

Job Satisfaction, Attitude and Mental Health and the Teacher

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INTRODUCTION

Man is the greatest creation of God and a sound health gives a great pleasure of living and enjoying the life. It affects all most all the dimension of life extensively and deeply. By the 'health' we mean physical health as well as mental health. As is well known that 'mental health' affects our emotions, feelings, expressions, thoughts, imaginations, reactions, satisfaction, perception, ability of adjustment etc. A person can be called normal if he is not sick, if he is average, if he confirm to social norms or if he approximates an ideally mature, healthy or fully functioning personality. On the other hand, a person is said to be satisfied with job if he enjoys his work and if fulfills his all domestic requirements. But sometimes having these all satisfaction our consciousness still feel unsatisfied. It means satisfaction is not simply related to all kinds of domestic requirements but it includes some mental aspects also.

The term mental is misleading when used in context of mental health and mental hygiene because it does not refer to the mind alone? It includes the nervous system, emotions, glands, personality, behaviors, perceptions and in fact the total functioning of a person.

Where physical health implies energy, stamina and adequate strength or resources for the requirement of work, mental health indicates strength of purpose, co-ordination of effort, steady pursuit or well chosen goals, and a high degree of mental organization and integration.

There is so much diversity in views on mental health; any definition would need to include the following six categories:

1. How the individual perceives himself.
2. The achievement of self-realization by becoming what one has the potential to become.
3. Integration of personality, including a purpose and meaning in life, tolerance for stress, and ability to recover from set-backs.
4. A realistic perception of the world around him.
5. Self autonomy, the ability to be a part of society and still maintain individuality.
6. Ability to take life as it comes and masters it.

CHARACTERISTICS OF MENTALLY HEALTHY PEOPLE:

Self Knowledge, Self Evaluation, Self Esteem, Feelings of Security, Ability to form satisfying relationship, Satisfaction of Bodily desires, Ability to be Productive and Happy, Absence of Tension and Hypersensitivity, Good Mental Health, Clear-cut Philosophy, Realistic perception, Clear Life Goal.

CONCEPT OF TEACHER ATTITUDE

Attitude is considered an important factor In the teaching-learning process. So, the study of attitudes and their measurement, change in attitudes and their relationship with other variables has been a very important area of

research in social and educational psychology. The perception of objects and choice of friends, selection of information and such other behaviours of human beings are also determined by the attitudes.

"Attitudes have been held responsible for some of goods deeds and virtually all of the evils of mankind"

(Himmelfarb and Eagly, 1974)

Importance of attitudes was formally recognized in the early period of social psychology. Thomas and Zaniecki (1918) defined social psychology as "the scientific study of attitudes". Allport (1954) viewed the attitude as "the most distinctive and indispensable concept in contemporary American Social psychology".

The history of the study of attitudes indicates that during the 1920's and upto the World War II research on attitudes was largely concerned with the definition of the attitude and its measurement. Attempts during this period were also made to study the attitude change. It was after this period that educationists also started taking keen interest in the study of attitudes of teachers towards teaching, pupils, schools and administration etc.

Attitude can be defined in conceptual and operational terms. Both, however, are intimately related to each other. The conceptual definition of construct refers to its meaning within an abstract theoretical system. A theory is generally needed to link a concept to its various operations whereas in an operational definition, a concept is defined in terms of a sort of operations such as designing, administration and scoring of an opinion questionnaire.

JOB SATISFACTION:

There could be anyone or more than one source of job stress but It is certain that the job satisfaction reduces or increases the job stress. In the stress-satisfaction relationship we find that pressure can contribute to the feeling of satisfaction. In the same way, job satisfaction may contribute to job stress, either by acting as a balance to alleviate or even to accentuate it.

As the job satisfaction is the favorableness with which employees view their work. It results when there is a fit between job characteristics and the wants of employee rather it can be more accurately interpreted in terms of the general emotional terms of employees.

On the basis of his study Hoppock (1960) has suggested the following six main components of job satisfaction:

1. The way the individual reacts to unpleasant situations.
2. The facility with which he adjusts himself to other person.
3. His relative status in the social and economic group with which he identifies himself.
4. The nature of work in relation to abilities, interests and preparation of the worker.
5. Security.
6. Loyalty.

These are the genuine factors which contribute to job satisfaction in a major way. In fact, job satisfaction is correlated with the emotional adjustment of the person and those who are emotionally unstable, not only face difficulty adjusting themselves in social and personal life but also to the job and hence become dissatisfied with it.

The relationship between man and his work has long attracted the attention of philosophers, scientists and novelists. Since the subject of discussion is the work, man's motivation, adjustment, it is necessary to give some initial attention to the meaning of their term.

It is not essential that a popular teacher among his or her students is also a good or competent teacher, but a competent teacher is one whose students have better knowledge about the subject matter.

The effective teaching of a teacher plays an important role in making him or her a competent teacher. The schools having good and effective teachers can succeed in reshaping the country.

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