



## **A STUDY OF JOB ADJUSTMENT OF PHYSICAL EDUCATION TEACHERS WORKING IN DIFFERENT SCHOOLS OF HIMACHAL PRADESH**

**Ved Parkash**

Assistant Professor, S.G.G.S Khalsa College Mahilpur, Garhshankar, Hoshiarpur, Punjab

### **Abstract:**

*This study intended to explore the job adjustment of physical education teachers working in different schools of Himachal. The sample of the study was selected through purposive sampling. The sample comprised of 50 physical education teachers teaching in different schools of Himachal. The results of the study revealed that there is significant difference between the job adjustment of physical education teachers in relation to their sex and locality. There is no significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)*

**Key Words:** Job Adjustment, Schools & Himachal Pradesh

### **Introduction:**

The complex structure and functioning of society provide to be too taxing for individual adjusting capacities. Adjustment problems are increasing day to day and have challenged the parents, teachers and well as public. An individual is not born adjusted or maladjusted. So education helps people to adjust and demands himself to his own needs and demands of the society. If an individual cannot adjust, he will have adverse effects on the learning and behaviours, that not only hinders him from doing whatever he is supposed to do at a particular moment, but also some case even to anti-social manifestation, poor adjustment at home and school leads, a students to perversion and juvenile delinquency. The high school students face different problems at home school and society at large. To help the pupil in making the adjustment with the changing environment is one of the important aims of education. Efficiency of a teacher is also influenced by adjustment helps in having integrated and balanced personality. An individual is not born adjustment or maladjusted. It is his physical, Mental and emotional potentialities are influenced and directed to discover that he must be one of the group live with the group in order to realize the joy from that experience that he will find satisfying. An intellectual superior but emotionally and socially immature young person may difficult in making a satisfactory adjustment to the attitude and behaviour of his chronologically order and emotionally more mature associates. Life is a long continuous process or activity of adjustment to the social and physical environment. Every living organism right from its emergence to its disappearance strives to adjust itself to the surrounding conditions. The individual in born in the society and lives in society. The society provides him with an environment of particular type which has its own tempo and peculiarities. Thus adjustment is a form of interaction between the individual and the environment in which he lives. The main aim of an individual is to establish adjustment with the change take place in the environment. He can achieve his goal only if he possesses on integrated and balanced personality. Each individual solves problems according to his own ways. It does not matter how resourceful he may be in copying with problems the circumstances of life satisfied obstacles must be overcome. He will maintain his adjustment if he has sound mind and sound philosophy of life. Adjustment does not depend on any single aspects of an individual personality but upon the total organization and interaction of traits within the relation of this organized

integration to the environment. There has been a continuous struggle between the needs of the individual and the external forces since time immemorial. These of us who can adjust to the needs of changing condition can live happily and successfully, while others either vanishes leads miserable lives or prove a nuisance to society.

**Significance of the Study:**

The Concept of adjustment is as old as human race on the earth. It is well known fall that the life of human beings and their needs were limited which they satisfied in their immediate environment in Stone Age. But as the human beings become conscious about the thing in their environment, their needs increased, with increased needs the problems of adjustment took place in the society.

It is true to say that the teacher is the heart of every educational institution and success of an institution in attainment of educational goals depends largely on the quality of its teachers. A teacher plays a significant role in all round development of the students. A true teacher educates his students in every way and in every field of life Numerous internal and external forces act upon a teacher shaping his behavior in the classroom and his overall attitude towards teaching. It is the teacher's personal touch which is effect responsible for the success or failure of the educational process .Since job adjustment implies a positive and pleasant attitude towards ones job and life. In general teacher possessing a good adjustment their job can play a constructive role in molding the minds and character of their pupil's. Since teachers job adjustment ultimately affects students.

The physical education teachers also play a significant role in education. They guide his students in different fields. Senior Secondary stage is the terminal stage in the life of majority of pupils. On this stage, there is a great need of good and competent teachers. Senior Secondary education is important for the growth of the pupils. It includes all levels of education after the primary school and before the university education, plays the role of subject specialist, evaluate, learning outcomes. then he/she can make teaching –learning process more effective. Teachers attitude towards his pupil, his world at work and life in general, his interest, ideals and aptitudes, are important for the growth of pupil. If a teacher is fully adjusted and satisfied the quality of teacher is judged by his work and behavior which in turn depends upon how well a teacher is adjusted with his /her environment, Teachers should be adjusted from his job. Because the maladjustment affects his efficiency, his thinking, emotional reaction, infect the totally of his behavior. Job satisfaction depends upon so many factors like work, pay promotion, recognition benefits, working conditions, supervision co –worker etc.

Now day the concept of job adjustment is not limited to corporate sector but covers all the sectors, where there is involvement of employees and workers. The present study examined the job adjustment of Physical education teachers working in the different schools of Himachal Pradesh.

**Statement of the Problem:**

**A Study of Job Adjustment of Physical Education Teachers Working in Different Schools of Himachal Pradesh:**

**Objectives of the Study:**

**The Pin Pointed Objectives of the Study:**

1. To study the job adjustment of physical education teachers in relation to their sex.
2. To study the job adjustment of physical education teachers in relation to their locality.

- To study the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)

**Hypotheses of the Study:**

- There is significant difference between the job adjustments of physical education teachers in relation to their sex.
- There is significant difference between the job adjustments of physical education teachers in relation to their locality.
- There is significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)

**Method:**

In view of the objectives of the present study, descriptive survey method of research was used. In descriptive method, a detailed description of existing descriptive method, a detailed description of existing phenomenon is collect with the intent of employing data to justify the current conditions and practices or to make intelligent plan for improving them.

**Sample:**

It was not possible to collect the data from all the members of the population and the investigator therefore, resorted to sampling techniques. It is a technique by which a relatively small number of individuals or measures of individuals, objects or events are selected and analyzed in order to find out something about the entire population from which it was selected. In the present study 50 teachers were selected by using purposive sampling techniques.

**Tool Used:**

Self made tool developed by the investigator himself. The questionnaire comprises of 30 statements in English version where respondent has make his / her agreement with each statement on points scale.

**Scoring Procedure of the Inventory:**

In the study of the researcher has scored by hand for any answer indicative of adjustment, zero (0) is given, otherwise a score of one (1) is awarded.

**Statistical Technique Used:**

Following technique will be employed to analyze the data.

- Descriptive and graphic statistical technique.
- t-test.

**Analysis and Interpretation of Data:**

(a) There is significant difference between the job adjustments of physical education teachers in relation to their sex.

Table (a) mean, standard deviation and t-ratio for testing exits significant difference between the job adjustments of physical education teachers in relation to their sex.

**Table (a)**

Mean and Standard Deviation of male and female teachers on job adjustment.

Sex	N	M	S.D.	t-value
Male	21	9.61	2.98	5.32
Female	29	12.27	2.11	

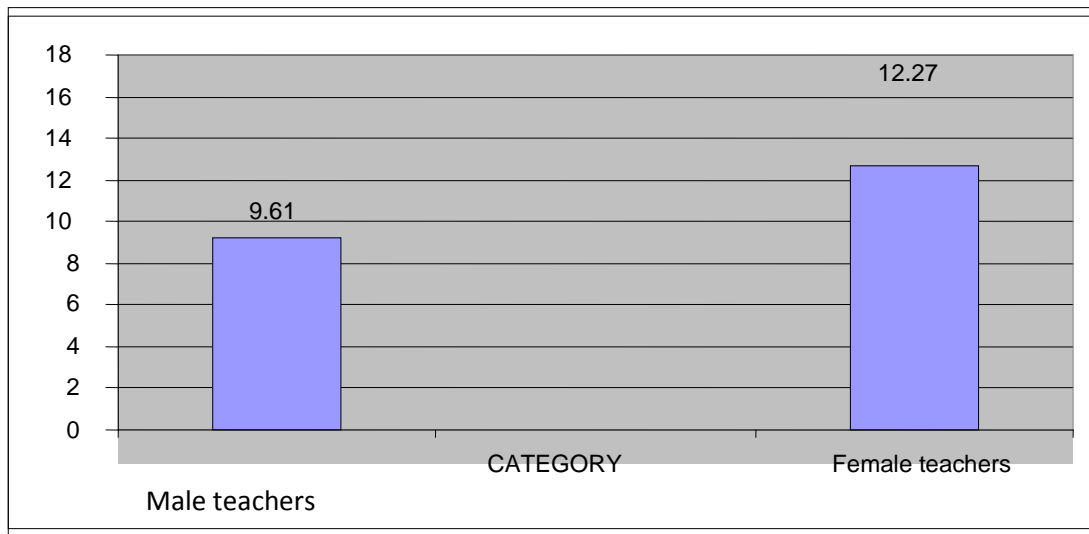
\*significant at 0.01 level of confidence

N =Total no of students

M =mean scores of male and female teachers on job adjustment.

S.D =Standard deviation of male and female teachers on job adjustment.

Figure (a) comparisons of mean scores of male and female teachers on job adjustment.



**Interpretation:**

Table (a) shows the mean scores and standard deviation of male and female teachers were 9.61 and 2.98 respectively and the mean scores and standard deviation of female teachers on Job adjustment were 12.27 and 2.11 respectively. 't-test' was computed for the comparison of the mean scores. The value of 't-ratio' was calculated to be 5.32 which is greater than that of the value at 0.01 level of significance. So the obtained result is significant Therefore the hypotheses, 'There is significant difference between the job adjustments of physical education teachers in relation to their sex.' is accepted.

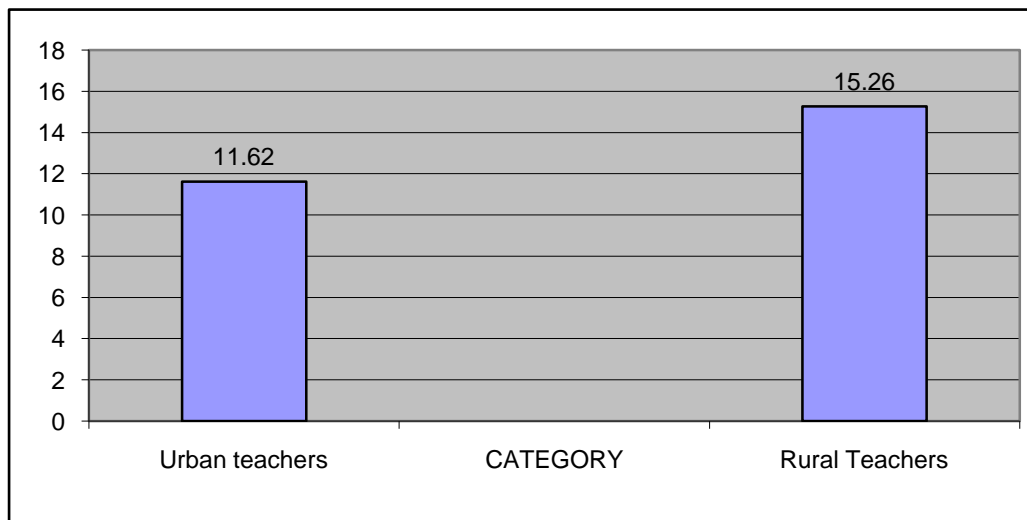
**Hypothesis 2:** "There is significant difference between the job adjustments of physical education teachers in relation to their locality.

**Table (b)**

Mean and standard deviation and t-ratio for testing exist significant difference between the job adjustments of physical education teachers in relation to their locality.

Schools	N	M	S.D.	t-value
Urban Teachers	26	11.62	2.02	6.06
Rural Teachers	24	15.26	3.76	

Figure (b) comparisons of mean scores of rural and urban area teachers on job adjustment.



**Interpretation:**

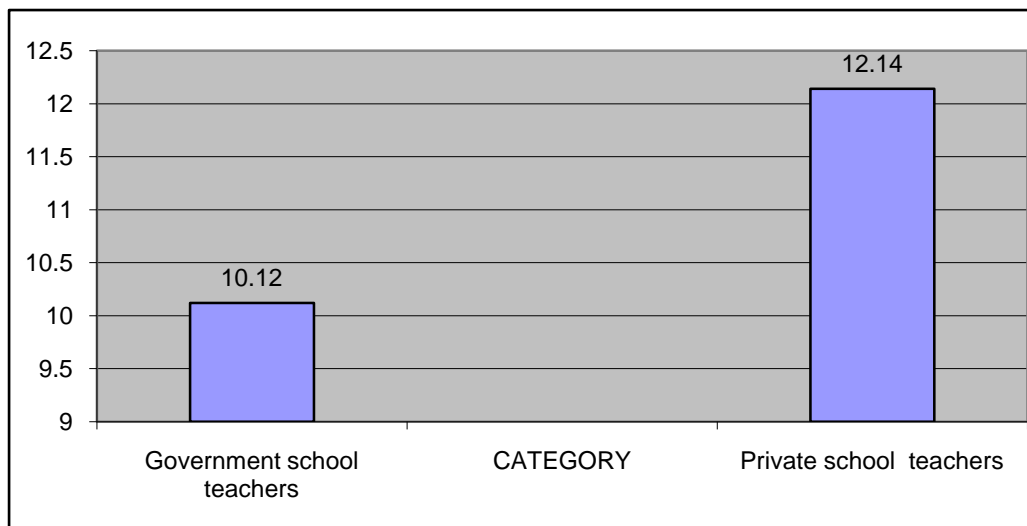
Table (b) shows the mean scores and standard deviation of urban area teachers were 11.62 and 2.02 respectively and the mean scores and standard deviation of rural area on job adjustment were 15.26 and 3.76 respectively. 't-test' was computed for the comparison of the mean scores. The value of 't-ratio' was calculated to be 6.06 which is greater than that of the value at 0.01 level of significance. So the obtained result is significant. Therefore, the hypotheses, "There is significant difference between the job adjustments of physical education teachers in relation to their locality" is accepted.

**Hypothesis 3:** "There is significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)

Table (c) Mean and standard deviation and t-ratio for testing exist significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)

School	N	M	S.D.	t-value
Government school teachers	22	10.12	3.28	2.76
Private school teachers	28	12.14	4.11	

Figure (c) comparisons of mean scores Government and private school teachers.



**Interpretation:**

Table (c) shows the mean scores and standard deviation of government school students on job adjustment were 10.12 and 3.28 respectively and the mean scores and standard deviation of private school students on job adjustment were 12.14 and 4.11 respectively. The value of 't-ratio' was calculated to be 2.76 which is less than that of the value at 0.01 level of significance. So the obtained result is insignificant. Therefore, there is significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.) Is rejected.

**Major Findings:**

1. There is significant difference between the job adjustments of physical education teachers in relation to their sex.
2. There is significant difference between the job adjustments of physical education teachers in relation to their locality.
3. There is no significant difference between the Job adjustment of physical education teachers in relation to their nature of school (Govt. and Pvt.)

**Educational Implication:**

1. To enable the teachers to function at their highest level of satisfaction. It is recommended that good organizational climate should be created in all the schools.
2. Different government educational agencies like NCERT, NUEPA, SCERT and DIETS etc. Should organize different activities and programmes towards latest development in teaching which will be helpful to increase the job adjustment among teachers.
3. To build a positive image about themselves and their profession, teachers could be provided with guidance and counseling with help of experts.
4. A teacher's job can be enriched by improving job content factors such as recognition, advancement and growth. Hence it is recommended to enrich the design of task.
5. Guidance cell should be established in every school by this teachers can solve their problem immediately.

**References:**

1. Aggarwal, J. C. (2006): Psychology of Learning and Development, New Delhi: Shipra Publication.
2. BAL Krishan Pal (2011), A study of care teaching skills of In Service Primary Teachers in relation to their Self Concept and Adjustment. BRICS journal of education, vol, 2 no 2.
3. Digumarti Bhaskara Rao (2003), Adjustment of prospective teachers." Indian Educational Abstracts Issue 2, vol2.
4. Donga, N.S, Ph.D. Edu. (1987) A study the Adjustment of trainees of teacher training colleges in Gujarat." Fourth Survey of Education Research volume-2.
5. Gupta, B.D. Ph.D. Edu. Agra Univ. (1988), Intelligence, Adjustment and Personality needs of effective teachers in Science and Arts. Fifth Survey of Educational Research 1988-92 volume-2
6. Koul Lokesh (1996): Methodology of Educational Research, New Delhi: Vikas Publishing House.
7. Kumari Chanchal (2009), A study of Job Satisfaction of B.Ed. Teachers of Himachal Pradesh (District Sirmour) in relation to their Gender and Locale. M.Ed. Dissertation H.P.U.
8. Kumari Suman (2009), A study of Environment Awareness of students at Secondary level. M.Ed. Dissertation H.P.U.
9. Pal BAL Krishan (2009), A study of care teaching skills of In Service Primary teachers in relation to their Self Concept and Adjustment.
10. Rather, A.R. (1990), Adjustment among Middle School Teachers in relation to Socio-Economic status and Social Structure of the school. Forth Survey of Education Research 1983-88 volume-2
11. Saxena N.R., Mishra B.K., Mohanty R.K.,(2004) Fundamentals of Educational Research, Meerut : R. Lall Book Depot.
12. Thakur Saraj (2010), A study of the Adjustment problems of working women teaching profession in Shimla Distt of H.P. M.Ed. Dissertation H.P.U.

**Websites Visited:**

[www.jmi.nic.in/research/ab2009education\\_bal.pdf](http://www.jmi.nic.in/research/ab2009education_bal.pdf).  
[www.jstor](http://www.jstor).  
[www.eric.com](http://www.eric.com)  
[www.wikipia](http://www.wikipia)