Interpersonal Relationship And Job Satisfaction

Research design: For the present study, non-experimental comparative research design can be used. It is a research design in which variables are not deliberatively manipulated nor is the setting is manipulated. Comparative design is used to compare two distinct groups based on selected attributed such as knowledge level, perceptions, & attitudes. In this study, difference is measured between interpersonal relationships and job satisfaction among government and private high school teachers using t-test.

Variables:

1. Independent Variable: Government and private high school teachers.
2. Dependent Variable: Interpersonal relationships and job satisfaction.

Operational definitions:

- High school teachers - Defined as the teachers who prepare and teach academic, technical, vocational or specialized subjects at government and private schools, typically from grades 8-12.
- Interpersonal relationships- it is defined as the relationship of an individual with his surrounding people.
- job satisfaction – it is defined as the extent to which one person feels self-motivated and satisfied with his job.

Sample:

For the present study data will be collected from Indian Government and Private high school teachers. Both male and female aged between 27-45 having work experience of 3 years.

Inclusion criteria:

1. Government and private high school teachers from Indian population.
2. Currently working teachers who has above 3 years of teaching experience.
3. Married

Exclusion criteria:

- Part time working teachers are not included.
- Tools for data collection:
- Inform consent Form

Socio demographic data: The scheduled sheet will include the Name, Age, Gender, Education, Place of residence etc.

FIRO-B: It was developed by an American Psychologist, Will Schutz (1925-2002) in 1958. FIRO-

B instrument is a short self-report tool designed to measure behavior that derives from interpersonal needs. It gives people insight about their behavior and feelings. The FIRO-B has the following six scales: expressed inclusion (eI), wanted inclusion (wI), expressed control (eC), wanted control (wC), expressed affection (eA) and wanted affection (wA). The instrument consists of 54 items, each scale consisting of 9 items. The instrument has two sets of response categories which is rated on 6-point: (1) usually, (2) often, (3) sometimes, (4) occasionally, (5) rarely, and (6) never, as well as (1) most people, (2) many people, (3) some people, (4) a few people, (5) one or two people, and (6) nobody. The scores of each dimension ranges from 0 to 9.

ASHA JOB SATISFACTION SCALE (AJSS): It was developed by Dr. Asha Hingar, Dr. Uma Mittal, Dr. Vinita Mathur and Ms. Mansi Parnami. (Hinger, 2012). It includes five dimensions. They are salary and facilities, supervision, promotion, work opportunity and human relations. Reliability: The Split-half reliability using Spearman-brown formula is 0.79.Validity: Different methods of validation Cross validation, concurrent and factorial validation were used.

Procedure for Data collection:

The researcher will be contacting schools and collect data from the participants. The above-mentioned tools will be used for the data collection.

Procedure for Data Analysis:

The data will be entered in SPSS 16. T-Test will be used for data analysis.

Ethical consideration:

Informed consent was taken from each participant. Confidentiality and privacy of the participants involved in the study of the research is preserved and maintained. The research results will only be used for academic purposes. Also, the participants were not harmed during this research physically or mentally, further the participants had the autonomy to withdraw the research at any time.