



## JOB SATISFACTION AND WORKING CONDITIONS OF TEACHERS WORKING IN SHIKSHAN SEVAK SCHEME OF MAHARASHTRA

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### Abstract

Teacher is a dynamic force of development of society. The Shikshan Sevak Scheme has implemented from year 2000 in Maharashtra, (India) for the recruitment of teachers in Primary, Secondary and Higher Secondary level of education. 'Who are these Shikshan Sevak'? Are they satisfied, while working in this scheme? These and other key concerns are discussed in this study. Different States in India runs some scheme like as Shikshan Sevak Scheme. Such as Contract Based Teachers / Shiksha Karmi etc. These teachers are paid a fixed honorarium, which is much lower than the fulltime teacher's salary. Shikshan Sevak working in formal schools, are required to work as full-time teachers in the school even though they are paid less than such teachers. In present situation government of Maharashtra has changed the name of Shikshan Sevak as 'Shayyak Shikshak, (Parivikshadhin)'. The purpose of the study is to measure the Job Satisfaction and working conditions of these Teachers Working in this Scheme.

**Key Words:** Shikshan Sevak, Job Satisfaction.

### Introduction:

There is a scheme named 'SHIKSHAN SEVAK' is present in Maharashtra State of India for Primary, Secondary and Higher Secondary School System. Shikshan Sevak scheme has started from Year 2000, for primary, secondary and higher secondary school teachers. In this scheme Shikshan Sevak will get honorarium of Rs. 3,000/- for primary, Rs. 4000/- for secondary and Rs.5000/- for higher secondary . In this scheme teachers are called as Shikshan Sevak for first three years. -(Maharashtra Government Resolution, School Education Section no.ESN:1099/ (340/99)/S.E.2 Dated 30<sup>th</sup> October 2000).

There are so many different schemes have been implemented for qualitative and quantitative extension of secondary and higher secondary education by government of Maharashtra. Due to this cause expenditure on secondary and higher secondary education has so increased. Government has thinking to start a new scheme which will option and helpful for all present sachems.

Many states of India have started similar schemes by different names and with some changes ie. Andhra Pradesh-Vidya Volunteers, Bihar-- Nagar Shikshak/Panchayat Shikshak/Prakhand Shikshak, Jammu and Kashmir- Contract teacher/Third teacher, M.P.- Samvida Shikshak, Maharashtra -Shikshan Sevak, Orissa- Shiksha Sahayak, Rajasthan- Shiksha Sahayogi ,U.P. & Uttrakhand -Shiksha Mitra, Chattisgarh -Shiksha karmi etc.

### JOB SATISFACTION:

Job satisfaction is one of the main key issues in psychology and behavioral science. Job or work which is a fundamental part of human life and is a basis of completion of all types of needs such as physical, social, security. Job is not only a means of earning and living but it serves different other functions for an individual.

Job satisfaction can be defined in many different ways. Lock (1976) argues that, job satisfaction means positive or pleasurable job experiences. Spector (1997) has given common facts about job satisfaction such as, job conditions, promotion opportunities, security, nature of work; etc .some factors are also influencing on it, ex. emotion communication, personality, environmental factors etc. Therefore job satisfaction is a multidimensional psychological concept.

Hackman and Oldham (1980), Smith Kendal and Hulin (1969) are stated following facets of job satisfaction:

Autonomy, Work Itself, Task Significance, Working Conditions, Stress Supervision, Skill Identity, Pay, Workload, Feedback, Promotional Opportunities etc.

### OBJECTIVES:

- 1) To study the Job Satisfaction of Teachers Working in Shikshan Sevak Scheme.
- 2) To study working conditions of Shikshan Sevak.

### RESEARCH METHODOLOGY:

Researcher has been used the following research methodology, sampling, tools of data collection keeping in mind above objectives.

1. Researcher has used Descriptive research method for this particular study.
2. The researcher has selected 100 Shikshan Sevak from Sangli District with the help of Purposive sampling method.
3. The researcher has used interview schedule for primary data collection and also used, reference books, journals, Government Resolutions etc. for secondary data collection.

After data collection and analysis of the data the researcher has observed all elements and stated following results in view of objectives of the study.

#### **SHIKSHAN SEVAK:**

“Shikshan Sevak” means a member of base teaching cadre appointed on honorarium and subject to such terms and conditions as specified in the Government Resolution published in [Maharashtra Gazette, Extraordinary, No. 12, Part I- Central Sub-section, dated the 15th February 2007, for eventual appointment as a teacher]. However, the appointment of contract teachers, popularly termed as ‘Shikshan Sevak’, in the education sector at a mass level raises serious question regarding the quality of education. Shikshan Sevak is also paid less. Therefore, in Maharashtra, for primary, secondary and higher secondary schools we have two sets of teachers appointed on ‘regular’ and ‘Shikshan Sevak’ bases. Both are working in the same school and performing the same duties, but they are governed by different service conditions. ‘Who are these Shikshan Sevak?’ Are they satisfied, when working in this scheme? These and other key concerns are discussed in this study.

#### **FINDINGS:**

##### **JOB SATISFACTION:**

Majority (81%) of Teachers haven’t job satisfaction while working in this scheme. They given following some basic reasons behind their unsatisfaction.

- i. Less payment.
- ii. The word used for them ‘SHIKSHAN SEVAK’.
- iii. Working conditions.
- iv. Stress.
- v. Economic problems.
- vi. Migration related problems.

Teachers want some changes in this scheme. In this scheme the word (Shikshan Sevak) make distinction between two teachers.(Regular Teacher and Shikshan Sevak).

#### **WORKING CONDITIONS OF SHIKSHAN SEVAK:**

Teacher when working as a Shikshan Sevak have to follow some terms and conditions in this scheme.

- To communicate with the parents for continuous presenty of students in school.
- To make educational aids mentioned by school curriculum.
- To teach subjects stated by school administration.
- To attend the training workshops organized by government.
- To follow the orders of head master of school and work in the control of him.
- To do continuous evaluation of students.
- To participate in extracurricular activities run by school.

These working conditions are same as to the regular teacher.

#### **Some important changes recently implemented in this scheme are as follows:**

- The name of Shikshan Sevak has been changed as a ‘SAHAYYAK SHIKSHAK (PARIVIKSHADHIN)’.
- Once Shikshan Sevak period in any level is completed, then no need o complete it again, if selected in higher level.
- Salary of Shikshan Sevak has increased at Primary level: Rs.6000/-, Secondary Rs.8000/-Higher Secondary level Rs.9000/.

**Table No. 1:** Increments Of Shikshan Sevak As Per Year.

Level	First Year (Salary per month)	Second Year (Salary per month)	Third Year (Salary per month)
Primary	Rs.6000/.	Rs.6500/.	Rs 7000/.
Secondary	Rs.8000/	Rs.8750/	Rs 9500/
Higher Secondary	Rs.9000/	Rs.10000/	Rs 11000/.

#### **Conclusion and Recommendations:**

Job Satisfaction is very important in every field of working. Teachers working in this scheme haven’t a job satisfaction, not only because of the less salary but also because of

differences between regular teacher and Shikshan Sevak. The scheme is for three years but for every year the concern teacher has to give the increments of at least Rs.500/..every year eg. For primary teacher Rs.500/.,for secondary Rs.750/, for higher secondary

teacher Rs.1000/ every year. So that Primary Teacher will get Rs.6000/.Rs.6500/.and Rs 7000/.Secondary Teacher will get Rs.8000/,Rs.8750/ and Rs 9500/. Higher Secondary will get Rs.9000/,Rs.10000/ & Rs 11000/(Table 1).

Considering the fact the terms and conditions of the leave, medical facilities, and maternity leave at for one month is to be given to the lady teacher working in the scheme. The facilities are there but availing the facilities means extend the period of Shikshan Sevak scheme

The salary of the concern teacher should be continued as on advance base after completion of his Shikshan Sevak period of three years .because it observed that there is delay in the regular salary though each and every document is correct. Evaluation of Shikshan Sevak should base on students achievements and their personal progress.

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