

A Study On Teaching Competency In Relation To Job Satisfation Of Teacher Educators In Calicut District Of Kerala

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Abstract

This study find out the relationship between teaching competencies and job satisfaction of teacher educators in self-financing sector in Calicut district of Kerala state. The objectives of the study 1)To study the relationship between teaching competency and job satisfaction of selffinanced college teacher educators, 2)To compare teaching competency of teacher educators in relation to gender 3)To analyze the job satisfaction of teacher educators in relation to gender .To attain this objectives two study tools , Job Satisfaction Scale (Amar Singh and T R Sharmshas) and General Teaching competency Scale (B.K Passi and Mrs. .M S Lalitha) were applied. The study followed a descriptive methodology consisted of 120 teacher educators from Calicut district, for the purpose of statistical analysis mean, standard deviation t test and correlation analysis are adopted. The result of the study shows that teaching competency and job satisfaction are positively correlated at ($r= 0.51$) at 0.1 significant level.

Key Words: Teacher competence, job satisfaction, Teacher educators

1. INTRODUCTION

“Good teaching is more a giving of right questions than giving of right answers“-(Josef Albers) Teaching is the process of transmit knowledge, skills and values to others. In the context of new education policy teacher is a facilitator, guide or scaffolder of the learner. He/she perform so many roles in teaching learning process like mentor, controller prompter ,organizer and creator of future. For performing these roles effectively they have certain competencies. Various research are conducted this topic and found that teaching competencies are closely related to job satisfaction, Organizational Climate intelligence, motivation etc. In this study the researcher examine that the relationship of teaching competency and job satisfaction of teacher educators in self-financed sector .Teacher educators are professionals who facilitate training and development activities of prospective teachers.

They built our future teachers. Now a days self-financing sectors offers wide range of teacher educators courses than government sector in Kerala and limited research works are conducted this field so this study is relevant in the present scenario.

1.1. Teaching Competency

Teaching competency are those skills and knowledge that help a teacher be successful in teaching. In the new education policy (NEP2020), teaching competency refers to the knowledge skills, abilities, and disposition that a teachers need to effectively plan deliver and assess instruction and to create a positive learning environment. It emphasizes a shift towards competency-based education and assessment. NCTE has identified 10 teacher competencies as follows

- Contextual competencies
- Conceptual competencies
- Content related competencies
- Transactional competencies
- Educational activities related competencies
- Competencies to develop teaching learning material
- Evaluation competencies
- Management competencies

- Competencies related to work
- Competencies related working with community and other agencies

1.2. JOB SATISFACTION

Edwin A. Locke (1976) defines job satisfaction as “a pleasurable or positive emotional state resulting from the Appraisal of one’s job or job expert”(P.1304) The happy or satisfied feeling of the teachers towards the organization affect the overall process in Caring to their job ,thus contribute the school success as a whole (Sadasa,K.2020).It is critical in one’s work ,adaptability ,job motivation and job success may influence a other satisfaction ,health security, credibility and meeting basic requirements can brief achieved when performance is better(Mirzaiietal.2022)

2. REVIEW OF LITERATURE

A literature is a piece of academic writing demonstrating knowledge and Understanding of the academic literatures on a specific topic placed in context analysis of published literature that relates to a particular research topic or question being studied .Literature re view in research is one of the pillars on which your research ideas and since it provides context, relevance, and back ground to there search problem you are exploring .

Praveen, Shehla (2020)¹A *Study of teaching competency, job satisfaction and professional commitment of upper primary school teachers of central and state government schools.* “Under this study, the Researchers elected.200 teachers from central and state government schools .The study revealed that, none of the teachers was found dissatisfied with their job and educational Qualification place significant role in English in teaching competency level .While that no effect to commitment level of teachers

Parua, Manoranjan (2021)² *Organizational climate job satisfaction, and teaching competency of secondary school teachers.* This study focuses on the impact of Organizational culture and job satisfaction on teaching Competencies .The study was conducted on 400 male and female teachers of secondary school from West Bengal. The researcher found that there is a perfect positive relationship among the 3 variables like teacher competency Job satisfaction and organizational climate ‘

Booti Yayoda (2014)³ *Study Of Teaching Competency In Relation To teacher Effectiveness of Trainees In The Colleges Of Teacher Education In East Khasi Hill District.* This study aims that assessing the teaching competency in relation to teacher effectiveness of teacher trainees. The samples selected for the study consists of 100 Teachers ,trainees of College of Teacher Education in East Khasi district Result shows that, Teaching competency Teacher effectiveness in teacher education is not only a single process ,but it is a continuous, life long process .For improving teacher competency the policy makers and administrators should provide revise teacher education curriculum, Pre-service and in- services training programs, Provide sufficient time in practicing their skills, New Technology adaptation, Guidance and counseling and agreed new NEP 1986.

Mondal, Agamani (2018)⁴ *Job satisfaction of secondary school teachers in relation to personality and emotional intelligence.* The objective of this Study is to find out Relationship between job satisfaction of secondary teachers with respect to their gender emotional intelligence and Big5 personality traits .The survey consist s of 888 secondary school teachers from West Bengal Board of Secondary Education. It is found that Female teacher s are more satisfied than male teachers and emotional intelligence is highly correlated

Alice Joseph (2022) ⁵A *Study of organisational climate of the college of education in relation to job satisfaction, teaching competence, emotional intelligence and self-concept of women teacher educators* This study is aimed to analyze the impact t of climate of the College of education in relation to job satisfaction, teaching competence, emotional intelligence and self-concept of Women teacher educator. In this study 600 women teacher educators were drawn from 188 colleges of teacher Education belong to North Karnataka .The study found that the organizational climate is the Key factor which promote an enhanced teaching competence of woman teacher educators. And also the job satisfaction, emotional intelligence and self-concept are affecting their teaching performance.

Aquil Azhar (2023)⁶ *A Comparative study of job satisfaction of teacher education working in private and public funded institutions in relation to their teaching competencies work motivation and occupation aspirations* This study

is examine the level of job satisfaction ,teaching competencies, work motivation and Occupational aspirations of teacher educators with respect to gender and type of institutions .This study was conducted 200 teacher educator from Patna, Muzaffarpur, and Darbhanga district of Bihar. Findings are. There is no significant difference between job satisfaction teacher competency, work motivation, occupational aspirations of teacher educators working in .Private and public funded institutions.

Shash I Shukla. (2014)⁷*Teaching competency professional commitment and the job satisfaction- A study of primary school teachers* In this article the researcher examine the relationship between teaching competency, professional commitment and job satisfaction. Sample size 100 primary teachers from 10 schools of Luck now and found that professional commitment and teaching competency are highly correlated with job satisfaction acquired by the teachers.

S K Paneerselvam (2012)⁸*Teaching competency and job satisfaction among high school teachers* In this article researcher analyzed the relationship between teaching competency and job satisfaction of 150 high school teachers in Selam educational district of Tamil Nadu .The result showed that only satisfied teacher will be competent to do their work.

Emintamer Ye Nen (2018)⁹*An examination of relationship between english teacher's job satisfaction and key competences for lifelong learning.* This article examined that the relationship between English teacher's job satisfaction and lifelong learning competencies of 306 English teachers from external region of Turkey. The result showed English teachers job satisfaction and key competencies for lifelong learning were high and there is no significant difference between job satisfaction and key competence s for lifelong learning according to gender , Occupational Seniority and type of school they work in.

Yulla Rachmawati, Suyatno Suyatno (2021)¹⁰*The effect of principals' competencies on teacher's job satisfaction and work commitment.* This Paper aims to examine the influence of a principal's managerial competence on teacher's job satisfaction and work commitment. The Samples are 77 teachers from private junior high schools in Yogyakarta ad found that principals 'interpersonal and technical Competencies will have positive influence in teacher's job satisfaction and work commitment.

Shrmdarpan, Meenaksi (2024)¹¹*Teaching Competence And Job Satisfaction Among Teacher's Educators Of Teacher's Training College In Punjab* In this article researcher analyzed attempt of study the influence of job satisfaction and teaching competency of 100 teacher educators 'in Punjab and find out that job satisfaction and teaching competency are correlated.

Pranabb Arman (2018)¹²*Affecting factor s of job satisfaction of b.ed college teacher educator in West Bengal ,India* In this article researcher tried to explore the different factors that are determining the level of job satisfaction and Dissatisfaction of 150 B.Ed college teacher educator in the state of West Bengal and found that o to f selected 28 factors, 22 factors are highly responsible in case of determining the level of job satisfaction or dissatisfaction of teacher educators .The factors are Leadership Qualities of Head of the Institution ,Working Environment of the Institution ,Colleagues Support, Interpersonal Relationship ,Job Security, Policies of Authority and Management, Recognition by Others i.e. Colleagues, Authorities and Students ;Class Room Environment; Nature of Work; Level of Fairness in every aspects of Job; Work Culture ;Salary Status; Availability of Power and Status ; Availability of Infrastructural Facilities ;Quality of Students ; Flexibility in Work ;Opportunities for Personal Career Development; Workload, Opportunities for Professional Development ,and Individual Autonomy, Academic Planning ,and Promotional Opportunities.

Dr. Tarsem Singh (2017)¹³*A Comparative study of job satisfaction of professional and academic college teachers.* A study was conducted to examine the job satisfaction levels of college teachers, with a focus on both professional and academic institutions. The objectives of the study were threefold: to determine the job satisfaction of professional college teachers, to assess the job satisfaction of academic college teachers, and to compare the differences, if any, between the two groups. The sample consisted of 70 teachers, with 35 participants each from professional colleges and academic colleges under Guru Nanak Dev University, Amritsar. The findings revealed that there was no significant difference in the job satisfaction levels of professional and academic college teachers, indicating that institutional type did not have a considerable impact on overall job satisfaction.

Dr .Venkataramana Mitti Reddy (2023)¹⁴. *Job satisfaction of teacher educators perception in elementary teacher*

education The present study is an attempt to measure the level of Job satisfaction of Teacher Educators perception in Elementary Teacher Education in North coastal Andhra Pradesh. To meet the specific objective, required data were collected from 60 teacher training college faculty selected from three districts of Uttar Andhra and the result shows that there is a significant difference between Government and Private College Teacher Education perceptions with respect to Facilities towards their Job Satisfaction Teacher education of government

Malayhalderoumitakarmakar, Santishmukherjee, Samirranjan (2024) ¹⁵*Job satisfaction of the teacher educators of self-financed B.ed. College.* A study was undertaken to examine the job satisfaction of teacher educators in self-financed B.Ed. colleges of South 24 Parganas, West Bengal. The objectives of the study were twofold: to assess the current status of job satisfaction among teacher educators and to compare the job satisfaction levels of male and female teacher educators. The sample comprised 305 teacher educators drawn from self-financed B.Ed. colleges. The findings revealed that teacher educators were generally satisfied with their jobs. The study highlighted that job satisfaction among teacher educators fosters greater motivation, commitment, and overall well-being, which in turn contributes to higher retention rates and improved performance. Satisfied teacher educators were also found to play a crucial role in creating a positive learning environment, thereby enhancing student engagement and learning outcomes.

Jui-minhsuao, Da-Senlin (2018) This study Explores the factors that effect on job expertise and examine how the job affect salary and job satisfaction .512 Samples are selected from new graduates from who entering the work force from Taiwan Universities in 2009. The result how that employee competence has a positive impact on job expertise, salary and the level of job satisfaction, but working environment is not directly related to job expertise and job satisfaction.

2. OBJECTIVES OF THE STUDY

- To study the relationship between teaching competency and job satisfaction of self-financed college teacher educators
- To compare teaching competency of teacher educators in relation to gender
- To analyses the job satisfaction of teacher educators in relation to gender

3. HYPOTHESES

- There is no significant difference between teaching competency and job satisfaction among self-financed college teacher educators
- There is no significant difference between male and female teacher educators with respect to teaching competency
- There is no significant difference between male and female teacher educators with respect to job satisfaction

4. RESEARCH METHODOLOGY

5.1 Method: The method chosen in the current study was descriptive survey method

5.2 Population: All the teacher educators who worked in self financed college of teacher education in Calicut district in Kerala selected as a Population in the current study.

5.3 .Sampling : In the present study 120 teacher educators are selected by random sampling method as the sample of the study.

5.4 Tools for data collection

- General Teaching competency Scale (B.KPassi and Mrs. S Lalitha)
- Job Satisfaction Scale (Amar Singh and T R Sharmshas)

5.5 TOOLS FOR DATA ANALYSIS

Percentage analysis, t test, and correlation analysis are used as a statistical techniques for the present study.

6 ANALYSIS AND INTERPRETATION

The present study was analyzed with the help of statistical tools like percentage analysis, t test and correlation .The study include 3 null hypothesis i) There is no significant difference between teaching competency and job satisfaction among self-financed college teacher educators. ii) There is no significant

difference between male and female teacher educators with respect to teaching competency. iii) There is no significant difference between male and female teacher educators with respect to job satisfaction. The result analysis are as follows

Table-1 Level job satisfaction of teacher educators in self-financed sector

Scores by JS scale	Number	Percentage	Remarks
74- above	42	35	Highly satisfied
63-73	18	15	Very satisfied
56-62	36	30	Neutral
48-55	16	13.33	Not satisfied
47-below	8	6.66	Highly dissatisfied

The above table shows that the level of job satisfaction of teacher educators.35%of the teacher educators are highly satisfied.15% very satisfied 30%of them Neutral, 13.33% are not satisfied and 6.66%highly dissatisfied. The overall analysis says that 35% of teacher educators working in self-financing sector are highly satisfied their job.

Table-2 Levels of teaching competency of teacher educators in percentage

Superior	High	Above average	Average	Below average
6	8	16	61	9

The above table shows that the level of teaching competency of teacher educators in Percentage 6% teacher educators are superior in teaching competency,8%are high, 16% are above average 61% are average,9%are below average overall analysis tells us that the teacher educators have average teaching competency.

TABLE-3 Mean, stand deviation, and T test scores of job satisfaction of male and female Teacher Educators Educators in relation to their gender

Variable	Male		Female		t-value	Level of significance
	Mean	SD	Mean	SD	.862	(0.05) Not significant
Job satisfaction	72.78	13.71	77.68	10.16		

The above table shows that there is no significant difference between job satisfaction of teacher Educators in relation to their gender

TABLE-4 Mean , standard deviation ,and T test scores of teacher competency of male and female Teacher Educators

Variable	Male(N=60)		Female (N=60)		T value	Level of significance (0.05)
	Mean	SD	Mean	SD	6.32	Significant
Teaching competency	312	22.7	284	25.67		

The above table shows that there is a significant difference between male and female teacher educators in relation to their teaching competency.

TABLE-5 Correlation between teaching competency and job satisfaction of teacher educators (N=120)

Teaching competency and Job satisfaction	r=0.51	Significant at 0.1 level
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The above table shows that the null hypothesis there is no significant difference in teaching competency in relation to job satisfaction of teacher educators is accepted. So it can be concluded that teaching competency is positively related to job satisfaction.

CONCLUSION

The above study disclosed that job satisfaction is closely related to teaching competency of teacher educators in self-financing sector .35%of them are highly satisfied their job and 15%of them are very satisfied so 50%of them are satisfied their job .There is no significant difference in job satisfaction of male and female teacher educators in the self-financing sector .But in the case of teaching competency there is a significant difference in male and female teacher educators .so we can conclude that teaching

competency and job satisfaction are positively correlated. Teacher educators are builders of future teachers so the college administrators revise their policies to ensure high job satisfaction of teacher educators then they can improve their teaching competencies that will create efficient future teachers.

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