

Special Education Teachers and Job Satisfaction: Interlinkage of Family- Work Conflict and Work Family Conflict

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Abstract: The special education teacher plays a very crucial role in providing education to students with disability. The special education teachers compared to other teachers are having decreased job satisfactions because of high work-family conflict and family-work conflict. This present study aims at understanding the relation between the work-family conflict, family-work conflict and job satisfaction among special education teachers in Kottayam. For this study the researcher collected data from 60 sample of special education in kanjirapally taluk and meenachil taluk. The study was a descriptive research design. The data were collected by using standardized questionnaire. The study reported on lower job satisfaction among teachers as well as high correlation between WFC and FWC ($p=.000$). FWC was reported to have affecting on Job Satisfaction ($p=.000$). the study highlights the need for providing better working conditions for special educators. Low wages intertwined with lack of adherence to qualifications leads them to be out of the protective net of the government thus affecting their mental health and eventually hindering their potential. Teachers are an integral part of the educational system they cater to the development of the children especially the teachers working in special schools. These educators in schools plays a very crucial role in providing and facilitating education to children with disability. Comparatively with normal school teachers the special school teachers are facing problems, stress, and conflicts. Therefore, it is crucial to understand whether these factors are creating issues in their personal and professional life as well as in family. It is therefore the role of every teacher to provide instruction and ensure support to facilitate the participation of students with students with disabilities in the regular classroom. Special education teachers often require more effort to manage the disabled children in the schools compared to the other teachers working in normal schools. Special education teachers plays a crucial role in the schools that can vary from that of a Advisor, Counselor, Mentor, and Second Parent of the disabled children for the development. And these teachers need to manage their personal and professional lives smoothly as well as address concern arising from these respective spheres. most often it is difficult to manage and balancing the demand between the personal lives and their professional lives. And they are facing very difficult to managing and balancing the demand between the personal lives as well as the professional lives. Human relation refer to the way in which one can manage and interact with their others. Human relation model was developed by Elton mayo, Mary parker follet and Robert owen.

It is an way to organizational management establish on the idea that workers are influence or inspire not only by the financial or economic rewards they receive but also by a dimension of social factors including praise, applause sense of belonging, feeling of victory or attainment and pride and honour in one's work. When the attitude and spirit of employees goes up it is positively echoed in high productivity and capability of the organization this can be ensured by focusing on human beings and the human relations. If the employee get lighting in the workplace they feel a sense of belonging in the organization they work it will increase the productivity and leads to the job satisfaction of the employee. It is same as the case of these educators. They are often neglected sect of teaching professionals who most often find their place outside the safety net of the government and the policy makers. This can have an influence on the job satisfaction more importantly their quality of work [1-5].

Keywords: Education, Teachers, Job Satisfaction, Interlinkage of Family- Work, Conflict and Work Family Conflict

I. INTRODUCTION

A. Interlinkage of Job Satisfaction, Family- Work Conflict and Work -Family Conflict

Personal life and professional life are two important aspect that influence each other. In the current scenario it is very common that the factors from professional life affects Family Life and similarly Family Life affects Work thereby creating issues and problems affecting Job Satisfaction. The performance of the people in their personal and Working Life can sometimes makes conflicts. Beacause due to the inconsistencies in the Family and Working Life are being Fatigue, Underperformance, Feeling Less Qualified and not well at Work, Dissatisfaction of Job and Walk-Out. The Research conducted by authors like Adams, G. A., King, L. A., & King, D. W. states that "Relationships Between Work And Family can have an Important Effect on Job and Life Satisfaction and that the Level of Involvement the Worker assigns to Work and Family Roles is Associated with this Relationship"(Adams, king, & King, 1996) WFC arise when an individual feels unsuitable demands between Work and Family performance, make imbalance and makes at the work-family interface. It is therefore essential for management and other people to know and accept the implications linked to WFC. In certain cases, WFC is even found to have an positive association with high job related Burnout, Job Stress, low Health, ultimately even to organizational or management commitment and Job Performance.

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FWC arise because of strain and burden from the personal and Work domains are mutually incompatible leading to complete participation within the work role and within the family role (Greenhaus & Beutell, 1985). Job Satisfaction is that the feeling happy and feeling pleasure in completing task, in their job. It helps in understanding; someone likes or dislikes his/her job and is direct results of appraisal that cause one to attain their job values and meet their basic needs. Vroom in his definition on job satisfaction focuses on the role of the worker within the workplace. Thus he defines job satisfaction as affective orientations on the a part of individuals toward work roles which they're presently occupying (Vroom, 1964).

II. METHODOLOGY

This study had employed quantitative, Descriptive Research Design. the data was collected from 30 each special education teachers in Meenachil Taluk and Kanjirpally Taluk of Kottayam District, Kerala using systematic random sampling. The tool used for the study were Work to Family Conflict and Family to work Conflict Scale developed by Netemeyer et al. (1996) is used to examine about the work – family conflict and family-work conflict. Job Satisfaction Scale developed Paul E Spector (1994) used to examine job satisfaction of the special education teachers. Parametric test was employed after establishing the normality; Descriptive statistics, correlation and T-test was accustomed analyse and interpret the information [6-14].

III. DISCUSSION

The primary objective of the study is understand the relation between work-family conflict, family-work conflict and job satisfaction among special education teachers. The socio demographic profiles of the respondents revealed that from the sample of 60 respondents 44 respondents were female and and rest 16 respondents are male and of the total sample 38.3% (23) respondents are in the age between 30-40 years. The educational qualification of the respondents reported 32 of the respondents having completed B.Ed and 17 of the respondents completed TTC. But the study found that the irrespective of the qualifications all of them are getting the equal salary. There is no change in salary for teacher securing higher education qualification.

• Work-Family Conflict Among Respondents

Work family conflict	Frequency	Percent
Very low	14	23.3
Low	13	21.7
Average	22	36.7
High	11	18.3
Total	60	100.0

The study found that most of respondents agree that demand of their job interfere with their home and family life. because of that they have to change plan for family activities because of work related duties. The study found that respondents slightly agree that quantity of job time takes up and makes it difficult to fulfil family responsibilities. And also study found that respondents does agree their job produces strain and it makes it difficult for

them to fulfil their family duties. Work to family conflict is found to leads to decreasing the job satisfaction of the respondents.

• Family Work Conflict Among Respondents

Family work conflict

	Frequency	Percent
Very low	15	25.0
Low	13	21.7
Average	22	36.7
High	10	16.7
Total	60	100.0

The study found that majority of the respondents agrees the demand of their family interfere with their work related duties. And Majority of the respondents are unable to complete the task at work because of demands on their time at home of the respondents. This create pending of works and create a problems in their work. And the family related strain makes inability to doing a good job performance. This create problems in work life as well as personal life.

• Job satisfaction of the respondents

Job satisfaction scale

	Frequency	Percent
Very low	7	11.7
Low	23	38.3
Average	14	23.3
High	16	26.7
Total	60	100.0

From analysing job satisfaction among the respondents, the study found the majority has agreed that they feel being paid a fair amount for the job they do. It is assumed that most of the organization is not giving sufficient amount of salary to the respondents. And the rules and procedures in the organization makes difficult to doing a good job and the most of the respondents states that their supervisor is unfair to them. . Because of that the study assumes that the head of the institution and with employers are not in good relation. Because of the supervisor superiority makes difficult to the employers to do a good job. The respondents sometimes feel that their job was meaningless. Here it's assumes that majority of the respondents are not satisfied with their job because of unfair amount they getting and the superiority of the supervisor. And the study assumes that this are the factors leads to job satisfaction of the respondents. Here assumes that if the employees get a fair amount, recognition of job they doing and lack of superiority in the institution will make a job satisfaction of the respondents [15-30].



And also The study found that majority of the respondents agree that their job is seldom blocked by the red tape. And the study found that this makes difficult to perform a good job and it is an factor that affect the job satisfaction of the respondents.

• **Relation Between Work to Family Conflict and Family to Work Conflict and Job Satisfaction**

Variables	Values	Work to Family Conflict	Family to Work Conflict	Job Satisfaction
Work to Family Conflict	Pearson Correlation	1	0.813	817
	Sig. (2-tailed)		0	0.06
	N		60	60
Family to Work Conflict	Pearson Correlation		1	-0.358
	Sig. (2-tailed)			0
	N			150
Job Satisfaction	Pearson Correlation			1
	Sig. (2-tailed)			
	N			

In Pearson correlation analysis it was found there is significant relationship between work-family conflict and family-work conflict. It is assumed that if the work-family conflict increases the family-work conflict also shows steady increase. Whereas the result of the study indicates that there is a negative correlation between family to work conflict and job satisfaction of the respondents. Job satisfaction of the respondents is very much related to the dimensions of family-work conflict. There are similar studies which have found that teacher's family to work conflict are negatively affecting in their job satisfaction. The Pearson correlation analysis did not reveal a significant relationship between work-family conflict and job satisfaction thus indicating that the family more than work life pressure determines the job satisfaction of special education teachers. Even though work doesn't contribute directly to job satisfaction as reported in the study it is a contributor to family work conflicts and therefore an passive contributor to job satisfaction itself. These students are provided with proper wages or job security which could lead them to be anxious and stressed and this could pass down to their family relation as well resulting in conflicts. Job satisfaction should be looked in as an indicator to reducing quality of work as well as potential.

IV. IMPLICATIONS

The special education teachers are having decreased job satisfactions due to increase in work to family conflict and family to work conflict. Based on the analysis of the current study, it is suggested that school administrators need to build supportive and cooperative relationship and positive approach among all special education and parents to

increase job satisfaction. Special education teachers are playing a vital role in the society [31-34]. Sometimes these special education teachers struggle in convincing and telling the child's problem to the parents due to lack of training and experience. Therefore, there should be rigorous skill-based training in place for these teacher help enhance their potential. More effective governmental programs should be introduced to support the special education teachers. At policy level the special education teachers should be paid a fair amount according to their job they are doing. At institution level they should provide benefits to the special education teachers they actually needed and the institutions should provide counselling services to the teachers to cope up with the stress they are facing in their family as well as in their work life. It is also needed for the teacher's performance because family problems and work problems are related to each other, for reducing the stress counselling help the teachers. And need for personalised professional skill development programs to enhance their competencies, skills, intelligence and knowledge to teach students with disability.

V. CONCLUSION

The special education teacher in schools plays an irreplaceable role in providing and fulfilling academic needs of the disabled students. They can fit into any different roles in the educational environment which sets them apart from other teachers. Most often it is difficult to manage and balance the demand between the personal lives and their professional lives. Work-Family Conflict leads to incompatible demands between Work and Family Roles. This imbalance even makes conflict at the work-Life interface and when it comes to Family-To-Work Conflict, it leads to mutually incompatible burden and strain from the household and job domains, resulting in difficulty participation in the work role and in family role thus Job Satisfaction plays an important role in helping them achieve feeling happy or pleasure in completing task. This appraisal will causes them to meet out their basic needs as well as attain their job values. As the study suggests there needs to be mechanisms in place to help these educators in enhancing their motivation thereby job satisfaction.

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