

A DETAILED STUDY TO KNOW THE JOB SATISFACTION OF SIKSHA KARMI IN JAGDALPUR

Aruna Pillay

H.O.D ,Department of Commerce

Abstract

Human resource management (HRM or simply HR) is a function in organizations designed to maximize employee performance in service of their employer's strategic objectives. HR is primarily concerned with how people are managed within organizations, focusing on policies and systems. HR departments and units in organizations are typically responsible for a number of activities, including employee recruitment, training and development, performance appraisal, and rewarding (e.g., managing pay and benefit systems). HR is also concerned with industrial relations, that is, the balancing of organizational practices with regulations arising from collective bargaining and governmental laws. Among the core HR activities there are payroll, time and labour management, benefit administration and HR management. These activities correlate with the HR objectives which are largely the responsibility of Human Resources. In this project "A DETAILED STUDY TO KNOW THE JOB SATISFACTION OF SIKSHA KARMI IN JAGDALPUR", the questionnaire methodology was adopted and the employees working in various schools as Shikshakarmi were contacted in order to know about their job satisfaction as shikshakarmi irrespective of their schools. The area of the study was restricted to Jagdalpur and only 60 respondents were selected.

Keywords: Shiksha Karmi, training, Schools.

Introduction

The Shiksha Karmi Project (SKP) was implemented in 1987, with the assistance from Swedish International Development Cooperation Agency (SIDA). The project aims at universalization and qualitative improvement of primary education in the remote and socio-economically backward villages of Rajasthan, with the primary focus on girls.

Since teacher absenteeism has been found to be a major obstacle in achieving the objective of universal education, the project uses the novel approach of substituting teachers in dysfunctional schools with local youth known as 'Shiksha Karmis', who are provided with rigorous training and supervisory support.

The local youth often with lower qualification—minimum grade 8 for males and grade 5 for women are identified and trained to take the place of absentee teachers. An important feature of this innovative project is the mobilization and participation of the community in improving the functioning of primary schools.

Shiksha Karmi Project functions by constituting Village Education Committees (VECs) to promote community involvement in primary education and encourage village-level planning. The role of VEC is to mobilize resources for maintenance, repair, and construction of school infrastructure, and also in determining the school calendar

and school timings, in consultation with the local community and Shiksha Karmis (educational workers)

The Shiksha Karmi Project also runs non-formal classes called Prehar Pathshalas- schools of convenient timings. For girls' education, Angan Pathshalas are being run in three blocks. The programme at present covers over 1,50,000 students in 1,785 schools and 3,520 Prehar Pathshalas, involving over 4,271 Shiksha Karmis.

The programme in Rajasthan was implemented in a guarded pace, and within 12 years covered about 800 villages with about 2,000 such para- teachers. The other states in India tried to borrow the same. However the two-edged proposition they followed, to simultaneously recruit low-cost teachers and earn political mileage by getting the local panchayats to appoint thousands of untrained youth at one stroke caused a lot of problems such as court cases, alleged bribes and protests of unfair selection, etc. The project is known for its open participative style and continuous experimentation to achieve its objectives. However, the major drawback of this scheme is that the schools run by para-teachers are reality unfit for carrying out effective teaching-learning activities.

Added to that the para-teachers are paid about one-fourth of the starting salary of a regular teacher, hence they are often deeply resentful and insecure about their jobs and only hope to get absorbed as government teachers some day.

In addition, lack of professional training and academic qualifications negatively affect their performance in class, and they often resort to corporal punishment. Thus, the quality of education provided to disadvantaged poor children remains deficient, which is causing more and more social divide, instead of reducing it.

Introduction of Siksha Karmi in Undivided Madhya Pradesh:

Shiksha Karmi means only Shiksha Karmi appointed in accordance with the provisions of the M.P/C.G. Panchayat Shiksha Karmi (Recruitment & Conditions of Service) Rules, 1997, Shiksha Karmis appointed under 1997, Shiksha Karmis appointed under the Chhattisgarh Municipality Shiksha Karmi (Recruitment & Conditions of Service) Rules, 1998 and the Chhattisgarh Municipal Corporation Shiksha Karmi (Recruitment & Conditions of Service) Rules, 1998.

Siksha Karmi was introduced in undivided Madhya Pradesh for the first time in 1997. They were temporary employees for not more than ten months per year with a very low salary of Rs 500 per month. They were terminated from the job after 10 month and again called in the month of June or July for rejoining. These employee remain unemployed for two month in a year. In current scenario in Chhattisgarh there are many amendments in the law of Siksha Karmi.

Some of the objectives of the SKP were to achieve the following:

Universalization of primary education in remote areas, socio-economically backward villages where the existing primary schools have been dysfunctional.

A qualitative improvement of primary education in such villages by adapting the form and content of education to local needs and conditions

Improvement in enrolment of all boys and girls in the age group 6-14 years Building of a level of learning equivalent to the norms of Class V

The project also strives to bring about a qualitative improvement in the delivery of education.

Objective of the above study:

1. To analyze the Job Satisfaction of different categories (Varg) of Siksha Karmi.
2. To study salary satisfaction of Siksha Karmi.
3. To know about the benefits and facilities provided to them.
4. To know promotion policy of Siksha Karmi.
5. To understand working environment of Siksha Karmi.
6. To know about job security.
7. To know about the extra duty and responsibilities given to Siksha Karmi
8. To know work-family balance

SCOPE OF THE STUDY:

Employee job satisfaction is very important for employees as well as management. This study is vital support to the bank for identifying the area of frustration of job of the employees. The study will bring out into lime light the working condition that prevails in the Siksha Karmi. This study helps the management to take appropriate decision in the interest of schools, society and the nation.

The employees belong to different categories Category 1, Category 2 and Category 3. The study explores level of Job Satisfaction among employees working as Siksha Karmi in jagdalpur and examine it in organizational content Such as salary, benefits and facilities, promotion policy, working environment, job security, work-family balance etc., which affect job satisfaction. Hence, another important question emerges, to what extent employees are satisfied with the organization structure?

Above all, it can be said, that Job Satisfaction is very important for the individual and as well as organizational concern. In today's world of work imbued with diversity in human resource, technological interventions, changing nature of job, differential expectation, new management practices, demands for specialized skills etc., the success and growth of any organization,

to a great extent, depends on the satisfaction of employees. In this phase when employee's expectations are not met by the organization and vice versa then various disputes take place. These disputes may cause loss of workforce, wages and production. This is also true to the Siksha Karmi sector.

Research Methodology:

The sample size of this research is 60, and the respondent are chosen based on the simple random sampling techniques from the employees working as Siksha Karmi in Jagdalpur. The study is exclusively based on the primary data and the source of primary data is questionnaire. With the help of the questionnaire distributed among the employees, the collected data is analyzed using appropriate statistical tools. The questionnaire was constructed based on the inputs from the relevant review of literature. The questionnaire thus drafted was given to experts in the field of research in order to get their suggestions. The finalized questionnaire was distributed to the Siksha Karmi using survey research method.

Source of data:

The two sources of data collections are namely primary and secondary

Primary Source:

Primary data are in the form of "raw material" to which statistical methods are applied for the purpose of analysis and interpretations.

Questionnaires are prepared and personal interview was conducted. Most of the questions are consist of multiple choices. The structured interview method was undertaken.

Proper care was taken to frame the interview schedule in such manner it should be easily understood in view of educational level of the employees. Sixteen question are prepared and asked to fill up by the Siksha Karmi of Jagdalpur.

Secondary Source:

Secondary data's are in the form of finished products as they have already been treated statistically in some form or other. The secondary data mainly consists of data and information collected from the past records, websites and also discussion with the management of the organization. Secondary data was also collected from books.

LIMITATION OF THE STUDY

This research is geographically restricted to Jagdalpur city and nearby area only. Hence the result cannot be extrapolated to other places.

The study restricted only to the Siksha Karmi of Jagdalpur and nearby places.

Sample size was confined to 60 respondents keeping in view of time and cost constraints.

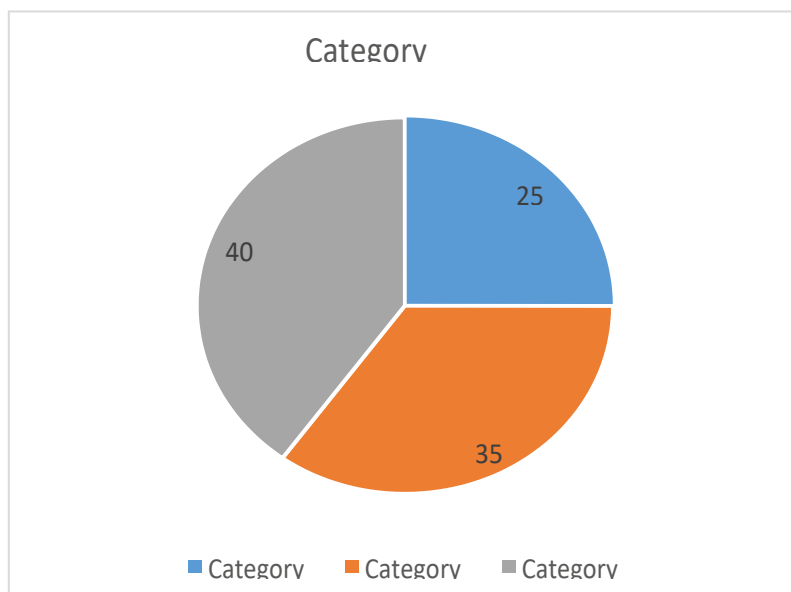
Findings are based on sample survey. The information executed by respondent may or may not be true because some respondent may not be serious. However all possibility has been made to collect the information as authentically as possible.

All interview question are undisguised or direct. Hence there is a scope for the respondent to be biased or pretentious.

Data Interpretation

Q.1 Which category (Varg) of Siksha Karmi you are working in?

Category	Number	Percentage
Category 1	15	25%
Category 2	21	35%
Category 3	24	40%
Total	60	100%

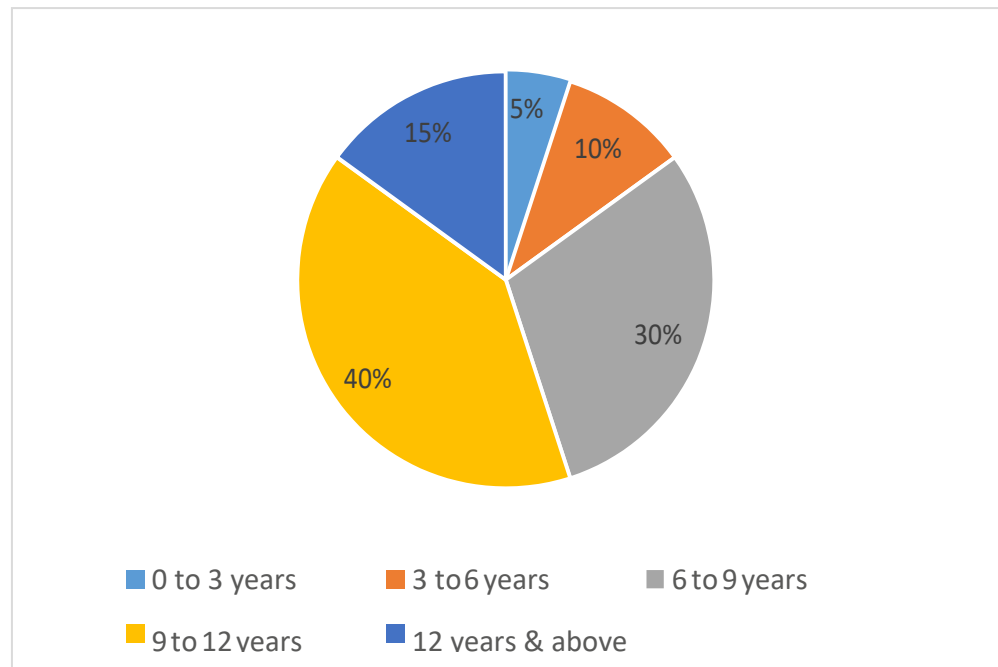


Interpretation:

Out of total respondents 25% are working in Category 1, 35% are working in category 2 and 40% are working in category 3.

Q2. How long you are working as Siksha Karmi?

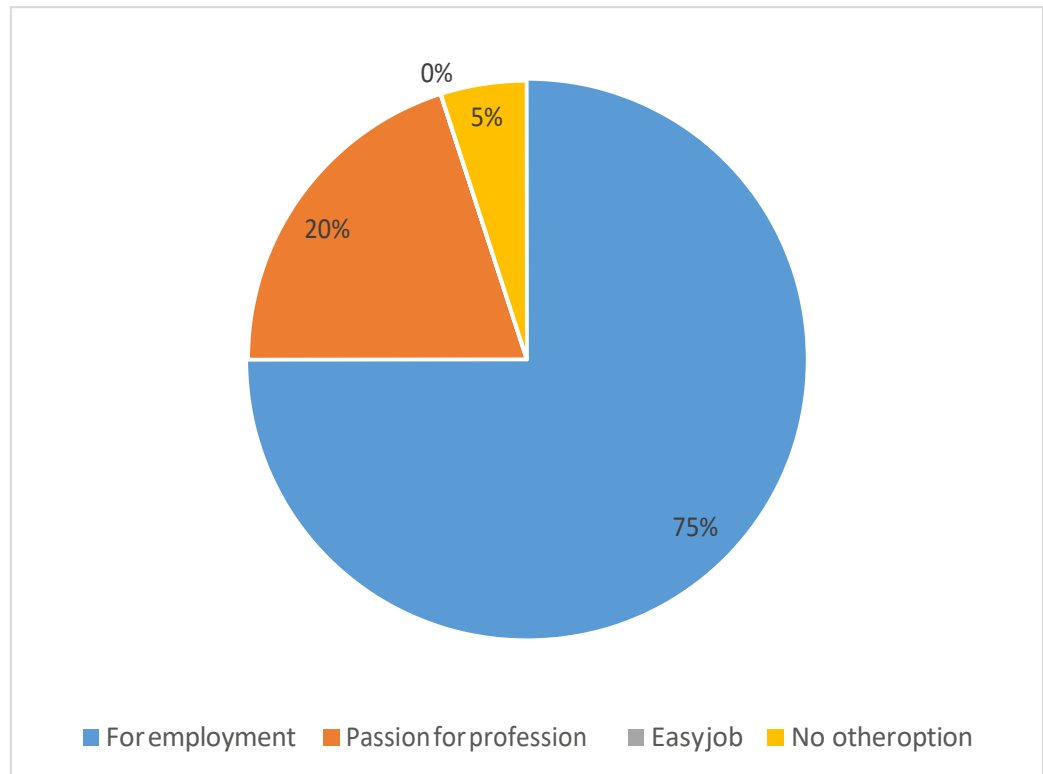
Duration	Number	Percentage
0-3 years	03	5%
3-6 years	06	10%
6-9 years	18	30%
9-12 years	24	40%
12 & above	09	15%
Total	60	100%



Interpretation: Out of all the respondents 5% of the employees is been working from 0-3 years, 10% of the employees is been working for 3-6 years, 30% of employee is been working for 6-9 years, 40% of the employees is been working for 9-12 years and 15% of the employees is been working for 12 & above.

Q3. Why are you doing this job?

	Number	Percentage
For employment	45	75%
passion for profession	12	20%
Easy job	0	0%
No other option	3	5%
Total	60	100%

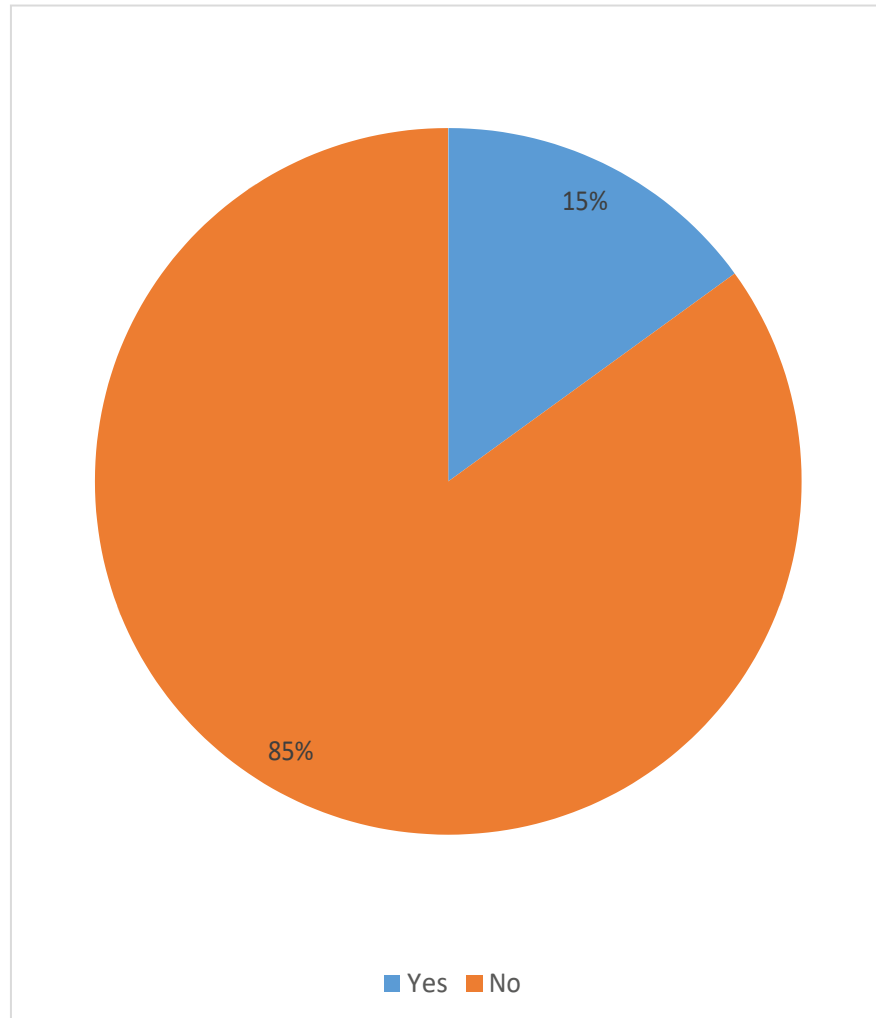


Interpretation:

Out of all respondents, 75% of the employees is doing job for employment, 20% of the employees is doing job for passion for profession, 0% of the employees is doing job as they find it easy, 5% of the employees is doing job as they have no other option

Q4. Do you receive salary on time ?

Yes	9	15%
No	51	85%
Total	60	100%

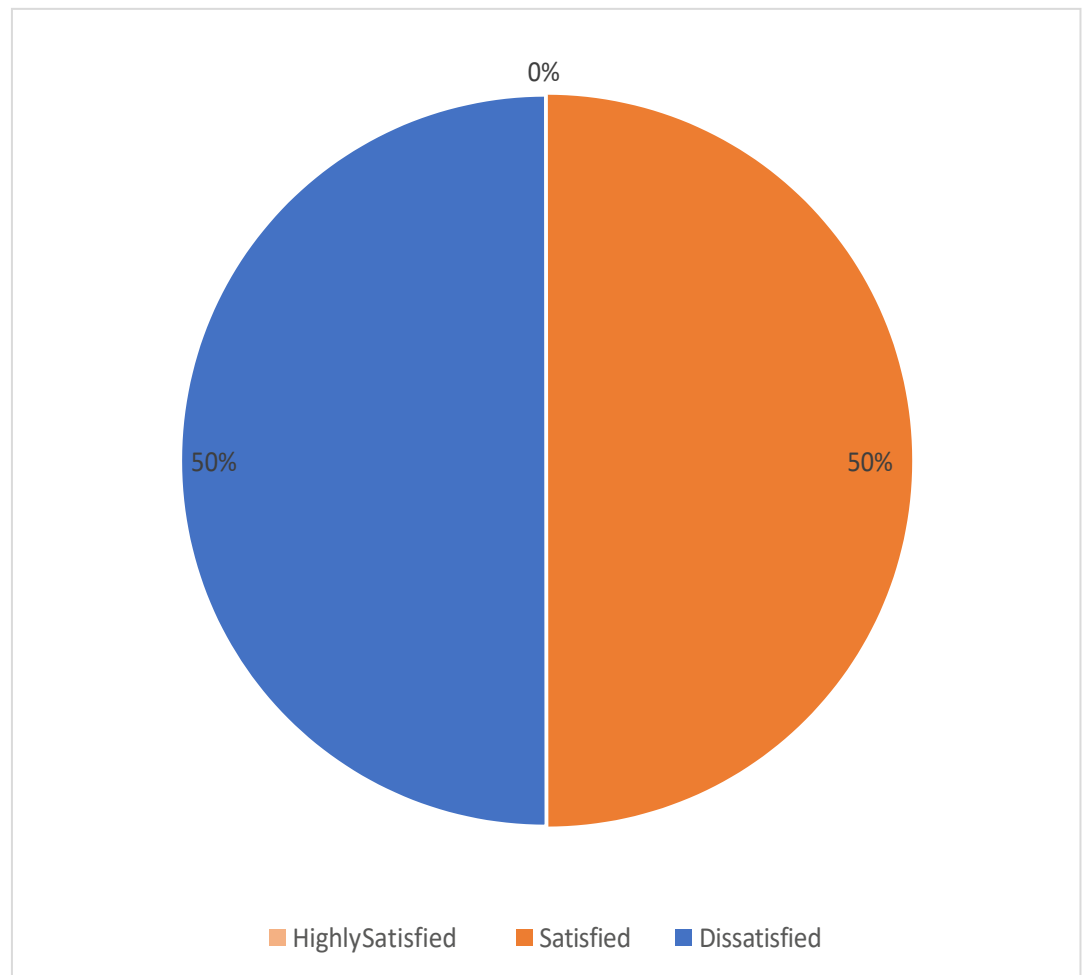


Interpretation:

Out of all the respondents 15% employees says they receive salary on time, 85% of the employees says they don't receive salary on time

Q5. Are you satisfied with your salary?

Highly satisfied	0	0%
Satisfied	30	50%
Unsatisfied	30	50%
Total	60	100%

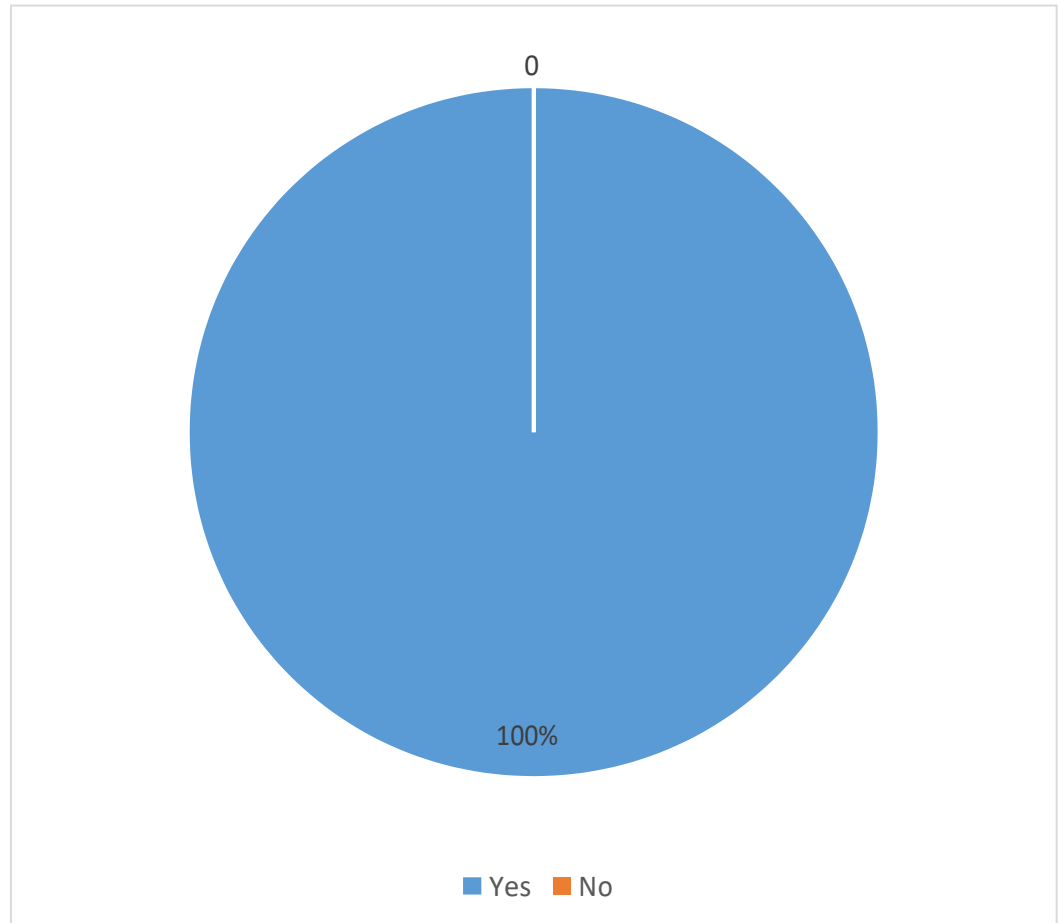


Interpretation:

Out of all the respondents 0% of the employees are highly satisfied with the salary, 50% of the employees are satisfied and 50% of the employees are not satisfied with their salary.

Q6. Do you receive increment in salary?

Yes	60	100%
No	0	0%
Total	60	100%

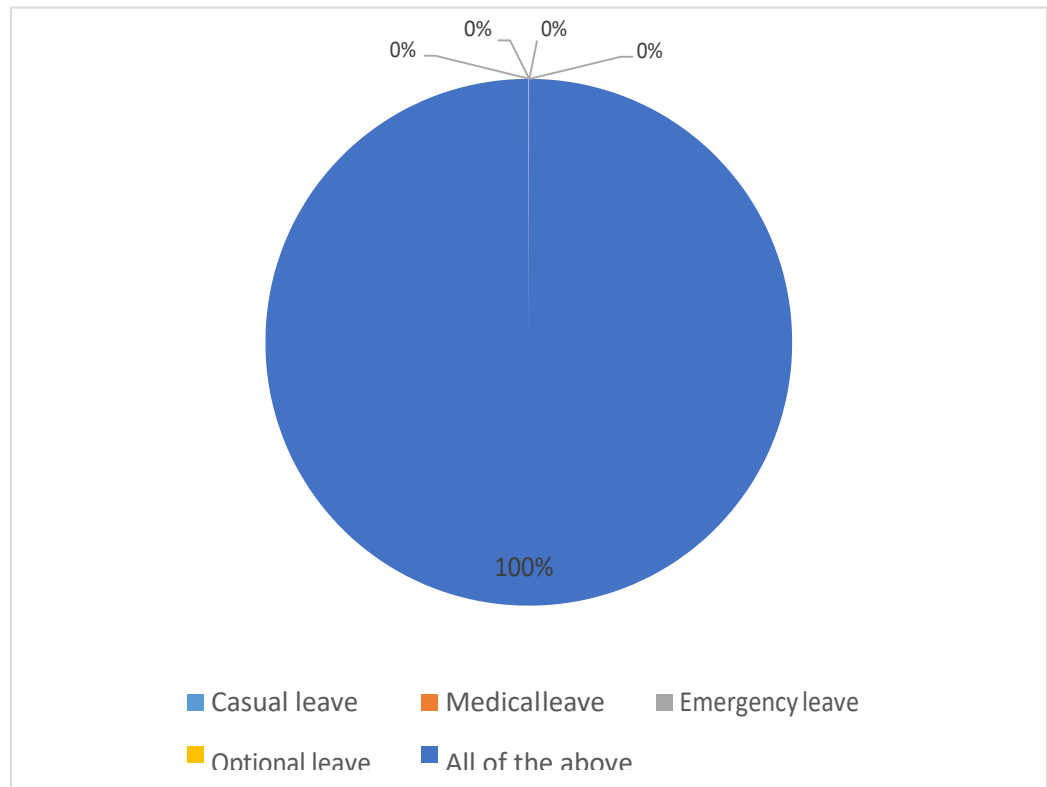


Interpretation:

Out of all the respondents 100% of the employees says that they receive increment in salary every year, 0% of the employees says they don't receive any increment.

Q7. What types of leaves are provided to you?

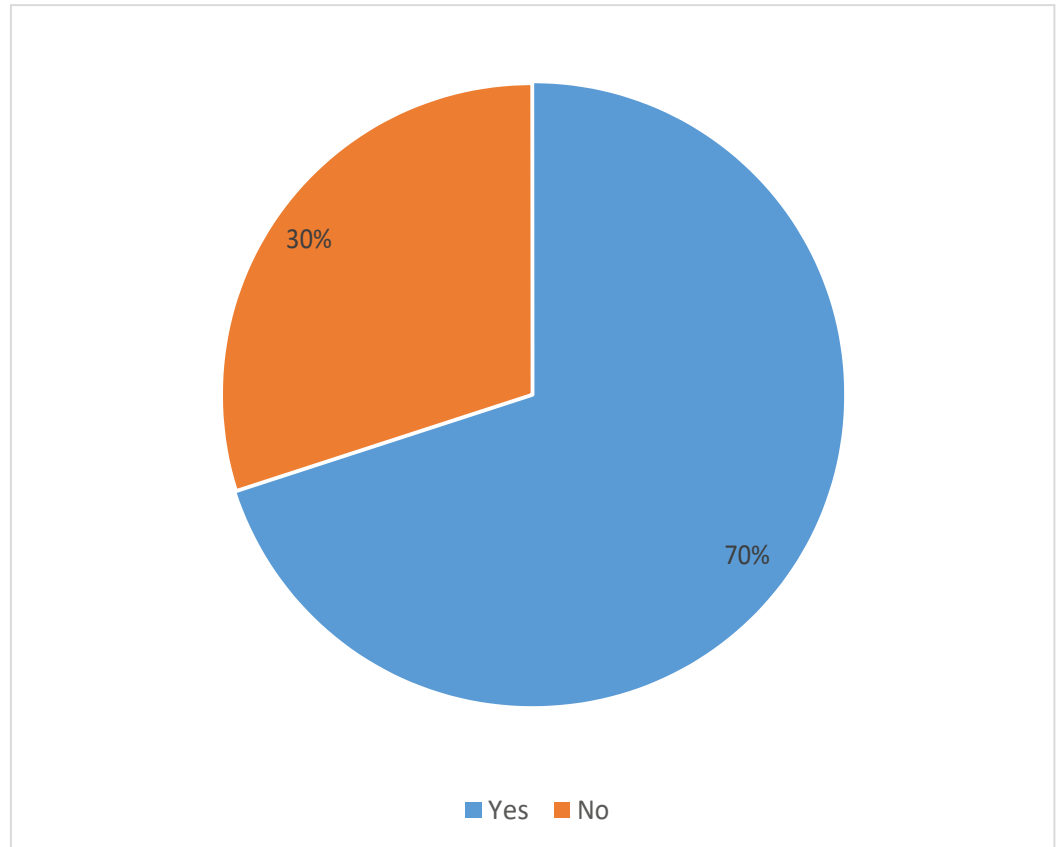
Type of leave	Number	Percentage
Casual leave	0	0%
Medical leave	0	0%
Emergency leave	0	0%
Optional leave	0	0%
All of the above	60	100%
Total	60	100%



Interpretation: Out of all the respondents 100% of employees get all of the above types of leave

Q8. Are you satisfied with work environment in the school you are appointed?

Yes	42	70%
No	18	30%
Total	60	100%

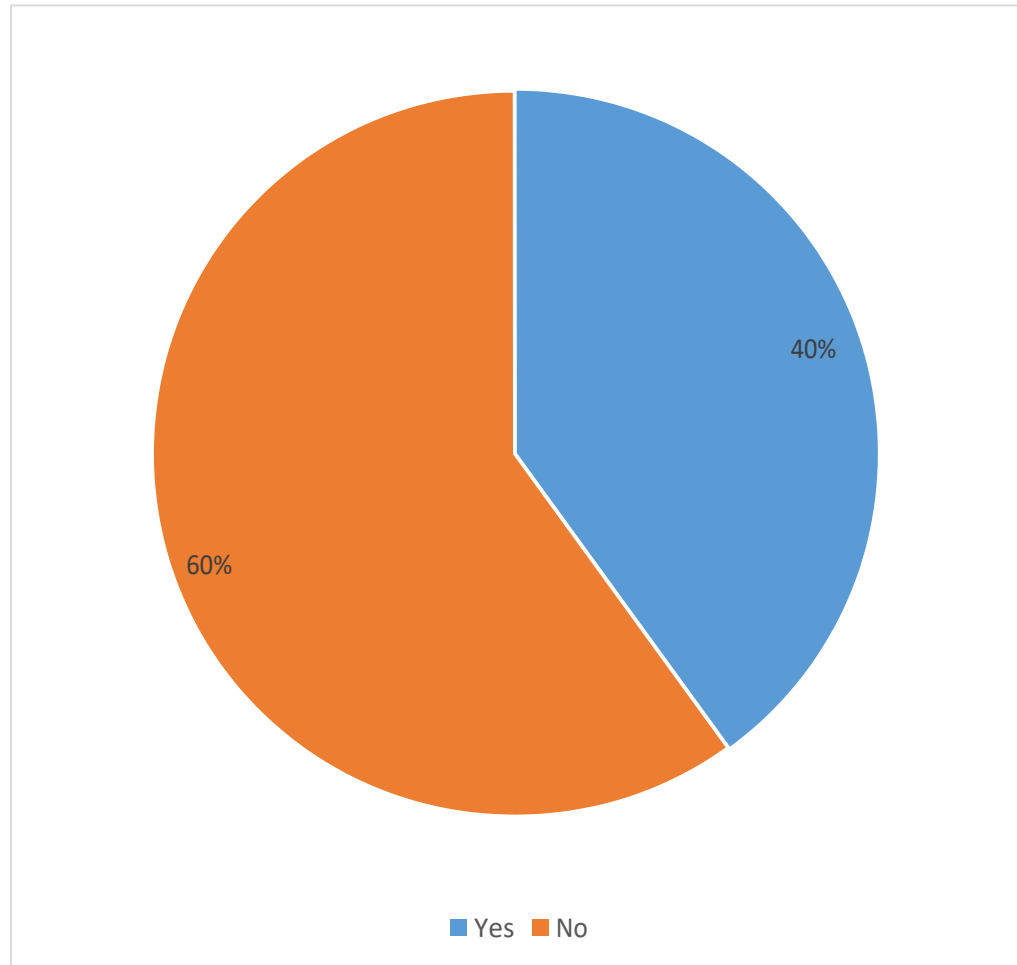


Interpretation:

Out of all the respondents 70% of the employees are satisfied with their work environment and 30% of the employees are not satisfied with their work environment.

Q9. Do you feel Siksha Karmi is secured job?

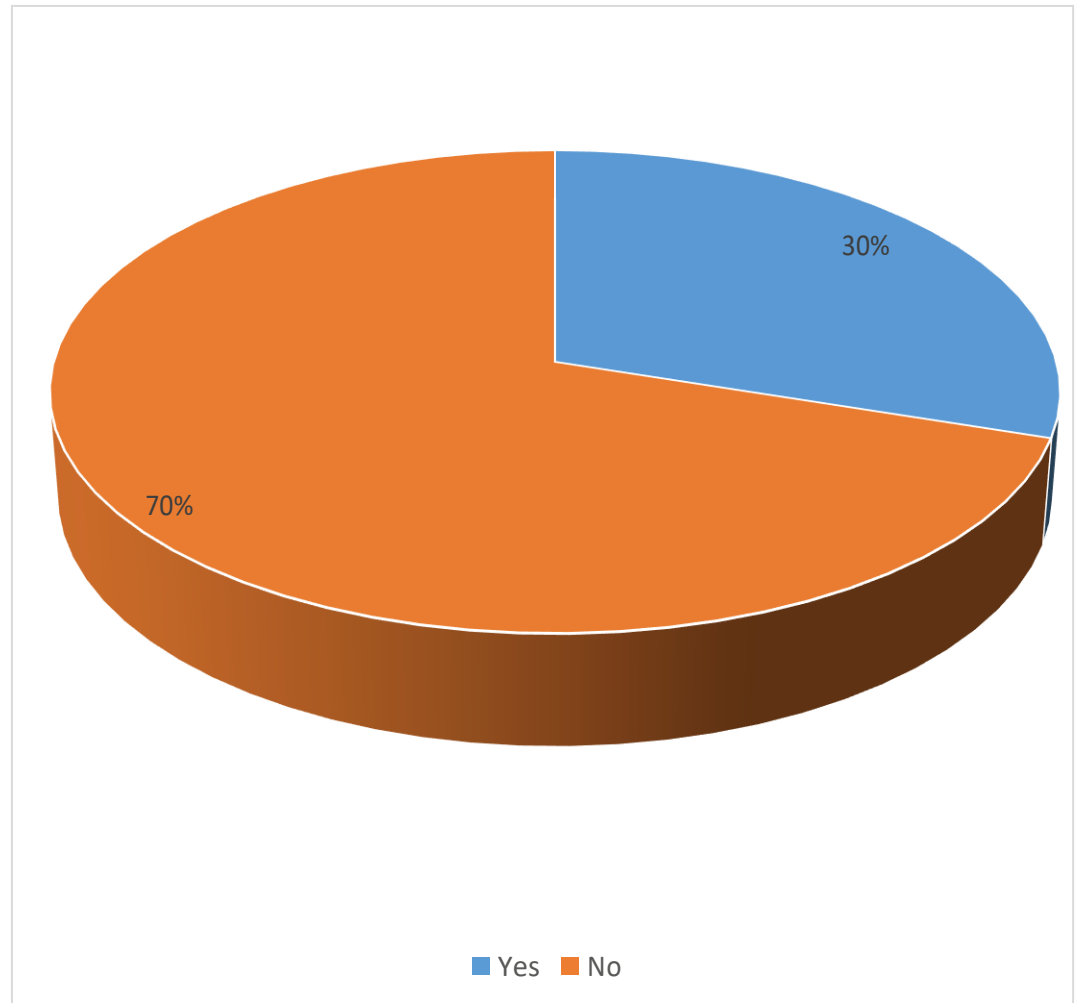
Yes	24	40%
No	36	60%
Total	60	100%



Interpretation: Out of all the respondents 40% of the employees feel that Siksha Karmi is secured job.

10. Do you think you have bright future in Siksha Karmi?

Yes	18	30%
No	42	70%
Total	60	100%

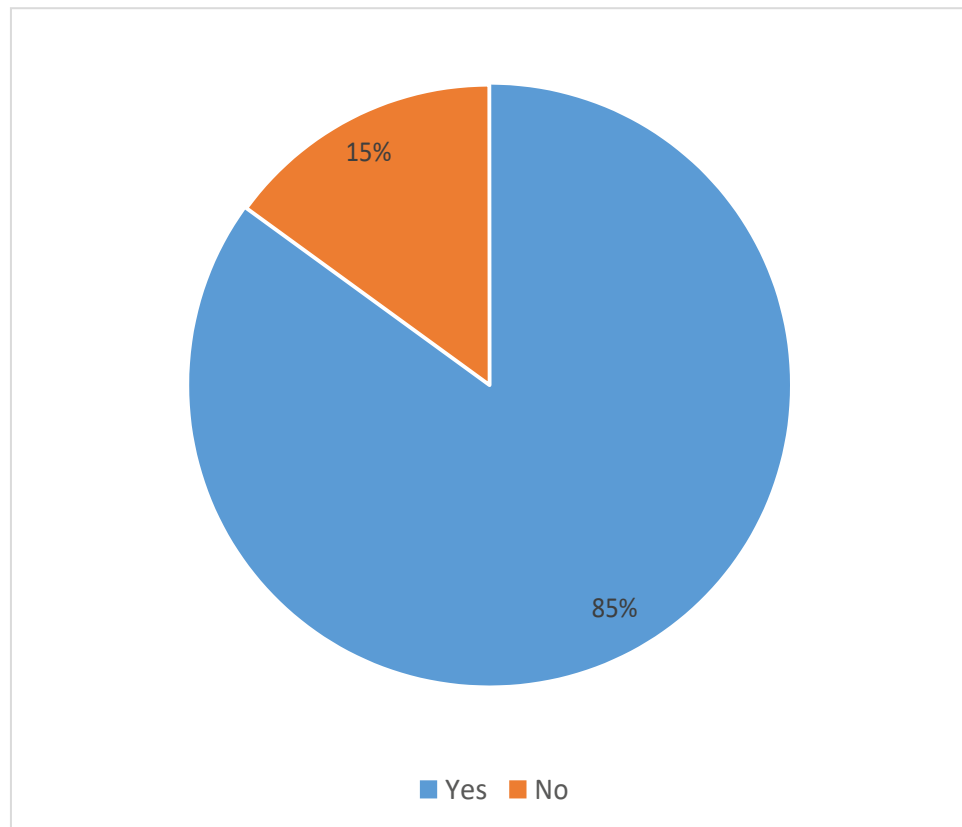


Interpretation:

Out of all the respondents, 30% of the employees said that they have bright future in Siksha Karmi.

Q11. Do you find balance in your work and family while performing duties as a Siksha Karmi?

Yes	51	85%
No	09	15%
Total	60	100%



Interpretation:

Out of all the respondents, 85% of the employees said that they find balance between work and family while performing duties as a Siksha Karmi and 15% said that don't find balance between work and family while performing duties as a Siksha Karmi.

Findings of the study:

- In survey out of 60 respondents, 25% are male and 75% are females.
- Out of 60 respondents, 25% are category 1, 35% are category 2 and 40% are category 3.
- 75% Of the Siksha Karmi are doing this job for employment.
- 20% of the Siksha Karmi are doing this job as they have passion for this profession.
- And 5% of the Siksha Karmi are doing this job as they have no other option.
- 15% of the Siksha Karmi receive salary on time.
- 50% of Siksha Karmi are Satisfied by their salary.
- 100% of the respondents are provided with all types of leave.
- 60% of the Siksha Karmi feels that the job is not secured
- 55% of the Siksha Karmi travel 0–10 km to reach their work place.
- 15% of the Siksha Karmi travel 10–20 km to reach their work place.
- 25% of the Siksha Karmi travel 20–30 km to reach their work place.
- 5% of the Siksha Karmi travel 30–40 km to reach their work place.
- 55% of Siksha Karmi said that their basis of promotion is No. of working years.
- 35% of Siksha Karmi said that their basis of promotion is Qualification.
- 30% of Siksha Karmi said they have bright future in Siksha Karmi.
- 60% of Siksha Karmi Said they get extra duties other teaching by the employer.
- 55% of Siksha Karmi said they get extra remuneration for extra duties.
- 85% of Siksha Karmi said they find work and family balance while performing duties as Siksha Karmis
- 55% Siksha Karmi said they will persuade youth to join Siksha Karmi as profession.

Suggestions :

To government:

- 75% of Siksha Karmi are doing the job for employment purpose, government should take some measures like training programs, good infrastructure etc; so that the Siksha Karmi can do their job with passion.
- Salary is the most important factor which arouses feeling of job Satisfaction, but in the survey it is found that 85% of Siksha Karmi don't receive salary on time, so the government must credit the salary on time.
- 100% of Siksha Karmi are getting all types of leaves, government leave policy for Siksha Karmi are very effective.
- 60% of Siksha Karmi feels that their job is not secured, to eradicate this government should take corrective measures.
- 70% of Siksha Karmi said they don't have bright future in Siksha Karmi, government should take effective measure to reduce this figure.
- 60% of Siksha Karmi said they get extra duties other than teaching by the employer government should avoid giving extra duties other than teaching.
- 55% of Siksha Karmi said that they will not persuade youth to join Siksha Karmi as profession, government should use various factors of job satisfaction to satisfy the presently working Siksha Karmi, so that they will motivate youth to join Siksha Karmi.

To Siksha Karmi:

75% of Siksha Karmi said that they are doing job for employment purpose, they should try to do their job with passion.

Siksha Karmi should also try on their part to adjust on some issue, as they are very important aspect of social development

Siksha Karmi Should persuade youth to join Siksha Karmi as Profession.



Conclusion:

At the end I conclude that the employees of state government as Siksha Karmi are not satisfied with the job, salary, and work environment. After completing the survey I got to know about the importance of HR management in an organization and performance of an employee being the most important factor in the further development of an employee and organization. The government can take effective measures to motivate the employees to do this job with passion. The government should encourage the youth to join Siksha Karmi as profession

The employees should also take all the responsibilities and perform their duties with honesty. They should update themselves with good qualification and training for the effective teaching.