

**“A STUDY ON JOB SATISFACTION AND THE ROLE OF A  
TEACHER FOR EFFECTIVE GUIDENCE IN PERIOD OF Covid-19  
PENDEMIC”**

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**Abstract**

Whosoever has hunger for attaining knowledge must develop relations with teachers regarding the indispensability of humility- the very foundation upon which the palace of knowledge can stand. For teachers, the first step is to make sure that our heart and mind are clear of weakened students and must develop love in hearts for students. They should ensure that their words express appreciation and tolerance for students; they need to become living examples of sweet and loving speech. They should become examples of love, tolerance and harmony. Oven time, others will emulate our example. If someone student tells us something true about ourselves we can control our anger. Some of us even hate our teachers, especially those who were strict with us or used to give us punishments or scolded us for misdeeds. But in this modern era, where comparative technology revolution has come in all

the trades today, there has been a lot of modernization in education. Where India is considered as the teacher base, today western culture has strengthened its roots. Today the scope of education is up or going down. Many Researchers are giving their own contribution in this regard. While knowledge and technology have shone in human life on the one hand, new research is being done every day to raise the pace of education. Today, not only teacher but super teacher is needed for education. Who can educate the future of modern India with their talent and keep them awaken about the technological revolution that is happening in their life. Today we are living in the world of “VUCA” (volatility, uncertainty, complexity and ambiguity), so for this society not only the teacher but the multitalented super teacher is needed. All the researcher of the world is educate to their pupil every day by introducing new knowledge to the new research view and new dimensions of education. A super teacher has unique idea of teaching and is reliable for the students. One who is able to proceeds solving student’s problems, but yet balances his own life because when the circumstances are opposite, only a super teacher can solve every problem and give right guidance to the society. The path to a successful teacher is not just to impart knowledge to their learner. Instead, he rightly saved the society and guided it in the right direction.

**Key Words:** Super- teacher, VUCA, satisfaction, education, technology

### **Introduction :**

Many research and ideas have found that a private teacher or education facilitator is no more satisfy than a job. When the time is completely opposite, more difficulties can be faced. The way today is going on, where there is an outbreak of Pandemic Covid-19 all around. Most of the countries of the world are in the grip of this global disease, where all the four

businesses are gasping. The same section of the country known as private teachers is seen struggling with their lives. Schools, colleges, educational institutions are all closed, private teaching and coaching institutes are shutting down due to the Pandemic, where the student sits in the classroom and faces the teacher and tries to find a solution to the questions that have arisen in their mind. The school is looking at the way of people coming from outside the gates of the school, such a private teacher is using his abilities to the fullest, giving a new dimension to education by using his/ her resources. When the prevalence of computers in India increased, the government employees, government bank employees (skilled and unskilled) had to face a lot of problems. Similarly, the learner and teacher got a break from the tradition which has been going on for many years. A teacher who was a VUCA perfect had to be the king of the present day online industries. Some people who were knowledgeable of the inventions of science and focused young class. Today, with the invention of the same science, the world of education is providing the knowledge base of the guru and the learner, and the world of education is promoting the online touch ability for everyone (Otae).

According to MBA Skool Team , Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual and according to HarperCollins

Job satisfaction is the pleasure that you get from doing your job. I doubt I'll ever get rich, but I get job satisfaction.

### **Objective of Study:**

- To the study of the teacher's job satisfaction related to in terms of education and resources.
- To the study of this type of knowledge studies on the topic of lasting for long years.
- The study on the impact of promotion to the employee.
- The study on impact of work life balance to the employee.

### **Importance of study:**

What will be the impact of changing social life and technological impact due to its commercial life balance and personal life balance? It will get more boost in its regular expenses, while there will be no increase in salary due to global epidemic, the outbreak of layoffs continues, new There is no possibility of opening any job for the job. Will the use of this technology have a mental impact on the teacher, the paramount element of the education world?

### **Limitation of the study:**

- As is well known, Covid-19 Pandemic is a distancing disease, so exchange of ideas can be done only through telephonic interviews or video call conferencing rather than live interaction with people.
- Limited sample size due to Covid-19 Pandemic restriction by Government.
- According to age, job satisfaction level can vary from person to person.
- Job satisfaction may be different due to resource availability.

### **Research Methodology**

Source of Data - Primary and Secondary Data

Tool of data collection – Questionnaire Method

Sample Size- 50  
Sampling Method Simple Random sampling  
– Statistical tools – Percentage Method  
Study area – Private teacher , Kanpur city

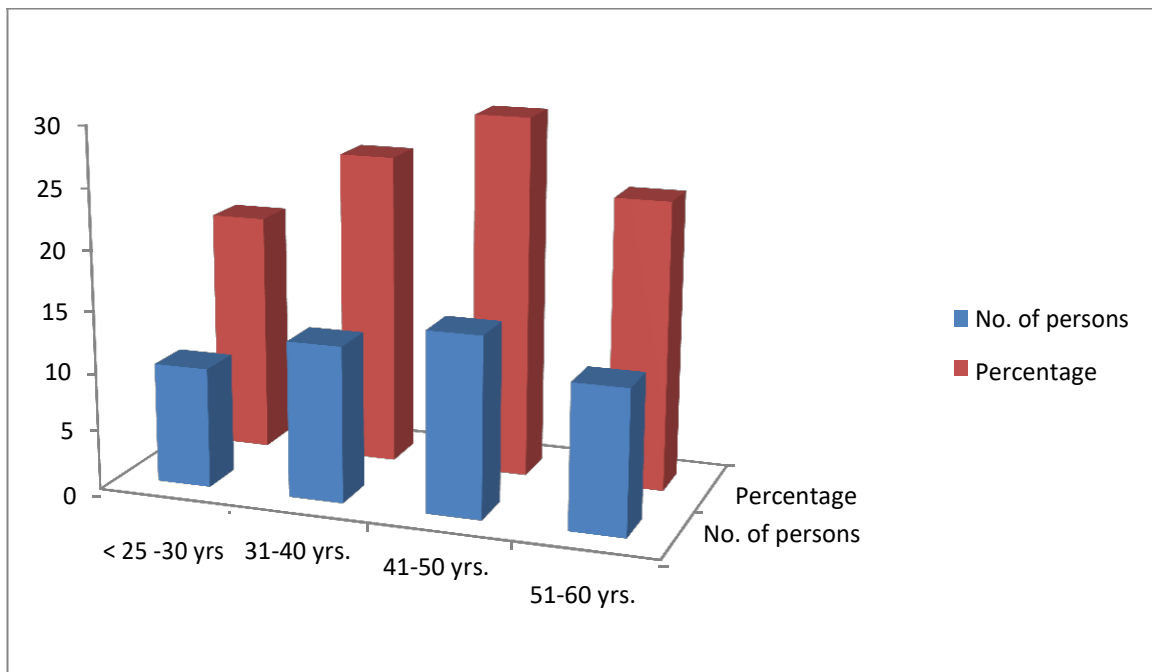
### **Analysis and Interpretation**

This research is about age, gender, marital status and educational qualification.

#### **Age:**

In this research, minimum age has been taken from Criteria 25 years to maximum age of 60 years, whose figures are as follows –

Age	No. of persons	Percentage
< 25 – 30 yrs.	10	20%
31- 40 yrs.	13	26%
41- 50 yrs.	15	30%
51- 60 yrs.	12	24%

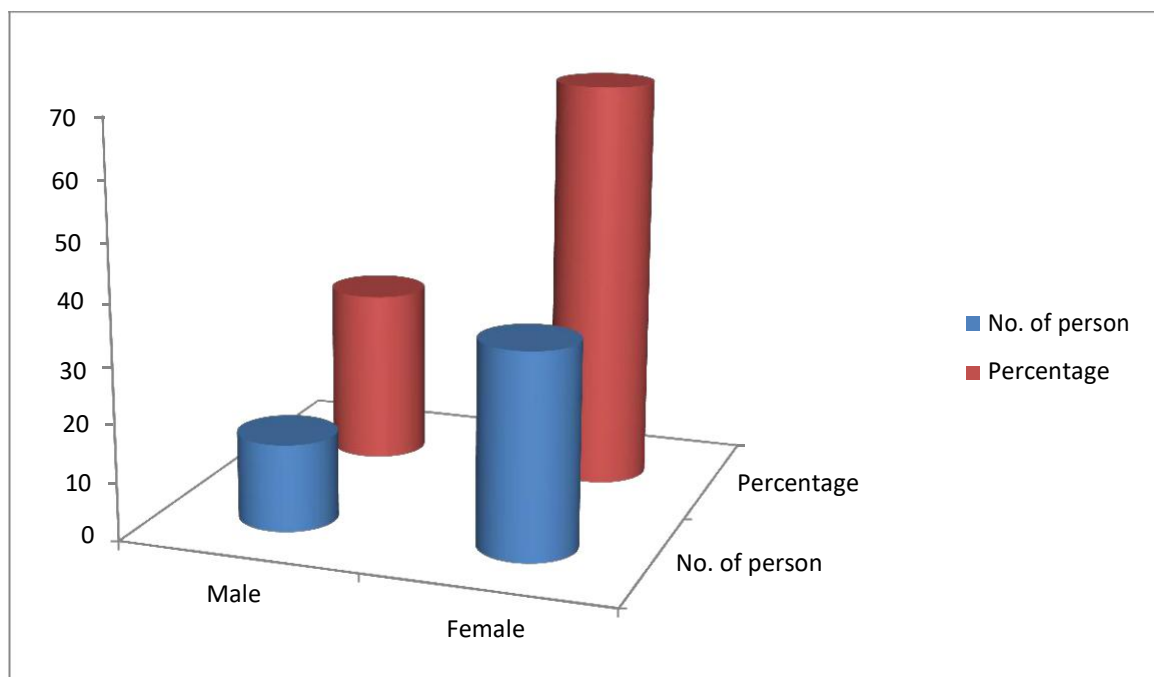


The research data indicate that the maximum number of persons are engaged in education field in 41- 50 in age group and the minimum number of person is in 25 to 30 years group it carries 20% out of 100%.

### **Gender:**

In this research, gender male and female have been taken as data interpretation as follows

<b>Gender</b>	<b>Number of person</b>	<b>Percentage</b>
Male	15	30%
Female	35	70%

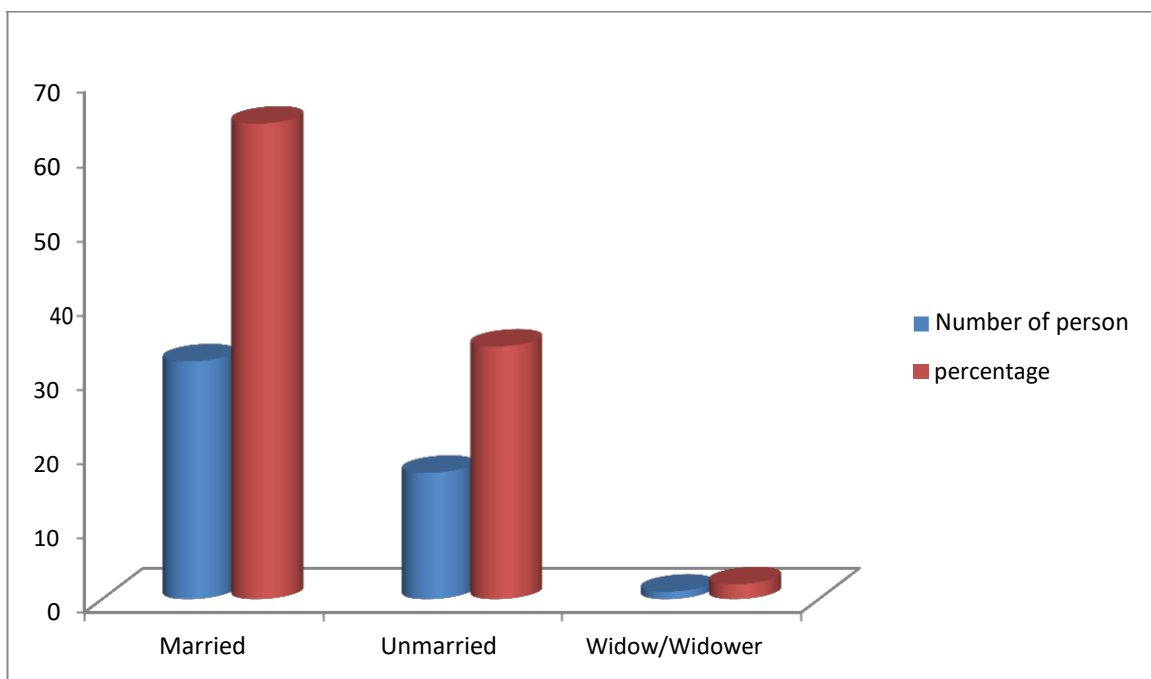


The research data shows that the involvement of female is greater than male teachers in education field. There is the female percentage is 70 % and male percentage is 30% .

### **Marital Status :**

Marital status has a huge factor in the role of teachers.

<b>Marital Status</b>	<b>Number of Person</b>	<b>Percentage</b>
Married	32	64
Unmarried	17	34
Widow/ Widower	01	02
Total	50	100

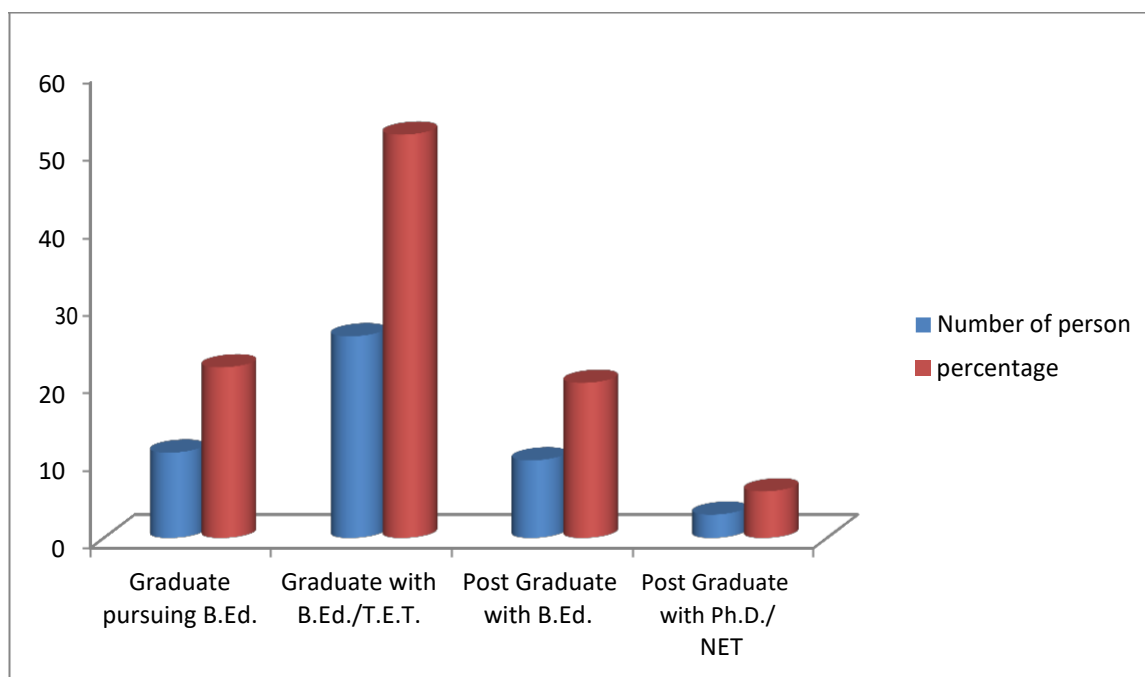


The majority is married persons in education department about to 64 % and the minimum percentage is 2 % of widow / widower in education field.

### **Educational Qualification:**

n the field of education, as much as the teacher and disciple of the impotence, the importance of the teacher's qualification and knowledge. During the research, some different percentages were obtained which are as follows -

<b>Educational Qualification</b>	<b>Number of person</b>	<b>Percentage</b>
Graduate (without B.Ed./ Ph.D./ NET/ TET/ B.T.C.) (But pursuing B.Ed.)	11	22
Graduate (with B.Ed./ T.E.T./ C.T.E.T.)	26	52
Post Graduate with B.Ed.	10	20
Post Graduate with Ph.D./ NET / SLET	03	6





The research data show that most of the teachers are usually qualified with graduate with B.Ed./T.E.T./ C.T.E.T. with 52% and the minimum percentage is 6% teacher whose qualification is postgraduate with Ph.D./NET.

### **Major affecting factors for job satisfaction**

#### **Compensation / salary:**

Remuneration is the vital part of any employee. If a person gets his remuneration at the right time, then his attitude is automatically engaged in his work. If a person is fulfilling his/her basic and important needs at the right time, then they can especially do their work properly. In this economic era where everything is bought with money like air, water, household goods etc., then for a teacher his/her salary is an important part.

#### **Motivation:**

Today, some institutes gave advance salary to the employees of their organization in view of the time so that their home situation would be normal in such times. This type of policy makes an employee mentally stronger and more loyal to the employer and to the organization.

#### **Working Condition:**

Generally, the maximum working hours of a teacher is 6 hours in a school / college. But the situation was very adverse due to stay home. Just as the mind of a teacher is completely set to go to school and impart knowledge to the students and students present in the class, but due to Kovid-19, the teacher has to make his house, ie personal place, a commercial place. Working time is not fixed. There has been no privacy in personal life due to which most of his life has been disturbed.

### **Resources Availability:**

Although teacher is belong to common class and they are having limited resources. He/ she has to make his /her life living only through those resources. They have not proper teaching resources such as blackboard, chalk, etc. at their homes.

### **Organization policy:**

Every school / college has its own separate policy. Due to non-determination of teacher's honorarium at the private level, there has been a violation of teachers. Due to different honorarium, teachers also have different working styles.

### **Result:**

- Research found that people of a certain age group are more serious and aware of their work because the more responsibility they have, the more serious they are about their jobs.
- Research has found that in order to achieve a certain job a person achieves his certain educational qualifications.
- Research found that the largest motivation factor for a teacher class is salary or its remuneration.
- Research found that a private employee is not satisfied with his job as compared to a government employee because the honorarium of a private employee is neither fixed nor satisfactory to that of a government employee. Also, there is no security of the job of a private employee, so the private employee is not more satisfied with his job.

### **Conclusion:**

Every teacher, whether it is a government teacher or a private teacher, should have the decency to accept every challenge. In every situation or adverse situation, he should always be ready for the upliftment and right guidance of the society. There should be no minimum educational qualification and maximum knowledge for a teacher. Under any circumstances, you should always be ready for the right guidance for your home, society and social life.

According to research, there should be no definite criteria for job satisfaction. The work that is to be decided or appointed should be performed with a good body and mind.

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