
Comparative Study Of Job Satisfaction Of Teachers Doing Offline Teaching And Online Teaching At Secondary Level

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Abstract

Job satisfaction, employee satisfaction or work satisfaction is a measure of workers' contentedness with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components. This research has been conducted on "Comparative Study Of Job Satisfaction Of Teachers Doing Offline Teaching And Online Teaching At Secondary Level" in this research survey method was used to find out the result of the study through, Dr. Amar Singh, Dr. T.R. Sharma, (Job Satisfaction Scale). Results of the study show that the teachers teaching in class room are found to be more satisfied with their profession as compared to the teachers doing internet based online teaching. It was found that Teachers teaching in classrooms through offline Mode are satisfied with their profession, while teachers doing internet based Online teaching are facing excessive stress from their profession.If we compare Online teaching and offline teaching from job Satisfaction perspective it is evident that class room teaching method or traditional teaching method fulfills the professional satisfaction of teachers as teachers meet face to face with students, they listen to their educational problems and can provide guidance accordingly.

Key Words: Job Satisfaction, Online teaching, Offline Teaching.

Introduction

Job satisfaction is made up of two words job and satisfaction. Work here refers to any special work in which a person earns money for his living by being engaged. When a job fulfills the need of a person, then it is called job satisfaction. Job satisfaction, an unquantifiable metric, is defined as a positive emotional response you experience when doing your job or when you are present at work. Leading organizations are now trying to measure this feeling, with job satisfaction surveys becoming a staple at most workplaces. It's important to remember that job satisfaction varies from employee to employee. At the same workplace under the same conditions, the factors that help some employees feel good about their job may not apply to other employees. For this reason, it is essential for organisations to have a multidimensional approach to employee satisfaction, covering the following areas:

- The challenging nature of work, pushing employees to new heights
- A level of convenience (short commutes, access to the right digital tools, and flexible hours)
- Regular appreciation by the immediate management and the organization as a whole
- Competitive pay, by which employees maintain a good quality of life
- The promise of career progression to meet employees' personal growth targets.

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 positive approach. All teachers 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. School 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 phenomenon in every sector especially in the teaching profession.

MEANING OF JOB SATISFACTION- Job satisfaction may be defined as the positive emotional response to the job circumstances resulting from attaining what the worker expect from the work. It is a pleasing emotional state of the appraisal of one's job. The major objective of education is to develop innate capabilities and powers of children. We are all acquainted with the fact that every child has different qualities and attributes. These attributes may be inherited or acquired. It is the duty of a teacher to develop these qualities and enhance their efficiency. It is seen that if the teachers are satisfied and motivated, it will definitely improve their performance. Various research studies indicate that employee satisfaction is completely accountable for output because both have a direct relation. **Gupta (2010)** stated that "A happy employee is a productive employee."

In short job satisfaction can be said as which kind of attitude an employee possesses for his work. Job satisfaction combines a proper balance and addition of many types of wants and hatred for their occupation- their evaluation might depend upon individual's achievement or failure in the direction to achieve individual goals and what they perceive about the job. Job satisfaction shows about workers feelings for the work and reflect their work behavior as organizational citizenship, low attendance rate and employee turnover. Job satisfaction gives an advantage to the organization that includes less criticism and grievance, malingering, yield, and annihilation; with better timekeeping and work self-esteem. Job contentment brings a working team which is more healthy and with stability with the company. Job satisfaction can not be termed or understood as employee morale, but it plays a vital role to bring one.

According to Sarma, (2009), the term Job Satisfaction comprises of emotional, physical and environmental conditions due to that an individual can say, "I am satisfied with my job".

Allen (2011), has defined retention management as a strategic coherent process that states with an examination of the reason why employee joins an organization.

Behra (2011), recognized job satisfaction at the level where each employee in each company gets satisfaction from the functioning of the organization and nature of his work. This implies that job satisfaction can lead to those behaviors and attitudes that can have either a positive or negative impact

on any organizational functioning. It is very important not only for employees but also for effective functioning of an institution.

Thus job satisfaction is generally related to achieving the ideal position by the individual by making proper use of his work skills. In this, a person, using specific knowledge, gets satisfaction in the form of some elements like income, respect, skill etc. intellectually and emotionally with service spirit and moral firmness.

OFFLINE TEACHING AND ONLINE TEACHING- Online teaching is the process of educating others on virtual platforms. This type of teaching involves live classes, video conferencing, webinars, and other online tools. The online applications are developed and designed to facilitate easy learning and better understanding. Online teaching is also a good way to make money. Since teaching online is convenient and simple, individuals can try their hand at earning via teaching online.

Online teaching is a student-centric methodology that increases students' interest and participation levels in virtual classrooms. The [teaching skills](#) play a great role in successful interaction with the students. Teachers have to polish their communication skills in order to ensure that student engagement is on point. You should create a positive learning environment and incorporate various classroom activities and games to make sure that the students are attentive.

Offline Teaching refers to traditional education that allows students to have face-to-face interactions with teachers and peer groups. Although online teaching and learning are considered to be the future of education, they cannot replace offline teaching in every aspect. Compared to online learning, offline learning is not disturbed by any technical issues. The traditional offline teaching also helps students improve their teamwork and interactive skills as they have to work in the same classroom collaborating with peers.

According to research conducted upon the EFL students of Ibn Ul Khuldun University, **students there prefer offline teaching because of better classroom interaction and understanding.** It is inevitable for any person to be sitting in front of the screen for a whole lecture and not get distracted. This is **why lecturers tend to shorten their videos** because the student's attention span is found to be 10-15 minutes. So **offline teaching** has classes extending to more than just 15 minutes which means that these classes can gain students' attention hence harnessing the process of learning.

JUSTIFICATION OF THE RESEARCH - Looking at the present situation, in this era of pandemic, the entire burden of progress of education and advancement of education lies in the hands of the teachers. Therefore, their entire contribution can advance the education of the country. In such a situation, with the help of Online teaching, teachers are continuously running the education of the students. Therefore, in such a situation, it is necessary to know how satisfied the teachers are with their profession. Job satisfaction is the most important word of the modern era. In present times, it is universally accepted that the success of a particular job is based on the job satisfaction of the employees. The purpose of the research is to study the Job satisfaction of teachers. And try to understand the obstacles coming in the Job satisfaction of the teachers. The purpose of the research is to study the Job satisfaction of teachers by knowing the present conditions through the study of the Job satisfaction of school teachers in Online teaching and Offline Teaching.

EMERGENCE OF THE RESEARCH - Like other professions, it is very important for the teacher to be satisfied in the teaching profession, if the teacher is satisfied with his teaching profession, then

he works with more attention.. Therefore, if satisfaction results are present in the focus of consciousness, then the teacher experiences great enthusiasm, interest and joy in doing those tasks. In the context of secondary level teachers, it can be said with certainty that they will be able to discharge their responsibilities well only when they are satisfied with their education profession. Recognizing the importance of how satisfied a teacher is with his job in the teaching profession, the following several research studies have been done on job satisfaction. Tripathi (1990) did a comparative study on teacher teacher. Kevar 2005, Aggarwal 2008, Manduswari (2009) and Anuradha and Kalapriya (2015), Gupta and Gahlawat (2013), Bhavra 2015 studied on secondary and pre-secondary teachers and their professional satisfaction. Gupta et al. 2012, Khatoon and Hasan also studied the correlation of job satisfaction with gender, experience, training, income and religion. **Chattopadhyay and Bhattacharya (2002)** studied the personality and job satisfaction of high school level teachers, as a result of the study it was found that teachers who had high level of job satisfaction had better social and emotional adjustment. **Singh, Diwakar (2002)** studied the effect of teachers of secondary level and teaching aptitude expression and professional satisfaction on their teaching effectiveness and concluded. Male teachers with socioeconomic status were found to be less satisfied in their profession. Female teachers have higher professional satisfaction. It was found that teachers with high educational qualifications were found to be less satisfied with their profession, along with high socio-economic status, teachers were not satisfied with their profession even if they had high educational qualifications. **Chandraprakash (2009)** did a comparative study of professional satisfaction of secondary level teachers and teachers of Kannauj district and found that there was no difference in professional satisfaction of secondary level teachers and teachers of Kannauj district because there were many similarities found in their ideology and circumstances.

In view of the present circumstances, many research works have been done before this, which is related to Offline teaching and online education and Job satisfaction of teachers, but during pandemic online teaching was done by teachers, it raised questions regarding the Job Satisfaction of Teachers. The trend of Online Teaching is continued even after Pandemic. The level of Job satisfaction of teachers teaching offline and teaching online should be studied, therefore this research work was done to look at the Job satisfaction of teachers doing Offline teaching and Online teaching.

Objectives Of The Study

- 1) To study the Job satisfaction of teachers doing Offline (classroom) teaching.
- 2) To study the Job satisfaction of teachers doing Online teaching.
- 3) To conduct a comparative study of Job satisfaction of teachers doing Offline teaching and Online Teaching.

RESEARCH DESIGN OF THE STUDY- Descriptive Survey Method has been used in the present study. Data has been Collected using Simple Random Method from teachers teaching at secondary level in Agra city.

Educational Tool	Variable	No. Of The Teacher
	Offline Teaching	50 Teacher

Dr. Amar Singh, Dr. T.R. Sharma, (Job Satisfaction Scale)	Online Teaching	50 Teacher
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ANALYSIS OF RESULTS-

O1-To Study The Job Satisfaction Of Teachers Doing Classroom Teaching.

No.Of Teacher's	Median	Standard Deviation
50	97.82	11.498

Analysis of the above table shows that teachers doing Offline or Classroom teaching are highly satisfied with their work; this may be due to face to face interaction with the students, absence of technological barriers, better problem solving satisfaction and emotional bonding with students in the Classroom.

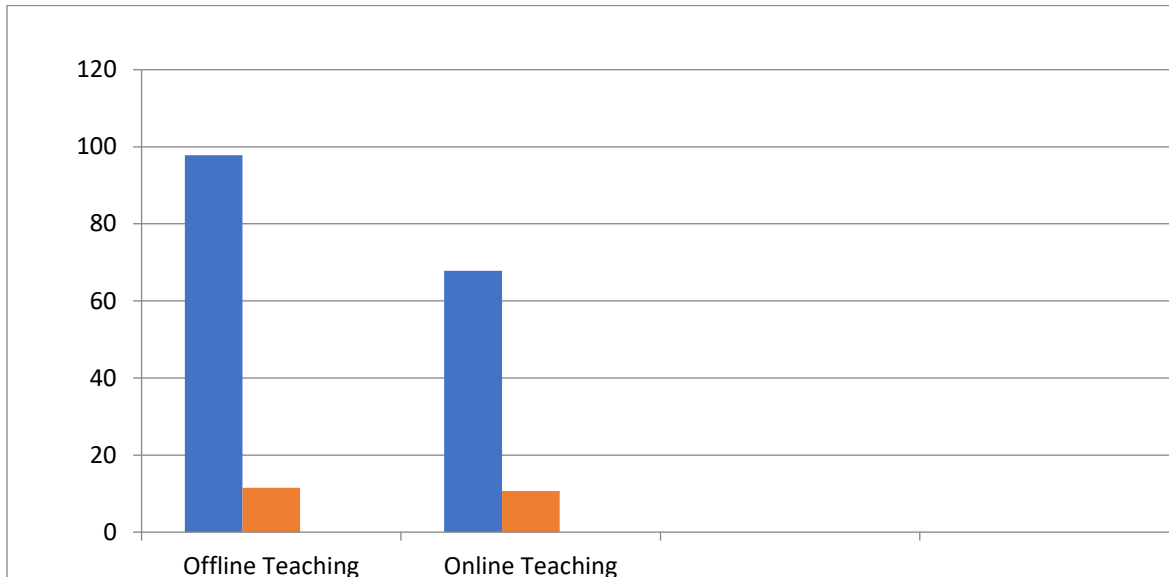
O2-To Study The Job Satisfaction Of Teachers Doing Online Teaching.

No. Of Teachers	Median	Standard Deviation
50	67.86	10.678

Analysis of the above table shows that teachers doing Online teaching are Moderately or Less satisfied with their work; this may be due to absence of face to face interaction with the students, technological barriers like failure of Internet, Lack of problem solving satisfaction and absence of emotional bonding with students as seen in the Classroom.

O3-To Conduct A Comparative Study Of Job Satisfaction Of Teachers Doing Online & Offline Teaching.

No. Of Teachers 50	Median	Standard Deviation
Offline Teaching	97.82	11.49
Online Teaching	67.86	10.67



Bar Diagram Showing Job Satisfaction

CONCLISION- On the basis of the obtained findings, it can be said that the teachers teaching in class room are found to be more satisfied with their profession as compared to the teachers doing internet based teaching because It is found that teachers teaching in real classroom situatin are highly satisfied with their profession, while teachers doing internet based teaching are facing problems & stress a from their profession. In a nutshell it can be concluded that class room teaching method or traditional teaching method fulfills the Job satisfaction of teachers and research gives evidence that Offline teaching method is better than Online teaching method in reference to Job Satisfaction.

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