18 shows inferiority of female teachers teaching in government secondary schools over their counterpart female teachers of private secondary school in term of their Mental Health.

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary female teachers differ in their Mental Health. The researcher did not come across any research study which throws light on the effect of private and government organization on the mental health of secondary school female teachers.

Table.3.2 To compare the Male Mental Health of Government and Private Secondary school teachers

Group	No. of Sec. School Female Teachers [N]	Mean Mental Health Score	SD	t	Significance Level
Secondary School male teachers teaching in Private	100	16	1	4.24	**
Secondary School male teachers teaching in Government	100	19	2		

\*\* .01 level of significance



**Interpretation:** Table no.3.2. Displays analyzed data regarding comparison of Mental Health score of secondary school teacher teaching in private and government schools. Obtained 't' value 3.2, is significant at .01 level of confidence for (N 200). Mean Mental Health score of male teachers shows inferiority of male teachers teaching in government secondary schools over their counterpart.

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary male teachers differ in their Mental Health. The researcher did not come across any research study which throws light on the effect of private and government organization on the mental health of secondary school male teachers.

**Table. 4** To compare the Job Satisfaction of Government and Private Secondary school teachers

Group	No. of Sec. School Teachers [N]	Mean Job Satisfaction Score	SD	t	Significance Level
Secondary School teachers teaching in Private	200	63.21	2.37	74.15	**
Secondary School teachers teaching in Government	200	78.04	1.75		

\*\* .01 level of significance

**Interpretation:** Table 4. Displays analyzed data regarding comparison of Job Satisfaction score of Private Secondary School teachers and government secondary school teachers. Obtained 't' value i.e.74.15, is significant for N= 400

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary teachers differ in their Job Satisfaction. The researcher did not come across any research study which throws light on the effect of private and government organization on the job satisfaction of secondary school teachers.

**Table.4.1** To compare the Female Job Satisfaction of Government and Private Secondary school teachers

Group	No. of Sec. School Female Teachers [N]	Mean job satisfaction Score	SD	t	Significance Level
Secondary School female teachers teaching in Private	100	72	4	4	**
Secondary School female teachers teaching in Government	100	70	3		

\*\* .01 level of significance

**Interpretation:** Table No. 4.1 displays analyzed data regarding comparison of Job Satisfaction score of secondary school female teacher teaching in private and government schools. Obtained 't' value 4, is significant at .01 level of confidence for (N 200).

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary female teachers differ in their Job Satisfaction. The researcher did not come across any research study which throws light on the effect of private and government organization on the job satisfaction of secondary school female teachers.

Table. 4.2 To compare the Male Job Satisfaction of Government and Private Secondary school teachers

Group	No. of Sec. School Female Teachers [N]	Mean job satisfaction Score	SD	t	Significance Level
Secondary School male teachers teaching in Private	100	63	2	53.04	**
Secondary School male teachers teaching in Government	100	78	2		

\*\* .01 level of significance

**Interpretation:** Table No. 4.2 displays analyzed data regarding comparison of Job Satisfaction score of secondary school male teacher teaching in private and government schools. Obtained 't' value 53.04, is significant at .01 level of confidence for (N 200).

**Discussion:** On the basis of significant 't' value at 0.01 level of confidence it can be concluded safely that private and government secondary male teachers differ in their Job Satisfaction. The researcher did not come across any research study which throws light on the effect of private and government organization on the Job Satisfaction of secondary school male teachers.

## FINDINGS

On the basis of analysis of data and validation of the hypothesis following conclusions are drawn

1. Teachers teaching in private secondary schools were superior to their counterparts teaching in government secondary school in terms of their mental health.
2. Female teachers teaching in government secondary schools were inferior to their counterparts teaching in private secondary school in terms of their mental health.
3. Male teachers teaching in private secondary schools were superior to their counterparts teaching in government secondary school in terms of their mental health.
4. Teachers teaching in government secondary schools were superior to their counterparts teaching in private secondary school in terms of their job satisfaction.
5. Female teachers teaching in private secondary schools were superior to their counterparts teaching in government secondary schools in terms of their job satisfaction.
6. Male teachers teaching in government secondary schools were superior to their counterparts teaching in private secondary school in terms of their job satisfaction.

## IMPLICATIONS

1. **Implications for the research scholars of education and psychology:** as they can study the effect of various variables such as mental health
2. **Implications for Government Secondary schools:** teacher is a key factor in the field of education, so the areas where the government school teachers were not able to score high can be looked into and a critical analysis of the situation can be done comprehensively. The high mental health of both the male and female private secondary school teachers show a very positive side of the teachers. That clearly shows that the government school teachers should focus in their mental health.
3. **Implications for Private Secondary schools:** The area where a major difference is quiet visible is the job dissatisfaction amongst private secondary school male teachers. So the management or the governing body can help their employees and create more effective environment for them.
4. **Implications for the parents:** the parents can also analyze the study and accordingly help in the selection of a school for their children. It is the teacher that will help their child to succeed in his life so the mental health very importantly does matter a lot.

## SUGGESTIONS FOR FURTHER STUDIES

In the light of the present study there can be various other studies carried out. Few of such studies are discussed below:

1. A study of all the variables such as mental health, job satisfaction can be carried out for pre-primary teachers as well.
2. A study of all the variables such as mental health, job satisfaction can be carried out for primary teachers as well.
3. A study of all the variables such as teaching effectiveness and teacher pupil relationship can be carried out for higher education/ university teachers as well.
4. A study of all the variables such as teaching effectiveness and teacher pupil relationship can be carried out for I.C.S.E. And I.B teachers as well.
5. Other variables such as modernization and academic achievements can also be added up as a part of the study.
6. A detailed comparative study can be done by drawing up the criteria of the subject specialization by government and private secondary school teachers

## DELIMITATIONS OF THE STUDY

1. Some schools (Government and Private Secondary Schools) at Meerut and nearby only were selected for the study.
2. Area of study was limited to Meerut and nearby locations only.
3. It was delimited to the study of two variables, that is, mental health and job satisfaction
4. It was delimited to secondary level school teachers.
5. It was delimited the secondary level school teachers of C.B.S.E. recognized private secondary schools.
6. The study was delimited to survey cum ex-post facto, method of research.
7. The study was delimited to Meerut Health Checklist, by Pramod Kumar for measuring mental health, Dr.Amar Singh and Dr. T.R. Sharma Job Satisfaction Scale

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