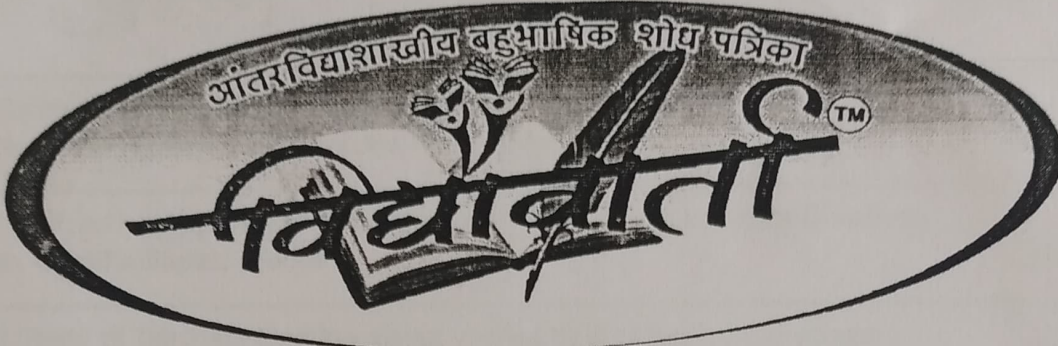


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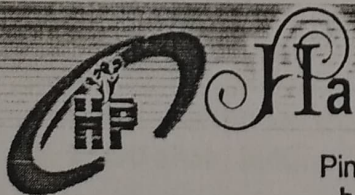
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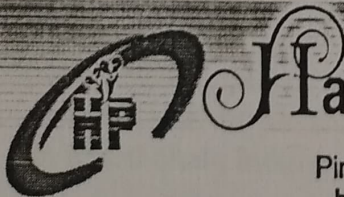
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## A STUDY OF THE CURRENT STATUS OF JOB SATISFACTION AMONG PRIMARY TEACHERS IN TERMS OF SERVICE EXPERIENCE AND EDUCATION

**Dr. Gandhi Pushkar Sunil**

Solapur

\*\*\*\*\*

### Background of research

Everyone's dream is to make something in life. In this connection, we come into the teaching profession to make a living and at the same time to achieve goals or impart knowledge. But

1. Are you doing this job as a service only as a means of livelihood,

2. Is this job my goal or have I reached here in the form of a 'ladder' to achieve the next higher goal?

3. The goal of the job should be 'customer satisfaction' while the goal of the teacher job should be 'customer satisfaction'. According to this, the customer in the teaching profession is 'our students'. Are they satisfied and satisfied as well as the teachers?

4. Is the self-peace gained from job as well as the respect and financial gain gained in the society according to the profession sufficiently achieved through the teaching profession?

5. Do teachers' professional satisfaction also affect their service experience, gender, education and how?

The researcher had undertaken this research with the aim of solving the problem of professional satisfaction by studying all these basic questions which have been facing the researcher for the last nine to ten years.

Title : -

## A STUDY OF THE CURRENT STATUS OF JOB SATISFACTION AMONG PRIMARY TEACHERS IN TERMS OF SERVICE EXPERIENCE AND EDUCATION.

### Research Objectives

1. To study the current status of job satisfaction of primary teachers.
2. To study the current status of job satisfaction according to the service experience of primary school teachers.
3. To study the current status of job solutions as per the education of primary school teachers.
4. To study the current status of job satisfaction in relation to the gender (teacher) component of primary school teachers.

### Research questions

1. What is the current status of job satisfaction of primary teachers?
2. What is the current status of job satisfaction based on the experience of primary school teachers?
3. What is the current status of job satisfaction as per the education of primary school teachers?
4. What is the current status of job satisfaction in relation to the gender (teacher) component of primary school teachers?

### The importance of research

1 Through this research, the administration came to understand the current scientific and reality of professional satisfaction of teachers in Barshi Taluka.

2 Based on this, the facts were learned to raise the standard of education by raising the level of professional satisfaction of the teacher.

3 Through research, the current status of professional satisfaction of primary school teachers according to the professional satisfaction of teachers and the service experience, education and gender that affects them.

4 Helps management to plan job ventures or goals based on research.

5 This research will be an important

guide as well as a guide for future researchers on the same subject.

### Research Procedures

The researcher decided to use descriptive research method for the presented research as the present research is of present time.

### Research tools :

The researcher has selected the tool for the present research. The questionnaire is by Dr. S.K. Saxena's psychologically based, authentic, objective and credible 29-question, easy-to-understand Hindi and English language tool. For the first time, the researcher translated this test from Hindi to Marathi with the help of Hindi-Marathi experts. He made a neat outline by showing the guide the translation. And in the Marathi translation, the English question in the original test was printed as it was. Thus the research tool was created.

Before giving the test to the respondents to complete the test, they were given detailed instructions, guidance and then the test was given. There is no time limit for filling the test. Respondents' scores ranged from a minimum of 00 to a maximum of 29. It is clear that the level of professional satisfaction is also on the rise with a score of 00 to 29.

### Population and sample selection:

In the present research, the researcher has used the Purposeful Sampling method to select the sample. In this method, the researcher selects the respondent according to his objectives. The researcher has selected the sample for the presented research in the following manner.

Research area	Selection for research	Total respondents
Barshi	Population	520
	Sample selection	104(20 %)

### Statistical techniques used for content analysis:

For this, the researcher selected the following statistical techniques.

- 1) Classification
- 2) Tabulation

3) Proper presentation of leave score and use of percentage with the help of class transfer

4) Layout with the help of graphs

### Objective wise main conclusion :

1. This research concludes that the current level of job satisfaction of primary teachers is very positive and generally the level of professional satisfaction of teachers is very good.

2. The satisfactory picture became clear that none of the exceptional primary school teachers had any professional satisfaction level of Poor or Very Poor.

3. However, at the same time, the class of 4% teachers with minimum and maximum service experience seems to be experiencing average professional satisfaction.

4. Among the primary teachers - The number of senior teachers is relatively higher than the number of inexperienced teachers who get medium level professional satisfaction.

5. Teachers with maximum academic and professional qualifications show only good and very good professional satisfaction.

6. It has also become clear that a very large group (4 per cent) of the least educated are still experiencing average job satisfaction.

7. In the case of males, such a large class appears to be 33 per cent achieving a middle class (Good) satisfaction.

8. Nevertheless, the figures of 65 per cent males and 70 per cent females achieving very good professional satisfaction paint a promising picture for the education sector.

9. The majority of teachers were found to have very good job satisfaction from the primary education job.

10. Female teachers outnumber male teachers in achieving very good job satisfaction. In the case of 3 female and male teachers, the same number was seen in the acquisition of Average job.

11. The highest educated teachers were

found to be more educated than the least educated.

The number of teachers with minimum service was more in the attainment of very good satisfaction compared to 5 senior teachers.

12. Poor or Very Poor Professional Satisfaction The satisfactory picture of no primary teacher at this level became clear.

#### Discussion with pre-research findings :

1. The correlation between salary and job satisfaction is evident. Such a conclusion has already been made in the research. The same can be seen through this research. Teachers with less service experience i.e. less than 3 years of service still do not get salary and honorarium.

2. The results of the interaction and cordial relationship with the co-operative, the administration and the management committee and the professional satisfaction based on it were once again studied through this research. The better the relationship, the higher the professional satisfaction.

3. In the case of women, some degree of bias or prejudice against the administration or the headmaster is considered to be an important obstacle in the job satisfaction of female teachers.

4. There was some resentment in the case of highly educated teachers. The main reason for this is either low sustainability of education promotion and secondly due to the various difficulties and problems that come with the opportunity for higher education, even after completing the education does not seem to receive any kind of financial compensation.

#### Component wise recommendations

Accordingly, the researcher has made the following recommendations.

1) The role of school management committee and school colleagues as well as administration towards women should be more positive and cordial.

2) Special emphasis should be laid on knowing the views of colleagues in school ad-

ministration

3) School administration should be completely impartial and neutral

4) The service experience of the seniors as well as the higher education of the highly educated should be used properly and fully in the school work and they should be given due justice and scope.

5) Instead of treating people who are relatively lacking in experience and education as vulnerable, they should be given the opportunity to progress and serve as much as possible with proper guidance and cooperation.

6) Co-workers should participate in each other's joys and sorrows without any discrimination. Understand each other's difficulties.

7) The school should not only use the administration but also give full scope to the management.

8) The principle of equal pay for work and equal pay for equal work, which seems to have disappeared due to contract recruitment, should be revived. And teachers should be able to maintain their proper social and educational status. Adequate salary should be given unconditionally for this.

9) More teachers will be motivated to work towards higher education and with a dedicated attitude if the senior service recipients receive their acknowledgment of their good service and the highly educated receive higher education and recognition of their work.

10) Looking relatively less satisfied despite being a senior is definitely an indication of lack of opportunity or hope for promotion. To change this situation, the government should unconditionally implement Chattopadhyay and senior salaries in the 12th and 24th years without delay. It is important to increase the overall recruitment rate of women in the primary teacher service is still not as satisfactory as it should be.

11) The highly educated class should come to this service and work here. Consider-

ing higher education as an important factor for this, the government should show more positivity in promoting in-service teachers to senior posts.

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## CONSUMER INNOVATIVENESS: A STUDY OF OPENNESS OF CONSUMER TOWARDS NEW PRODUCTS WITH SPECIAL REFERENCE TO PACKAGED FOOD AND BEVERAGES SEGMENT OF FMCG SECTOR AND ANNUAL FAMILY INCOME IN INDORE CITY

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\*\*\*\*\*

**ABSTRACT:** "Consumer innovativeness: A study of openness of consumer towards new products with special reference to FMCG sector" is a construct that deals with finding how open consumers are in trying new FMCG products based on demographic factor Annual Family Income. It has been found that Annual Family Income has a significant effect on consumer innovativeness with reference to Packaged Food and Beverages Segment of FMCG products.

**KEYWORDS:** Consumer Innovativeness, FMCG

**INTRODUCTION:** "FMCG stands for Fast Moving Consumer Goods also known as Consumer Packed Goods (CPG). FMCG products are that products which are sold quickly and at relatively lower costs. Non- durable goods such as packaged food, beverages, body care products, toiletries, over-the-counter drugs and other household consumables come under the category of FMCG." (Fast Moving Consumer Goods, 2019) For the purpose of this research packaged food and beverages section of FMCG sector has been taken into consideration.

"Consumer behavior is the study of individuals, groups, or organizations and all the activities associated with the purchase, use and disposal of goods and services, including the