

**A Comparative Study Of Accountability And Job Satisfaction Among  
Rural And Urban Junior High School Teachers**

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**ABSTRACT**

Present study was conducted on 100 Junior High School Teachers in Jaunpur. Self made questionnaire for accountability and M.N. Wali Job Satisfaction Questionnaire were used for data collection. The random sampling method was used for the selection of the sample. Analysis of variance was computed to see the relationship between two variables.

Major findings of the study were that there is no significant difference between rural and urban Junior High School Teachers in Jaunpur in terms of accountability and job satisfaction.

The concept of ‘accountability’ includes the effectiveness and efficiency of teachers. Teacher’s accountability involves moral, professional and contractual accountability. Therefore the quality, competence and character of teachers are to be considered as the most significant factors influencing the professional excellence to ensure its contribution to the process of national development.

Rangacharlu (2002) concluded that we should set high standards for teachers and recruit teachers who show concern for the students, welfare and their success.

The term ‘Job satisfaction’ can be defined as the satisfaction that an individual derives from his/her, job or occupation; it can be in terms of the salary, the quality of work, the kind of work etc.

Singh and Singh (2002) concluded that age, intelligence and employment of spouse affected the level of job-satisfaction experienced by the employees. The need for quantitative expansion and qualitative improvement of education raises the problem of making teachers satisfied in their job so they may prove themselves accountable and produce good results. Specially the students of Junior High School Teachers, they are at the verge of beginning a new life or career. They need to be given proper guidance and counseling in such a way that they may be successful in whatever career they choose and this responsibility lies in the hands of the teachers.

According to Singh (2004), teachers should also have other attributes such as character, conduct, aptitude, accountability and job satisfaction etc.

### **Method**

A sample of 100 teachers working in various Schools at Jaunpur and its nearby villages were randomly selected for the study. A standardized scale of teacher's Job satisfaction by M.N. Wail and self made questionnaire of accountability were used for the collection of data. To determine the relationship between the two variables, analysis of variance was computed. Two hypotheses were formulated.

- (i) There is no significant difference in terms of accountability between rural & urban Junior High School Teachers in Jaunpur.
- (ii) There is no significant difference in terms of Job-satisfaction between rural and urban Junior High School Teachers in Jaunpur. Two types of statement were included in both the questionnaires, i.e. positive and negative.

**RESULTS**

**Table-1: Showing Mean and S.D. for Accountability of Junior High School Rural and Urban Teachers in Jaunpur**

	<b>Number's</b>	<b>Mean</b>	<b>S.D.</b>
Rural teachers	50	77.34	11.21
Urban teachers	50	77.86	11.42

The mean of Rural & Urban teachers are 77.34 & 77.86 respectively. It shows that they are highly accountable to their jobs.

**Table-2: Showing the level of accountability of Junior High School Rural and Urban Teachers in Jaunpur**

Source of Variation	Sum of Squares	d.f.	Mean f. value	at 5% level	at 1% level
Between Samples	0.4569	1	0.4569		
Within	15754.2868	98	0.002842 160.75	3.9201	6.8510

The mean of Rural & Urban teachers are 77.34 & 77.86 respectively. It shows that they are highly accountable to their jobs.

F value is less than table value at both the levels of significance. The null hypothesis is accepted and it is inferred that in terms of accountability, there is no significant difference between rural and urban Junior High School Teachers in Jaunpur.

**Table-3: Showing Mean & S.D. for Job Satisfaction of Junior High School Rural and Urban Teachers in Jaunpur**

	<b>Number's</b>	<b>Mean</b>	<b>S.D.</b>
Rural teachers	50	62.08	13.16
Urban teachers	50	64.88	13.32

The mean of Rural & Urban teachers are 62.08 & 64.88 respectively. It shows that they are highly accountable to their jobs.

**Table-4: Showing the level of Job Satisfaction of Junior High School Rural and Urban Teachers in Jaunpur**

Source of Variation	Sum of Squares	d.f.	Mean Squares	f. value	at 5% level	at 1% level
Between Samples	3.96 1	3.96		0.02335		
Within	16618.515698	169.57			3.9201	6.8510

F value is less than table value at both the levels of significance. The null hypothesis is accepted and it is inferred that in terms of Job Satisfaction, there is no significant difference between rural and urban Junior High School Teachers in Jaunpur.

**DISCUSSION**

Rural and Urban Junior High School Teachers in Jaunpur were found equally accountable in their job. Such a result is not very much surprising in nature because teaching is the noblest among all professions and when teacher-community becomes unaccountable or poorly accountable, the whole system of education will turn into a great failure.

Rural and Urban Junior High School Teachers in Jaunpur were found equally satisfied with their job. Major reason is that the nature of the job is more or less conditions and facilities, pay, rule etc. are also more or less the same. In case of Rural and Urban Junior High School Teachers in Jaunpur, their levels of Job Satisfaction are not found to be very high. It is all possible because the teacher may have reputation about their perception of self accountability which was of

high level in case of majority of them but they may have found the social and economic return of a comparative low level. Most of them have neither received any social or cultural recognition nor any promotional benefit throughout their service period and they are doing their job on contractual basis, it is a very painful situation indeed and creates insecure feeling among Junior High School Teachers in Jaunpur.

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