



## A Review About Characteristics And Factors Affecting, Professional Adjustment And Job Satisfaction Of School Teachers

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**Introduction :** Adjustment is not a simple term like adaption is accommodation. It is actually a condition or a state of mind and behavior in which one feels that one's need have are will be gratified those of who can adopt are adjust to all needs of changing conditions can live happily and successfully. The development of a nation depends upon their students and the all over development of a student depends upon his teacher. Only a teacher develops the capacity among the children for adjusting in home, school and society. The teacher should be an integrated individual, skilled in the art and science of human relations and conscious of the wide variety of behavior patterns in the world to which he may have to adjust.

Education is fundamentally a phenomenon of interaction between the student and the teacher. It is said," what the soul is to the body, what the mind is to the men that the teacher is to the school". Teacher to be the real manager of the classroom teaching learning process must have skills, competence, inclination and of course entire satisfaction with the job. The quality of education determines the quality of citizen of a country. The quality of education largely depends upon the quality of teachers.

Teacher's professional adjustment and job satisfaction plays an important role in teaching learning process and if teaching is preferred as the profession it gives the positive effect. The degree of happiness and satisfaction of a teacher drives from the profession depends upon his professional adjustment and job preference. A teacher who is well adjusted can work in a righteous way for self-actualization and for the better development of teaching profession to face the present challenges. All the possible care should be taken to maintain healthy environment of school. The teachers should be recruited to the education system on the basis of their capabilities, so preparing good teachers may ensure quality of education. It is said the teacher who preferred to become a teacher would be having better professional adjustment and his level of job

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satisfaction would be high, which will be reflected in his teaching and if the teacher is satisfied them only all round growth and development of the individual and society is possible. If the teacher is not professionally adjusted he can do an incalculable harm in terms of poor guidance to the student. Hence he cannot do justice to the job assigned to him. Thus there could be a significant relationship among job preference, professional adjustment and job satisfaction.

**Concept Of Adjustment** : Adjusted teachers do much to being about student adjustment and converse is also true”. Like other individual, social economical and emotional factors also affect the teachers because teacher is also a human being. But teacher is different from others because of some responsibilities. He is the person who hold the responsibilities of making the future of human beings under the change. Hence, it is necessary for teacher that he will be fully satisfied from all aspects. When we will be fully satisfied then he will do his work with best talent and then we can say that he is adjusted. Less adjusted teacher is a potential cause of the problem of indiscipline and quality of work suffers but also the development of the personality of the children under his charge is badly hampered, so that it may be stopped from multiplying in size. A less adjusted teacher fail to decide upon any cause of action or accept some ineffective and socially undesirable cause in short his behavior is disturbing to him and to the students. The concept of adjustment is as old as human race on earth systematic emergence of this concept start from Darwin. In those days the concept was purely biological and he used the term adaptation, biologists used the term adaptation for physical demands of the environment but psychologists used the term adjustment for varying condition of social or interpersonal relations in the society. Thus we see that adjustment means reaction to demand and pressure of social environment imposed upon the individual. Though the interaction between ability and situation mean establish and harmony or adjustment with the world around him.

### **Characteristics of well-adjusted teachers**

1. Awareness of his own strength and weaknesses A teacher should know his positive points that increases his ability towards work and his negative points that increases his ability towards work and his negative points also that makes his weak.



2. Respecting him and others A well-adjusted teacher has respect for himself or public and others also then he will be able to get full cooperation of his student and colleagues in the classroom, institution and outside also.
3. Flexibility in behavior He should not be rigid in his attitude or way to his life. He can easily adjust according to his circumstances.
4. A realistic perception of the world He holds a realistic vision and is not given to flight of fancy. He always plans, thinks and act pragmatically.
5. A feeling of ease with his surrounding A well – adjusted teacher feels satisfied with his surroundings. He fits in his home and family when he enters a profession he has a love for it.

**Adjustment and Teaching Profession :** Adjustment plays a important role to determine the success of failure of a person. Our world is a rapidly changing and each change makes new demands of our ability to adopt. The adaptation of an individual to his physical and social environment is considered important for survival. Thus adaptation as a biological concept formulation the base for physiological concept of adjustment. Adjustment in teaching profession is all more important because it helps in maintaining balance between his/her needs and circumstances in which he is teaching. Thus the satisfaction of his desires reflect the behaviour of a person. A well- adjusted person can think clearly ,act confidently, interact effectively with the situations. The future of the children is quite safe in the hand of a well adjusted teacher. On the other hand if a teacher suffers from lack of adjustment he is not only harming himself but doing a great harm to the children under his supervision and to the society at large.

**Factors Affecting Adjustment of Teachers :** The following factors adversely affect the adjustment of teachers as compared with other professionals.

1. Economic Hardships The financial position of the teacher is poor. Most of the teacher can hardly both ends meet. They have limited income. That do not get facilities and benefits like free medical aid, free education of children, concessional tickets for travel etc. Their economic status does not allow them to participate in the general stream of



social life. This gives rise to feeling of frustration which effects adversely the adjustment of teachers.

2. **Low Social Status** The teachers socio-economies status is very low. The teacher enjoys no recognition and status in the society. He suffers from poverty, neglect, indifference and insecurity. The society is not prepared to accept him as on honorable citizen. He occupies the back seat in social hierarchy. It develops the feeling of inferiority in the teacher, which impairs his adjustment.
3. **Too Much of work** The teachers generally have a heavy workload in the school. Sometime they have to teach thirty-six periods per week in addition to regular periods. They also have to take extra periods when some member of staff is on leave. The organization of co-curricular activities puts added pressure on the teachers. This exercise work depends on emotional tensions and mental fatigue which if continued for a long period lead anxiety. It has a damaging effect on the mental health of teachers and may lead him to maladjusted.
4. **No freedom of work** There is too much interference of private authorities. In certain schools the headmasters act as bosses and their attitude towards the teachers is not good. Sometimes the headmasters even rebuke the teachers in the presence of the student. This type of attitude is insulting and injurious to the self-respect of teachers. These injuries their ego causes ill mental health and maladjusted.
5. **Lack of Facilities** There are many schools which do not have facilities like audio visual aids and science laboratory. Lack of facilities cause frustration in the mind of teachers, which also cause maladjustment.
6. **Lack of Recreational Facilities** There is dearth of recreational facilities for teachers in our schools.

### **Conclusion :**

The quality of education determines the quality of citizen of a country. The quality of education largely depends upon the quality of teachers. Quest for quality in education has been a cry in wilderness. We have been placing it, in an elusive triangle where quality and quantity forms other two points. But operational framework on educational action strategies emphasizes quality



but rarely states it or illustrates it. Assessment of professional adjustment, job preference and job satisfaction through well-developed tools provide a comprehensive and valuable base, for engineering teacher quality and hence, quality in education. The present study has its implications for educational administrators, teachers, teacher educators and school personnel. It is high time for us to prepare quality of teachers who will mould the wisdom of coming generation.

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