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A Study of Job Satisfaction of Rural and Urban Teachers in Relation to Their Personality and Sense of Humor

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Abstract

To get a job is the utmost priority of one's life, mere getting of job will not fulfil this purpose but to achieve satisfaction in their respective jobs is important as dissatisfaction in job arena will make one's personal life unstable. Whole lot of factors will affect one's job satisfaction one way or the other but in the specified research paper, the investigator has taken two variables i.e. Personality & Sense of Humor of rural and urban teachers that can affect Job Satisfaction. Here the investigator has taken the sample size of 600 private senior secondary school teachers of rohtak, sonipat and jhajjar districts on which two statistical techniques are applied i.e. correlation & regression analysis. Correlation stated that both independent variables i.e. personality, sense of humor has positive and significant correlation with job satisfaction along with significant role existed of both independent variables in predicting dependent variable in overall sample, rural teachers and insignificant in urban teachers.

Keywords: Job Satisfaction, Personality, Sense of Humor, Rural Teachers & Urban Teachers.

Introduction

Job Satisfaction

As work involves an enormous piece of the accessible time of the grown-ups and it for all intents and purposes influences all the facets of the lifespan and provide various benefits like monetary returns, job security, a sense of achievement etc. So, in order to reap these respective benefits for them and paved the way for institution or company's growth, job satisfaction is one of the practices that is used to persuade personnel to toil harder. The concept, "Job Satisfaction" not only contributed towards professional growth of the employees and employers but it also impacts the general life of them. Thus, in order to have contented and happy human being along with satisfied employees, one should highlight the conceptual framework of Job Satisfaction, factors influencing it etc.

* Armstrong (2006): Job Satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction."

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Factors Influencing Job Satisfaction



<ul style="list-style-type: none"> Wages & salaries Promotion possibilities Company approaches Rewards for good job done Regular and timely feedback provided Timely arrangement of orientation programs for new employees Encouraging team spirit etc. 	<ul style="list-style-type: none"> Supervision and attitude of supervisor Work group Working conditions Relationship between supervisors and subordinates Availability of working equipment's at all times Availability of effective human resource structure Lessen out of the community stress in the organisation etc. 	<ul style="list-style-type: none"> Opportunities in job Diversity of work Self-sufficiency and liberty Role vagueness and job strife Thought-provoking and challenging work Recognition of work Current opportunities available with employees Importance and meaningfulness of the task etc. 	<ul style="list-style-type: none"> Age & status Tenure Personality Job security High self-worth of the employee Mood and emotions at work Expectancy from job environment & job itself Educational qualifications Work life balance practices etc.
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Personality

* As Larsen & Buss (2005) has rightly said, "Personality is a set of psychological traits and mechanisms within the individual that are organized and relatively enduring and that influence his or her interactions with, and adaptations to the intrapsychic, physical and social environments."

* Gerald (2009): Personality is defined as the characteristic set of behaviours, cognitions and emotional patterns that evolve from biological and environmental factors."

Determinants Of Personality

(a) Biological Factors/ Determinants

- This is primarily determined by heredity.

(b) Environmental Factors or Socio-Cultural Determinants

- It included all those factors that surround the person.

Biological Factors/ Determinants (Heredity)

- Physique and Personality
- Intelligence
- Sex Differences
- Nervous System etc.

Environmental Factors	
Family Factors	Environmental Factors
<ul style="list-style-type: none"> Discipline in the Family Number of Children Position of the Child Value placed on the Sex of the Child Step-Parents Nuclear or Joint Family Parents Ambitions and Interests Economic, Political, Religious and Social Status of the Family. 	<ul style="list-style-type: none"> Neighbourhood Peer Group School Environment Cultural Environment Social Environment Political Environment

Sense of Humor

It is determined as a personality trait which an individual possesses that helps one to be cheerful, not take anything so

seriously and laugh at and in every circumstance.

* As Bahadori Khosroshahi & Khanjani (2011) has stated that Sense of Humor is a significant factor which is realized in various behaviors, experiences, emotions, feedback and abilities related to entertainment and being able to laugh and to make people laugh."

Strategies For Using Humor in Classroom

As highlighted above, humor is one of the essential ingredients to be included in the workplace but its importance increases even more than we take into consideration the teaching-learning environment in the classroom. Following are the humor strategies one can use -

- Add entertaining things to tests, schoolwork or class assignments.
- Laugh at yourself or make fun of yourself.
- Keep a bulletin board in your teaching-learning area, search for humor cites, post them and furthermore support pupils for the equivalent.
- Begin your class with some funny anecdote about the subject matter or from your own life to spark humor in the classroom that will initiate student's interests, raise expectations, reduces anxiety and create a more positive and relaxed learning environment.
- If some upsetting circumstance emerges in your group, at that point use humor to "break the ice", if your pupils have some contention, use humor to settle the circumstance.
- When your pupils are accomplishing some venture work or causing introduction, to urge them to utilize humor in it.
- Wear t-shirt with hilarious, however subject situated substance.
- Use funny font.
- Use funny videos.
- Use big googles to emphasize something, something that is important as it will help students to remember your look and connect content to your expression.

So, these are some ways or strategies by which a teacher can infuse a sense of humor in the teaching-learning environment.

Review of Related Literature

- Ismail, A., & Abd Razak, M.R. (2016) investigated the relation of job satisfaction (intrinsic & extrinsic) with job motivation. Data collection was done from Malaysian Fire & Rescue Department in which employee's self-report was collected by survey technique. Three findings gained through Smart PLS Path Model- 1) job satisfaction has significant correlation with job motivation. 2) job motivation has significant correlation with intrinsic satisfaction. 3) job motivation has significant correlation with extrinsic satisfaction. These findings helped the administrators to understand that provision of adequate intrinsic & extrinsic satisfaction will pave the way for higher job motivation. Baser, M.U., & Ozel, A. (2013) determined the job satisfaction level of principals of primary schools. The independent variables included under this study were sex, age, seniority, time on management task, educational level, skilled union member & school location (city, county or village). Descriptive survey method was used for collecting answers of research questions from 338 principals. Data collection was done through Minnesota Satisfaction Questionnaire & Personal Information Form. Statistics like "t-test & one-way ANOVA" were used for analysing. Results designated that the "overall satisfaction is in the fairly satisfied level (N:198, X=3.64)". 15.15% of the school principals was assigned the highly satisfied level. The group mean of fairly satisfied is 3.83 & its proportion is recognized of 50% of the entire respondents. Further, the mean of little satisfied is 3.03 & its proportion is 31%. "Only 3.54% of the principals articulated some degree of overall job dissatisfaction. In addition to this, results revealed that there exists insignificant difference in the job satisfaction level in respect to sex, age, seniority, time on management task, educational level, skilled union member but significant difference existed in terms of school location". If the principal shifts from city to rural area, his/her job satisfaction tends to decline. The principal's working in city schools have higher job satisfaction in comparison to the one working in county or village. The "least job satisfaction level was found in the one working in village schools". Tok, R.B., & Dupak, S. (2017) investigated the personality traits of secondary school students in Lower Dibang Valley District of Arunachal Pradesh. Normative survey research method was utilized. 210 secondary school students from lower Dibang Valley District of Arunachal Pradesh were taken. Personality Traits Scale developed by R.B. Cattell & Cattell (1968) was applied. For data analyzing, mean, S.D & t-test were used & the outcomes bared that personality traits do not differ in context to sex, location, non-tribal & tribal students. "Mean scores show that male, urban, non-tribal secondary school students have higher personality traits than female, rural & tribal secondary school students of Lower Dibang Valley District of Arunachal Pradesh". Based on these findings, some suggestions were given with great implications for further studies. Malik, U., & Singh, S. (2016) led a study on 600 govt. sr. sec. school teachers of Haryana state for examining the influence of sense of humor on classroom

performance of teachers. In this, classroom performance was taken as dependent variable while sense of humor was taken as independent variable. For selection of sample, "random sampling technique was used. Mean, S.D. & t-test were applied for analyzing. The research showed that significant differences existed between the classroom performance of teachers with respect to sex, location, high & low sense of humor". Khizar, U., Orcullo, D.J.C., & Mustafa, J. (2016) "explored the association of personality traits with job satisfaction of police officers in Punjab, Pakistan". 300 senior police officers were constituted as sample size which were divided on the gender basis. Data collection was done through Survey research method. Personality was measured by "Neo- Five Factor Inventory (NEO-FFI) & Job Satisfaction Survey (JSS) Scale was used for measuring job satisfaction". The findings showed indirect association of "personality traits- neuroticism, openness to experience with job satisfaction, although extraversion, agreeableness & conscientiousness has positive correlation with job satisfaction". **Batool, et. al. (2014)** intended to explore the relation of humor with job satisfaction among 200 bank officers along with the mediational role of self-efficacy in this relation. Sample was framed by applying opportunistic sampling technique employed at 3 different banks. The relation among above 3 variables was measured by mediational path analysis. The arbitrating role of self-efficacy between humor & job satisfaction is found to be insignificant. Humor & perceived self-efficacy have a deceptive adaptive value, support persons in emerging work satisfaction with their work, & assist in managing work associated augmentations & traumatic circumstances.

Statement of the Problem

"A Study of Job Satisfaction of Rural and Urban Teachers in Relation to Their Personality and Sense of Humor."

Operational Definitions of the Key Terms

• Job Satisfaction

"Job Satisfaction is the combination of physiological, mental and environmental conditions that cause an individual reliably to state". "I am satisfied with my job" – Hoppock. In the current investigation, it has been estimated through various viewpoints, i.e. intrinsic & extrinsic aspects of the job: pay, promotional paths & administration situations, physical offices, institutional strategies and arrangements fulfilment with the authorities, fulfilment with societal position & family assistance, compatibility with the pupils and relationship with the colleagues. In it, "Job Satisfaction refers to the scores obtained by senior secondary school teachers in the Job Satisfaction Scale by Madan and Malik (2019)".

• Personality

"Personality is the dynamic organization within the individual of that psychological system that determines his unique adjustment to the environment." According to the current investigation, among the numerous individual contrasts in human psychology & research, there exist common differentiations: two sorts particularly the introversion & the extroversion type. The introvert is one who goes from lively association in the objective world to

an innermost universe of thought and creative mind and maintains a strategic distance from social circumstances, energy and solid incitement. The extrovert then again, is all the more properly regulated by objective information, is responsive instead of reflective. He/she is progressively friendly, additionally cordial and increasingly dynamic. In it, "Personality refers to the scores obtained by senior secondary school teachers in the Introversion-Extroversion Inventory (I.E.T) developed by Aziz and Gupta (2011)".

● Sense of Humor

It is characterized as such a catch of all terms to allude to ongoing individual contrasts in a wide range of conduct, encounters, influences, perspectives and capacities identifying with entertainment, chuckling, facetiousness, etc. In the existing study, "Sense of Humor refers to the scores obtained by senior secondary school teachers in the Teacher Sense of Humor Scale by Malik and Kapoor (2014)".

Objectives of the Study

- To acknowledge correlation of Personality and Sense of Humor with Job Satisfaction of senior secondary school teachers in overall sample, urban & rural teachers.
- To identify the role of Personality and Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in overall sample.
- To identify the role of Personality and Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in urban teachers.
- To identify the role of Personality and Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in rural teachers.

Hypotheses of the Study

- There exists no significant correlation of Personality and Sense of Humor with Job Satisfaction of senior secondary school teachers in overall sample, urban & rural teachers.
- There exists no significant role of Personality and Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in overall sample.
- There exists no significant role of Personality and Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in urban teachers.
- There exists no significant role of Personality and

Sense of Humor in predicting Job Satisfaction of senior secondary school teachers in rural teachers.

Variables Used

● **Dependent Variable**

- Job Satisfaction

● **Independent Variables**

- Personality
- Sense of Humor

Method of the Study - Descriptive Survey Method

Sample - A "Multi-Stage Stratified Random Sampling Technique will be utilized to choose a sample of 600 teachers from Private Senior Secondary Schools of rural & urban areas of Jhajjar, Rohtak and Sonapat districts of Haryana state."

Statistical Techniques Used - Pearson Product Moment Correlation & Regression Analysis.

Tools to be employed

- Job Satisfaction Scale will be constituted and standardized by the investigator with the help of the Supervisor. (Job Satisfaction Scale)
- Introversion-Extroversion Inventory (I.E.I) developed by Aziz and Gupta (2011).
- Teacher Sense of Humor Scale (TSHS) developed by Malik and Kapoor (2014).

Analysis of Data and Interpretation of Results

Concerned Objective

- To acknowledge correlation of personality & sense of humor with job satisfaction of senior secondary school teachers in overall sample, urban & rural teachers.

Concerned Hypothesis

- There exists no significant correlation of personality & sense of humor with job satisfaction of senior secondary school teachers in overall sample, urban & rural teachers.

Correlation Studies of Personality & Sense of Humor with Job Satisfaction

Table 1: Correlation Coefficient (r).

Variables	Personality & Sense of Humor (Independent Variables)		
	Total Urban Teachers (300)	Total Rural Teachers (300)	Overall Sample (600)
Job Satisfaction (Dependent Variable)	0.139*	0.342*	0.212*

0.05 Level of Significance = 0.088 & 0.01 Level of Significance = 0.115 at df (598)

0.05 Level of Significance = 0.113 & 0.01 Level of Significance = 0.148 at df (298)

*Correlation is significant at 0.01 level **Correlation is significant at 0.05 level

As the above table specify, correlation value in overall sample of personality & sense of humor with job satisfaction is 0.212 which is significant at 0.01 level, therefore, null hypothesis is rejected at 0.01 level. Thus, "there exists positive & significant correlation". In urban teachers, correlation value is 0.139 which is significant, so null hypothesis is rejected at 0.01 level. Thus, "there exists positive & significant correlation of personality & sense of humor with job satisfaction". In rural teachers, correlation

value is 0.342 which is significant at 0.01 level. Therefore, null hypothesis is rejected. Thus, "there exists positive & significant correlation of both with job satisfaction".

Regression Analysis

Concerned Objective

- To identify the role of personality & sense of humor in predicting job satisfaction of senior secondary school teachers in overall sample.

Concerned Hypothesis

- There exists no significant role of personality & sense of humor in predicting job satisfaction of senior

secondary school teachers in overall sample.

Table (a) Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.212 ^a	0.045	0.042	14.870

a. Predictor: (Constant) – Personality, Sense of humor

Table (b) ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6225.168	2	3112.584	14.075	0.000
	Residual	132023.897	597	221.146		
	Total	138249.065	599			

0.05 Level of Significance = 3.01 & 0.01 Level of Significance = 4.65 at df 2/597

Table (c) Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	70.541	5.184		13.594	0.000
Personality	0.185	0.054	0.139	3.423	0.001
Sense of Humor	0.115	0.034	0.137	3.373	0.001

From the above regression summary table, it is clear that the total variance in job satisfaction as explained by personality & sense of humor is 4.5% which is known as coefficient of determination. The regression is significant at 0.01 level as F-value is greater than p-value, so, null hypothesis is rejected. Thus, “there exists significant role of both independent variables in predicting dependent variable”. From the coefficient table, if personality goes for increase one unit, job satisfaction will increase by 0.185 units & 0.115 units in case of one unit increase in sense of humor.

Concerned Objective

- To identify the role of personality & sense of humor in predicting job satisfaction in urban teachers.

Concerned Hypothesis

- There exists no significant role of personality & sense of humor in predicting job satisfaction in urban teachers.

Prediction of Job Satisfaction by Personality & Sense of Humor as Predictors in Urban Teachers

Table (a) Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.139 ^a	0.019	0.013	13.677

a. Predictor: (Constant) – Personality, Sense of humor

Table (b) ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1096.924	2	548.462	2.932	0.055
	Residual	55557.993	297	187.064		
	Total	56654.917	299			

0.05 Level of Significance = 3.03 & 0.01 Level of Significance = 4.68 at df 2/297

Table (c) Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	78.651	6.430		12.233	0.000
Personality	-0.002	0.073	-0.002	-0.030	0.976
Sense of Humor	0.102	0.043	0.139	2.388	0.018

Model summary table interpreted that both independent variables contribute only 1.9% variance in job satisfaction. ANOVA table has showed that F-value is less than the p-value, so, null hypothesis is accepted, it means “there exists no significant role of personality & sense of humor in predicting job satisfaction”. The unstandardized B coefficient value shows that one unit increase in personality will decrease job satisfaction by 0.002 units & one unit increase in sense of humor will increase job satisfaction by 0.102 units.

Concerned Objective

- To identify the role of personality & sense of humor in predicting job satisfaction in rural teachers.

Concerned Hypothesis

- There exists no significant role of personality & sense of humor in predicting job satisfaction in rural teachers.

Prediction of Job Satisfaction by Personality & Sense of Humor as Predictors in Rural Teachers

Table (a) Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.342 ^a	0.117	0.111	14.648

a. Predictor: (Constant) – Personality, Sense of humor

Table (b) ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8416.269	2	4208.134	19.611	0.000
	Residual	63729.278	297	214.577		
	Total	72145.547	299			

0.05 Level of Significance = 3.03 & 0.01 Level of Significance = 4.68 at df 2/297

Table (c) Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	57.496	7.641		7.525	0.000
Personality	0.343	0.073	0.260	4.682	0.000
Sense of Humor	0.163	0.050	0.180	3.252	0.001

Above table summaries that personality & sense of humor together contributed 11.7% variance to job satisfaction. In the ANOVA table, the calculated F-value is greater than the p-value, so the null hypothesis is rejected at 0.01 level, so, “there exists significant role of personality & sense of humor in predicting job satisfaction in rural teachers”. The unstandardized B coefficient value in the specified table has shown that one unit increase in personality & sense of humor will resulted into increase in job satisfaction by 0.343 units & 0.163 units respectively.

Findings of the Research Study

- There exists significant & positive correlation of personality & sense of humor with job satisfaction.
- The total variance in job satisfaction as explained by personality & sense of humor is 4.5% which is significant. Further, if personality & sense of humor goes for increase one unit, job satisfaction will increase by 0.185 units & 0.115 units respectively.
- The total variance in job satisfaction as explained by personality & sense of humor is 11.7% in rural

teachers which is significant & 1.9% in urban teachers which is insignificant. Further, if personality goes for increase one unit, job satisfaction will increase by 0.343 units in rural teachers & decreases by 0.002 units in urban teachers. In addition, if sense of humor goes for increase one unit, job satisfaction will increase by 0.163 units in rural teachers & 0.102 units in urban teachers.

Conclusion

The whole research study has stated that by the application of Correlation as a statistical technique positive and significant correlation existed of Personality and Sense of Humor with Job Satisfaction. On the other hand, significant role existed of both variables in predicting Job Satisfaction in Overall Sample & Rural Teachers whereas insignificant in Urban Teachers. Thus, person having extrovert personality along with good sense of humor will have high job satisfaction. This high job satisfaction is more in rural teachers comparatively to urban teachers.

Implications of the Study

- As urban teachers are more satisfied than rural ones, so need arise to provide such working environment to the teachers in rural areas in order to initiate their satisfaction level also.
- Teachers should also build humorous relations with the students to improve their teaching-learning environment and effectiveness of it will also increase their job satisfaction.
- Counsellors should be appointed to diagnose the reasons behind imbalanced personality and to chalk out behavioural changes needed for better teacher's competency and satisfaction in their respective jobs.

Suggestions

- To study certain regional variations, a comparative study of similar type may be carried out.
- Apart from three independent variables used in the present study, other variables can also be explored.
- In this study, only cross-sections like rural/urban that have been investigated, many other cross-sectional comparisons of various other categories like social-economic status, private/government schools etc. may be carried out.
- For strengthening the construct validity of the tools/instruments used, one can do similar study with same variables but with different tools/instruments.

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