



## **IMPACT OF SELECTED VARIABLES ON THE JOB SATISFACTION AND ATTITUDE TO ORGANIZATIONAL CLIMATE OF B.ED TRAINING COLLEGE PHYSICAL EDUCATION TEACHERS AFTER COVID 19 PANDEMIC- AN ANALYSIS**

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### **Abstract**

The study's objective is to ascertain how specific factors affect the attitudes of B.ED. College physical education teachers employed by Kerala's Calicut University toward the work environment and job satisfaction after Covid 19 Pandemic. 42 Physical Education teachers were provided with the instruments of job satisfaction and attitude toward organizational climate for this reason. The gender, education level, income, and mode of appointment were chosen as the independent factors. The sample was found to have a poor degree of job satisfaction and an unfavorable opinion toward their organizational climate after the data had undergone statistical analysis. Additionally, it was discovered that job satisfaction and attitude toward organizational climate are positively correlated. This study shows that the dependent variables for both of the examined independent variables are significantly influenced by wealth, education, gender, and manner of appointment.

**Key words:** Job satisfaction, attitude towards organizational climate, Covid 19 pandemic

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## INTRODUCTION

There is no question about the significance of a teacher as a builder of our future generations. In fact, an ideal teacher's peak performance is what causes a beneficial shift in his students' general behavior and academic progress. The future growth of the student, the country, and humanity is in the teacher's hands. The theory and practice of physical education are accorded the same priority in the B.Ed curriculum as they are in the teacher training colleges' curricula in Kerala. The curriculum offers accurate information about the purpose, range, goals, and objectives of physical education so that students may grasp the fundamental idea of the topic variables.

Without a cadre of capable and content teachers, it is obvious that we cannot expect success. A key requirement for any successful teaching and learning process is job satisfaction. It is a complicated phenomenon with numerous societal, institutional, and human components. The teachers will be able to accomplish the educational goals outlined in the curriculum if they experience an acceptable level of job satisfaction. Currently, physical education teachers in B.Ed. training institutes deal with a variety of working settings and management styles, including hiring practices, pay, infrastructure, input from various sectors, and motivational strategies. The phrase "organizational climate" refers to the character of an organization that can be assessed based on how its staff members view its working environments, interpersonal dynamics, physical amenities, etc. In light of this context, it is deemed vital to carry out research into the variables that affect physical

education instructors' attitudes toward their workplace's culture and their level of job satisfaction. Only Calicut University was allowed to participate in the study.

Physical education is one of the area's most affected by the Covid-19 pandemic. Physical education teachers in it. Many physical education teachers lost their jobs during the covid pandemic. Physical education teachers experienced more difficulties than other teachers.

## METHOD OF STUDY

The study would employ survey methods. The investigator has created a scale to assess instructors' job satisfaction in order to fulfill the study's objectives. 68 statements on the scale addressed the nature of the work, salary, job stability, feedback, freedom, and relationships with coworkers. To determine the attitude toward organisational climate, the OCDQ-RS, a standardized tool of organizational climate, was employed. It was revised and standardized by Hoy, W. K. et al. in 1991. Anyone scoring 136 or higher on the job satisfaction scale is considered to have a high level of job satisfaction, and anyone scoring 68 or higher on the OCDQ is considered to have a positive attitude toward their work environment. Randomly chosen, a sample of 42 physical education teachers employed by unaided B.Ed. colleges at Calicut University were provided the two instruments. The SPSS package was used to statistically analyse the data that was obtained. The information covered a variety of topics, including gender, earnings, method of appointment, education, level of job satisfaction, and attitude toward corporate climate.

## ANALYSIS OF DATA AND RESULTS

**Table-I** Job Satisfaction Scores' Mean And Standard Deviations

SL. No	Categories	Sub-samples	N	Means	S.D
1	Gender	Male	36	122.81	10.64
		Female	6	134.33	2.80
2	Qualification	M.P.Ed	20	122.35	10.52
		M.P.Ed , M.Phil	12	132.08	8.31
		M.P.Ed, M.Phil & others	10	119.50	9.35
3	Monthly Income	Below Rs.5000/-	27	120.11	9.62
		Rs. 5000-10,000/-	12	130.08	7.05
		Above 10,000/-	3	141.0	3.0
4	Mode of Appointment	Part-time	35	121.92	9.28
		Full-time	7	139.67	3.14
Entire Sample			42	124.45	10.69

According to Table-estimated I's mean score, the overall sample's level of job satisfaction is lower than the midpoint of 136. Thus, it can be stated that

overall job satisfaction among Physical Education teachers at Calicut University's B.Ed. Training college is low. It should be highlighted that within

the subsample, highly qualified instructors with M.P.ED, M.Phil., and other degrees or diplomas have the lowest level of job satisfaction, compared to those with incomes over Rs. 10,000. Only two

of the subsamples, full-time teachers and teachers with incomes over Rs. 10,000, report having a very high degree of job satisfaction.

**Table 2.** Scores Of Attitude Toward Organizational Have A Mean And Standard Deviation. Climate

SL.No	Categories	Sub-samples	N	Means	S.D
1	Gender	Male	36	60.83	8.51
		Female	6	70.17	1.47
2	Qualification	M.P.Ed	20	60.45	9.06
		M.P.Ed with M.Phil	12	68.75	6.77
		M.P.Ed, M.Phil with other Diploma/Degrees	10	57.70	4.14
3	Monthly Income	Below Rs.5000/-	27	58.41	7.23
		Between 5000-10,000/-	12	67.00	5.36
		Above 10,000/-	3	76.67	1.15
4	Mode of Appointment	Part-time	36	59.97	7.09
		Full-time	6	75.33	2.07
	Entire Sample		42	62.17	8.55

Table 2, demonstrates that the calculated mean score (62.m) is lower than the OCDQ's mid score (68), and it can be concluded that, with the exception of four sub samples, physical education teachers at Calicut University's B.Ed. Training college have a negative attitude toward their organisational climate (70.17) 2) M.P.Ed. and

M.Phil. teachers (68.75) three) Teachers making more than \$10,000 (\$76.67); and four) Teachers working full-time (75.33). The group with higher incomes had the most positive attitudes, whereas the group with lower incomes had the most negative attitudes.

**Table-3 'T' Test For Job Satisfaction And Gender**

VARIABLE OF THE STUDY	'N'	VALUE OF MEAN	Standard Deviation	'T' RATIO VALUE	D.F	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Male	36	122.81	10.64	2.615	40	Significant
Female	6	134.33	2.80			

The't' value is found to be 2.615, which is significant at the 0.05 level. The resulting t value exceeds the 0.05 threshold t value by a large margin. Because there is a significant difference in

the job happiness of male and female teachers, it can be assumed that gender influences the sample's job satisfaction.

**Table-4 'T' Test For Job Satisfaction And Mode Of Appointment**

VARIABLE OF THE STUDY	'N'	VALUE OF MEAN	Standard Deviation	'T' RATIO VALUE	D.F	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Part time	36	121.92	9.28	4.60	40	Significant

The acquired 't' value exceeds the 't' value at the 0.05 level, indicating that the method of

appointment affects job satisfaction. The 't' value is found to be 4.60, which at that level is significant.

**Table-5 'T' Test For Attitude Towards Organization Climate And Gender**

VARIABLE OF THE STUDY	'N'	VALUE OF MEAN	Standard Deviation	'T' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Male	36	60.83	8.51	2.65	Significant
Female	6	70.17	1.47		

It is found that the "t" value, which is significant at the 0.05 level, is the Th2.65. In comparison to the calculated "t" value at the 0.05 level, the calculated

"t" value is higher. The conclusion that attitudes regarding workplace surroundings are influenced by gender is reached as a result of the apparent

disparities in attitudes between male and female teachers.

**Table-6 'T' Test For Attitude Towards Organization Climate And Mode Of Appointment**

VARIABLE OF THE STUDY	'N'	VALUE OF MEAN	Standard Deviation	'T' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Part time	36	59.97	7.09	5.22	Significant

The 't' value is discovered to be 5.22, which at the 0.05 threshold is significant. The calculated 't' rate is higher than the calculated 't' rate at the 0.05 level. It demonstrates that there are notable

differences between part-time and full-time instructors' attitudes on the organizational climate, and that these attitudes are influenced by the method of appointment.

**Table-7 One Way Anova For Job Satisfaction And Qualification**

VARIABLE Qualification	N	VALUE OF MEAN	Standard Deviation	'F' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
M.PEd	20	122.35	10.52	2.65	Significant
M.PEd., M.Phil.,	12	132.08	8.31		
M.PEd, M.phil and others	10	119.50	9.35		

The "F" test has been used to see if there is a substantial difference in job satisfaction based on qualification. The F value is found to be 5.516, which is significant at the 0.05 level. The critical ratio is 3.23 at 0.05 level. Given that the computed

F value is higher than the crucial "F" value at the 0.05 level, it may be inferred that qualification affects job satisfaction because it reveals a substantial variation in job satisfaction across subsamples.

**Table-8 One-Way Anova For Job Satisfaction And Income**

VARIABLE Qualification	N	VALUE OF MEAN	Standard Deviation	'F' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Below Rs 5000/-	27	120.11	9.62	11.227	Significant
5,000-10,000	12	130.08	7.05		
Above Rs 10,000	3	141.00	3.00		

The "F" test has been used to examine whether there is a substantial difference in work satisfaction with relation to income.

3.23 at 0.05 level. Because the obtained F value is higher than the necessary "F" value at the 0.05 level, it has been concluded that income has an impact on job satisfaction.

The F Value, which is found to be 11.227, is significant at the 0.05 level. The critical ratio is

**Table-9 One Way Anova For Attitude Towards Organizational Climate And Qualification**

VARIABLE Qualification	N	VALUE OF MEAN	Standard Deviation	'F' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
M.PEd	20	60.45	9.06	6.847	Significant
M.PEd.,M.Phil.,	12	68.75	6.77		
M.PEd, M.phil and others	10	57.70	4.14		

To ascertain whether the organisational climate with regard to qualification differs considerably from attitude, the "F" test has been utilised.

than the important ratio of 3.23. It so reveals a significant attitude difference with regard to qualification and organisational atmosphere.

The 'f' value is found to be 6.847, which is significant at the 0.05 level because it is higher

**Table-10 One Way Anova For Attitude Towards Organizational Climate And Income**

VARIABLE	N	VALUE OF MEAN	Standard Deviation	'F' RATIO VALUE	AT 0.05 LEVEL, LEVEL OF SIGNIFICANCE
Monthly Income					
Below Rs 5000/-	27	58.41	7.30	14.80	Significant
5,000-10,000	12	67.00	5.36		
Above Rs 10,000	3	76.67	1.15		

The "F" test has been used to examine whether there is a significant difference in perception of the organisational environment with reference to revenue. At the 0.05 level, the F Value is found to be 154.80, which is significant because it exceeds the critical ratio, which is 3.23 at that level. The implication is that income has an impact on attitude about organisational climate.

### Correlation Analysis

The Pearson's product moment correlation was used to examine the relationship between attitudes about organisational climate and work satisfaction. The resultant value (0.595) is higher than the table value (0.081) at the 0.01 level, showing that the correlation is significant. Therefore, it is discovered that job satisfaction and the organizational climate of Physical Education teachers working in the B.Ed. Training colleges of Calicut University are positively correlated.

### CONCLUSIONS

According to the results of the inquiry, the following findings were made:

Teachers of physical education in Calicut University's B.Ed. Training institutes exhibit low job satisfaction and a negative attitude regarding the culture of their workplace.

Part-time teachers with incomes under Rs. 5000 and instructors with higher education and degrees besides the M.P.ED and M.Phil were found to have very low levels of job satisfaction.

Part-time teachers, those with low incomes, and people with advanced degrees were shown to have poor organizational climate.

Gender, qualification, salary, and mode of appointment all have an impact on job satisfaction and attitudes toward the work environment.

Job satisfaction and attitude toward organizational climate are positively correlated.

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