**ABSTRACT**

Education is the most powerful and influencing medium of development. Quality of education mostly depends on the teachers and quality of teachers depends on their personal as well the professional quality. Mental health and job satisfaction are two pre-requisites of the teachers. Both of these are most important for the teachers to perform their duties and responsibilities properly. Hence the researcher has attempted to conduct the present study. The objectives of the present study are-1. To study the degree of mental health of male and female primary school teachers. 2. To study the level of job satisfaction of male and female primary school teachers. 3. To find out the difference between male and female primary school teachers with regard to mental health and job satisfaction. 4. To find out the relationship between mental health and job satisfaction of the primary school teachers. The hypotheses are-1. There is no significant difference between male and female primary school teachers with regard to mental health and job satisfaction. 2. There is no significant relationship between mental health and job satisfaction of the primary school teachers. The sample of the present study is 130 (65 male and 65 female) primary school teachers. Stratified random sampling technique has been applied to select the sample teacher. Statistical techniques used in the present study are- $Q_1$, $Q_3$, Simple Percentage, Mean, Standard Deviation, $t$-test and Product Moment Correlation. The present study has revealed that there is no significant difference between male and female teachers with regard to mental health and job satisfaction. So it has been found that male and female teachers are not different in their mental health and job satisfaction. It also has been found that the mental health and job satisfaction of teachers’ both are related to various conditions. The study has concluded that there is significant relationship between mental health and job satisfaction of primary school teachers.

**Keywords:** Mental Health; Job Satisfaction; Primary School Teacher

**INTRODUCTION**

Education is the most powerful medium of development. It is considered as the backbone of a nation. Teachers are the pivot of the all educational institution. They are the builders of nation. The future of a nation and the quality of any educational institution mainly depends on the teachers. Primary education is the first formal stage of education. It is the foundation of the entire educational structure. This stage of education is the main key for improvement of literacy rate as well as quality of life among the people of our country. Quality of the upper stage of education mostly depends on primary education.
Teacher is considered as one of the most important aspects of formal education. Quality of formal education depends on the teachers. Without quality teachers this type of education cannot be successful. So it is necessary to provide attention to improve the quality and effectiveness of the teachers. Along with the various qualities of the teacher, another two most important pre-requisites of teachers are--- a sound mental health and satisfaction in their job. Without a sound mental health and job satisfaction, a teacher cannot be a good and an effective teacher. Therefore it is the responsibility of the school authority as well as the government to provide importance on these two aspects of the teachers.

**Concept of Mental Health**

Mental health which today is recognized as an important aspect of one’s total health status is a basic factor that contributes to the importance of physical health as well as social effectiveness. It is a normal state of well-being, and in the words of Johns, Sutton and Webster, “is a positive but relative quality of life. It is a condition which is characteristic of the average person who meets the demands of life on the basis of his own capacities and limitations.”

Mental health refers to the functioning of a well-integrated personality. It represents the degree of good or normal mental functioning of an individual. According to Hadfield (1952), “Mental health is the full and harmonious functioning of the whole personality.” It is a positive active quality of the individuals’ daily living. This quality of living, manifest in behavior of an individual whose body and mind are working together in the same direction. His thoughts, feelings and actions function harmoniously towards the common end. It means the ability to balance feeling, desires, ambitions and ideals in one’s daily living as well as ability to face and accept the realities of life. It connotes such habits of work and attitudes towards people and things that bring maximum satisfaction and happiness to the individual.

**Mental Health of Teachers**

A mentally healthy teacher plays a vital role in promoting the mental health of school children. If the mental health of the teacher is inadequate, it is bound to affect adversely the mental health of the pupil.

In general meaning, teacher’s mental health stands for his adjustment and motivation with which he functions in the teaching profession. It is an index of his/her identification with the job. In the words of Bernard (1961, P.14), “Mental health for teachers is a state in which they are effective in their work, take satisfaction and pride in the activities they pursue, manifest cheer in the performance of their duties and are human considerate of their co-workers” (S.P.Anand 2009, P. 47).

**Concept of Job Satisfaction**

The term job satisfaction has been used in different ways by different persons. In general, job satisfaction refers to the satisfaction of a worker in his/her work. According to Sinha (1974), “Job satisfaction is an integration of effects for produced by individual perception of fulfilment of his/her needs in relations to his/her work and situation surrounding it.” Job satisfaction is the favourableness or unfavourableness with which employee’s view their work (Brunerberg, 1976). It signifies the amount of agreement between one’s expectations of the job and the rewards to the job provides. Job satisfaction is concerned with a person or a group in the organization.

**Teachers’ Job Satisfaction**

Satisfaction related to the teaching job is regarded as teachers’ job satisfaction. Satisfaction when applied to work context of teaching seems to refer to the extent to which a teacher can meet individual, personal and professional needs as an employee (Strauss, 1974). Teachers’ job satisfaction is related to various conditions.

Sharma and Jeevan Jyoti (2006), observed that the aspects like—principal’s behavior, society and colleagues behavior, work itself, pay and rewards, growth opportunities and recognition and students behavior play a role in job satisfaction of teachers. Ololube revealed that teacher related sources of job
satisfaction seem to have a greater impact on teaching performance as teacher. Mistry (2010) found positive relationship between job satisfaction and mental health awareness of teachers. Maharajan (2012), observed that there is a positive association between work motivation and job satisfaction of teachers.

BACKGROUND OF THE STUDY

Education and more particularly primary education is a major aspect that affects socio-economic development of a country at its grass-root level. Illiteracy and ignorance of the people are the root cause of all the socio-economic problems of the country. So the government of India had deeply realized the necessity of making primary education as free and compulsory to make it universal. In the year 1950, when the constitution of India came into force, the significant Article 45 was included. Article 45 of the Directive Principles of the State Policy lays down – “The State shall endeavour to provide within a period of ten years from the commencement of this constitution, for free and compulsory education for all children until they complete the age of fourteen years.” But unfortunately the goal of making primary education as free and compulsory is not achieved till now.

In the last two decades of the 20th century and at the beginning of the 21st century, certain concrete steps had been initiated to improve the quality and quantity of primary education in the country. They were Operation Black Board (OBB) Programme and District Institute of Education and Training (DIET) according to the decision of the National Education Policy of 1986. District Primary Education Programme (DPEP) was undertaken by the central government in 1994 and it was followed by Sarva Shiksha Abhiyan (SSA) in 2002. Major objective of all these attempts was to give satisfactory state of affair to the system of primary education as well as to make it universal. But all these attempts fail to achieve the goal.

Lastly, Right to Education Act 2009 was passed for making primary education as free and compulsory throughout the whole country. The Act has come into force from April 1, 2010. According to this act every child in the age group of 6-14 years will be provided 8 years of elementary education in an age appropriate classroom in the vicinity of his/her neighbourhood.

To make the above mentioned attempts successful in regard of primary education there are many factors which are very important. Among them one of the most important factors in education is the teacher. The keystone in the educational edifice is doubtlessly the teacher. On him depends much more than any other, the progress and prosperity of the children. Teacher may be considered as the ‘heart and soul’ of the institution. Nobody can take his place.

It is true that every teacher cannot be a successful and good teacher. The teachers should have some specific educational qualities to be a teacher in the real sense. Along with the other qualities he should have a sound mental health and job satisfaction. These are the most important pre-requisites for any successful teacher. A mentally healthy teacher may perform his duties and responsibilities properly. A sound mental health helps the teacher to adjust with the students as well as to the teaching-learning situation. As the teacher is the mother, father, God to a child in the institution he/she should nurse them with utmost care and patients. ‘Schools are the nurseries of the Nation’ and ‘teachers are the Architects of the future’. Therefore to be a good architect the teachers should have a good mental health and they should be satisfied in their job.

SIGNIFICANCE OF THE STUDY

A good mental health and job satisfaction are important pre-requisites for the effective functioning of the teachers. Primary school teachers lay the foundation of education of the children. It is they who not only teach but also mould the character and personality of the children. Therefore they should have a sound mental health and should get satisfaction in their job. In recent time it is seen that school teachers are being engaged in different social and governmental activities like census, election etc. and various other activities. The Sarva Shiksha Abhiyan has entrusted many new responsibilities on them. In this context it is pertinent to examine the mental health and job satisfaction of the primary school teachers.
teachers. Because if they will not have good mental health and job satisfaction, it will have negative effect on their work, which will subsequently affect the students they teach.

A large number of studies have been conducted on mental health and job satisfaction in international and national level. Different investigators revealed various results on different aspects of job satisfaction.

The survey of related research has shown that only a very few studies have been conducted on job satisfaction of primary school teachers in Assam, although a good number of studies are reported in international and national level on the various dimensions. No significant study is reported in Assam on the mental health and job satisfaction of primary school teachers. Therefore the present study is designed to assess the mental health and job satisfaction of primary school teachers of Bongaigaon district of Assam. The result of the study is expected to throw valuable insight on the mental health and job satisfaction of primary school teachers. As the nation targets universal primary education for all children under Sarva Shiksha Abhiyan (2002), Right to Education ACT (2009), the present study is expected to provide empirical evidence regarding the mental health and job satisfaction of the teachers. Moreover, it will help in the attainment of the goal of making universal primary education through improving the quality of primary education. So the investigator has attempted to conduct the present study.

STATEMENT OF THE PROBLEM

An attempt has been made to study the mental health and job satisfaction of the primary school teachers and as such the study is entitled- “Relationship between Mental Health and Job Satisfaction among Primary School Teachers: A Study with Special Reference to Bongaigaon District of Assam.”

OBJECTIVES OF THE STUDY

The objectives of the present study are as follows:

- To study the degree of mental health of male and female primary school teachers.
- To study the level of job satisfaction of male and female primary school teachers.
- To find out the difference between male and female primary school teachers with regard to mental health and job satisfaction.
- To find out the relationship between mental health and job satisfaction of the primary school teachers.

HYPOTHESES OF THE STUDY

The following hypotheses are formulated for the present study:

1. There is no significant difference between male and female primary school teachers with regard to mental health and job satisfaction.
2. There is no significant relationship between mental health and job satisfaction of the primary school teachers.

Definition of the Terms

Mental Health: - Mental health refers to the functioning of a well-integrated personality. It represents the degree of good or normal functioning of an individual’s daily life. J. A. Hadfield has defined, “Mental health is the full and harmonious functioning of the whole personality.”

Job Satisfaction: - Job Satisfaction refers to the satisfaction of a worker in his/her work. It is an employee’s judgment of his/her own satisfaction of physical, psychological and social needs in his/her job. Job satisfaction is the favourableness or unfavourableness with which employee’s view their work
(Brunerberg, 1976). It signifies the amount of agreement between one’s expectations of the job and the rewards to the job provides. Job satisfaction is concerned with a person or a group in the organization.

**Primary school Teachers:** Primary school teachers refer to the teachers who are engaged in educating the children of class I to class V in the present study.

**DELIMITATION OF THE STUDY**

The present study is delimited to the lower primary school teachers and it only covers two blocks out of four educational blocks of Bongaigaon District.

**METHODOLOGY OF THE STUDY**

In the present study the descriptive survey method is applied. The primary school teachers of Bongaigaon District are the population of the study.

**Sample**

The sample size of the study is 130 (65 male and 65 female) primary school teachers selected from various categories of school, such as government/private, rural/urban. The stratified random sampling technique has been followed in selecting the sample teachers from each primary school.

**Tools**

In the present study the following tools are used to collect the data:

1. RCE Mental Health Scale developed by S.P. Anand (Former Professor in Education, NCERT). Test-retest and split-half reliability are .88 and .79 respectively.
2. A Job Satisfaction Scale developed by the investigator. The reliability of the Job-Satisfaction Scale is .86 and validity is .93.

**Statistical techniques**

The statistical techniques used by the investigator in the present study are- Simple Percentage, Mean, Standard Deviation, Q₁, Q₃, t-test and Product Moment Correlation.

**ANALYSIS AND INTERPRETATION**

**Objective-1** To study the degree of mental health of male and female primary school teachers

<table>
<thead>
<tr>
<th>Variable</th>
<th>Sex</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>Q₁</th>
<th>Q₃</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health</td>
<td>Male</td>
<td>65</td>
<td>162.09</td>
<td>26.33</td>
<td>149.07</td>
<td>178.55</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>65</td>
<td>168.48</td>
<td>24.33</td>
<td>154.24</td>
<td>183.46</td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>Male</td>
<td>65</td>
<td>107.25</td>
<td>20.13</td>
<td>95.54</td>
<td>120.44</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>65</td>
<td>108.28</td>
<td>18.45</td>
<td>106.00</td>
<td>119.38</td>
</tr>
</tbody>
</table>

**Observation**

From the above table it has been found that the value of Mean of mental health of male teachers is 162.09, Standard Deviation is 26.33 and Q₁=149.07and Q₃=178.55. On the other hand the value of Mean of mental health of female teachers is 168.48, Standard Deviation is 24.33, Q₁=154.24 and Q₃=183.46. From these values it has been found that the value of mean of female teachers is higher than the male teachers in the field of mental health.

The table also has shown that the Mean value of job satisfaction of male teachers is 107.25, Standard Deviation is 20.13, Q₁=95.54 and Q₃=120.44. On the other hand the Mean value of job satisfaction of female teachers is 108.28, Standard Deviation is 18.45, Q₁=106.00 and Q₃=119.38. It has been observed that the mean value of job satisfaction of the female teachers is higher than the male teachers.
Table 2. Percentage Distribution of Mental Health of Male and Female Teachers

<table>
<thead>
<tr>
<th>Degree of Mental Health</th>
<th>Total No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Very Good</td>
<td>14</td>
<td>17</td>
</tr>
<tr>
<td>Good</td>
<td>32</td>
<td>29</td>
</tr>
<tr>
<td>Poor</td>
<td>19</td>
<td>12</td>
</tr>
</tbody>
</table>

Observation

Table-2 has shown that 21.54% male teachers have very good mental health, 49.23% male teachers have good mental health and 29.23% male teachers have poor mental health. Hence it may be observed that majority of male teachers have good mental health in the primary school in Bongaigaon district of Assam. On the other hand it has been observed that 26.15% female teachers have very good mental health. 44.62% female teachers have good (average) mental health and 18.46% female teachers have poor mental health. On the basis of this table it may be observed that majority of female teachers have good mental health in the primary school in Bongaigaon district of Assam. This percentage distribution is plotted by histogram in figure-1.

Figure 1.

From the figure-1, it is cleared that the number of female teachers who have very good mental health is higher than the male teachers. But the number of male teachers who have average good mental health is higher than the female teachers.

Objective-2 To study the level of job satisfaction of male and female primary school teachers

Table 3. Percentage Distribution of Job Satisfaction of Male and Female Teachers

<table>
<thead>
<tr>
<th>Level of Job Satisfaction</th>
<th>Total No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Highly Satisfied</td>
<td>17</td>
<td>16</td>
</tr>
<tr>
<td>Satisfied</td>
<td>29</td>
<td>26</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>19</td>
<td>23</td>
</tr>
</tbody>
</table>

Observation

Table-3 has shown that 26.15% male teachers are highly satisfied, 44.62% male teachers are satisfied and 29.23% male teachers are dissatisfied. On the other hand 24.62% of female teachers are highly satisfied, 40.00% of female teachers are satisfied and 35.38% of female teachers are dissatisfied. This distribution of percentage is shown by histogram in figure-2.
Figure 2

Figure-2, has shown that the rate of percentage of very satisfied and average satisfied male teachers is higher than the female teachers. On the other hand the number of dissatisfied female teachers is higher than the male teachers.

Table 4. Mental Health of overall Male and Female Teachers

<table>
<thead>
<tr>
<th>Degree of Mental Health</th>
<th>Total Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Good</td>
<td>31 (14+17)</td>
<td>23.85%</td>
</tr>
<tr>
<td>Good</td>
<td>61 (32+29)</td>
<td>46.92%</td>
</tr>
<tr>
<td>Poor</td>
<td>31 (19+12)</td>
<td>23.85%</td>
</tr>
</tbody>
</table>

Observation

From table-4, it has been found that among 130 primary school teachers 23.85% have very good, 46.92% have good (average) and 23.85% have poor mental health. So it may be said that 24% of primary school teachers have not good mental health in Bongaigaon district. The percentage wise distribution has been shown by pie diagram in Figure-3.

Figure 3.

Figure-3, has clearly shown that the number of teachers who have average good mental health is higher than the other two categories (very good and poor). The numbers of teachers who have very good and poor mental health both are equal.
Table 5. Job Satisfaction of overall Male and Female Teachers

<table>
<thead>
<tr>
<th>Level of Job Satisfaction</th>
<th>Total Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Satisfied</td>
<td>33 (17+16)</td>
<td>25.38%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>55 (29+26)</td>
<td>42.31%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>42 (19+23)</td>
<td>32.31%</td>
</tr>
</tbody>
</table>

Observation

From table-5, it has been observed that among 130 (male and female) primary school teachers 25.38% are highly satisfied, 42.31% are satisfied (average) and 32.31% are dissatisfied. Therefore it has been revealed that a large number of primary school teachers are not satisfied in Bongaigaon district. The distribution of percentage for the levels of job satisfaction has been shown in Figure-4.

Figure 4. Graphical Representation of the Level of Job Satisfaction of overall Teachers

From figure-4, it has been found that the number of teachers who have average satisfaction is higher than the number of highly satisfied and dissatisfied teachers. The figure has also shown that the number of dissatisfied teacher is higher than the highly satisfied teachers.

Objective-3 To find out the difference between male and female primary school teachers with regard to mental health and job satisfaction

H₀: There is no significant difference between male and female primary school teachers with regard to mental health and job satisfaction.

Table 6. ‘t’ value of Mental Health and Job Satisfaction of Male and Female Teachers

<table>
<thead>
<tr>
<th>Variable</th>
<th>Sex</th>
<th>t value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health</td>
<td>Male</td>
<td>-1.44</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>Male</td>
<td>-.30</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td></td>
</tr>
</tbody>
</table>

Interpretation

Table-6 has shown that the t value of mental health of male and female teachers is -1.44. On the other hand the t value of job satisfaction of male and female teachers is -.30. Both these values are smaller than the table values at 5% and 1% level of significance (table value -1.96 at 5% level of significance and 2.58 at 1% level of significance). On the basis of the obtained t values the null hypothesis can be
accepted and it can be said that there is no significant difference between male and female teachers with regard to mental health and job satisfaction.

**Objective-4** To find out the relationship between mental health and job satisfaction of the primary school teachers

**H₀**: There is no any significant relationship between mental health and job satisfaction of the primary school teachers.

**Table 7. Correlation between Mental Health and Job Satisfaction**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Product moment coefficient of correlation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental health</td>
<td>.39**</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** ** Correlation is significant at the 0.01 level.

**Interpretation**

Table-7 has shown that the correlation between mental health and job satisfaction is .39 which is significant at the 0.01 level. So it is safe to interpret that there is positive relationship between mental health and job satisfaction. Therefore the null hypothesis can be rejected and it can be concluded that there is significant relationship between mental health and job satisfaction of teachers.

**MAJOR FINDINGS**

**Findings related to objective-1.**

On the basis of objective-1, it has been found that 21.54% male teachers have very good mental health, 49.23% male teachers have good (average) mental health and 29.23% male teachers have poor mental health. It has also been found that 26.15% female teachers have very good mental health, 44.62% female teachers have good (average) mental health and 18.46% female teachers have poor mental health. Hence it is observed that majority of teachers (both male and female) have good mental health in the primary school in Bongaigaon district of Assam. But in the present study it has been found that 29.23% of male teachers and 18.46% of female teachers have poor mental health.

**Findings related to objective-2.**

On the basis of objective-2, it has been found that 26.15% of male teachers are highly satisfied, 44.62% of male teachers are satisfied and 29.23% of male teachers are dissatisfied. On the other hand 24.62% of female teachers are highly satisfied, 40.00% of female teachers are satisfied and 35.38% of female teachers are dissatisfied. So it may be said that majority of teachers are satisfied in their job. But 29.23% of male teachers and 35.38% of female teachers are not satisfied in their job. It has been also found that the number of male teacher is higher than female teacher in case of their job satisfaction. From the above table it has been also observed that the number of dissatisfied female teacher is higher than the male teacher.

**Findings related to objective-3.**

For objective-3, it has been found that there is no significant difference between male and female teachers with regard to mental health and job satisfaction. So it is revealed that male and female teachers are not different in their mental health and job satisfaction.

**Findings related to objective-4**

According to objective-4, it has been found that there is positive correlation between mental health and job satisfaction. Hence it can be concluded that there is significant relationship between mental health and job satisfaction of primary school teachers.
OVERALL FINDINGS

In the present study it has been found that the values of Mean of mental health of male and female teachers are 162.09 and 168.48 respectively. From the obtained values it has been found that the mean value of mental health of female teachers is higher than the male teachers. Moreover the mean values of job satisfaction of male and female teachers are 107.25 and 108.28. It has been observed that the mean value of job satisfaction of the female teachers is higher than the male teachers. It has been also found that overall 23.85% primary school teachers do not have good mental health in Bongaigaon district. Moreover 32.31% primary school teachers do not have satisfaction in their job. The teachers’ dissatisfaction is related with the conditions- poor material condition of school, poor relationship with the head of the school, difficulties of transportation, difficulties in midday meal, defects of management (especially in private school), improper ratio of teacher and pupil, illiteracy of parents/guardians of the pupil, insufficient number of teacher in rural areas, irregular attendance of teacher/pupil. Moreover the study also revealed that there is a positive relationship between mental health and job satisfaction of the teachers.

CONCLUSION

Mental health and job satisfaction are the two important aspects of the teachers. Both these aspects are interrelated. A teacher who has a sound mental health may be satisfied in his/her job and a teacher who is satisfied in the job may have a sound mental health. When these two aspects are found among the teachers, then they will be able to perform their duties and responsibilities properly. Moreover the quality of education also will be improved. So all the teachers should be mentally healthy and they should be satisfied in their job.

In the present study, a positive relationship has been found between mental health and job satisfaction. But some teachers are not mentally healthy and not satisfied in their job. Therefore the quality of primary education is also not satisfactory in Bongaigaon district. Unless all the teachers are mentally healthy and satisfied in their job, the quality of education may not be expected. So importance should be given on the mental health and job satisfaction of the teachers and necessary provisions should be made for creating a sound environment for sound mental health and job satisfaction of teachers. For the improvement of the mental health and job satisfaction of the teachers, the school authority and government should take some necessary measures, such as- improvement of the material condition and means of communication, appointment of teachers according to the number of pupil, removal of adult illiteracy, alternative measures for midday meal, appointment of sufficient number of teacher and providing some special facilities in the rural areas, provision for regular attendance of teacher/pupil. Moreover the head of the school should try to create a sound environment by keeping a good relationship with the other teachers.

REFERENCES


