

JOB SATISFACTION THROUGH ONLINE TEACHING AMONG HIGHER SECONDARY SCHOOL TEACHERS DURING COVID-19 PANDEMIC

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Abstract: Education is a comprehensive process, here a real intellect will be converted into a mature mind. Education is the only feasible way to impart knowledge about known and unknown things. It makes a human being understand the existing things in a deeper way and unknown things in a better way. As everything is dynamic, the ways of education also keep on changing according to the utility of an hour. The COVID-19 situation made all the educational institutions go with virtual classes and the online education system has been completely changed into the offline mode of education. Though the Indian educationist is not new to the technological evolution its adoption during this pandemic situation could be at risk among them. Before any changes occur, preparing for the situation needs transition space to get adopted and get used to it. Yet this adverse situation allowed the passage and rearing to adapt towards the techno-rich culture. This has a higher impact on online educators. This research highlights the impact intensity among education professionals who are teaching online affects their psychological well-being and provides suggestions to cope with the technological culture and psychological well-being.

Keywords: Comprehensive process, Technological evolution, psychological well-being, Evolution, Adaptability, COVID-19 situation.

INTRODUCTION:

It was made the modern educationists helpless to think about the old education system and the technology they used to educate. Despite anything discussed under the roof of education I could see many narrations and facts involved. Above 70,000 years of cognitive development have happened among human beings through education. "Education comes through Insight and Learning occurs for Living" during the Prehistoric pulse. Certainly, no trace of the curriculum or any other distant issue had been pursued in the pursuit of learning anything new. Though every problem comes with its solution it makes modern educationists panic to search for the solution. Acumen's educational style during the chalcolithic age received many discoveries. Following the Pangaea breakdown, Homo- Sapien's migrations were processed. Our ancestors had left a lot that proved as a guide for the modern educationists to adopt the new education system of education. Education took place through symbolization as a result of the following factors. Symbolically presented schooling was our first instructional strategy. No doubt, education pulls many years through ideogram for the new generation in chiseling. The education process keeps on changing as per the need of the modern system of education. Lately, education takes place depending on the region people belong to. Indeed, the species known as the hunting and gathering society, in addition to the lineage involved in literature formation

- the group rising towards literature with the logic and meaning involved symbols. The concepts of Alphabets and Numerical were developed further. Another advanced condition that happened is Communication. Communication between people during ancient times happens through signs and sounds. We've recently coined the terms "body language" and "verbal language." As a result of

communication, it becomes easy to transfer their ideas and emotions. Whereas education also accelerated. "Signs and noises advanced the human race to a higher degree in the hierarchy of the living world."

NEED FOR AN EDUCATION:

During the ancient age, knowledge replaced education as the most important factor. Though insight learning might provide a quick fix, the cost in terms of destruction and time was considerable. People began to gather information to survive and meet their basic requirements, such as food, water, shelter, and safety. People began to employ the resources available to them for their own needs, such as making a bow and arrow for hunting, studying the operation of fire, and sheltering in caves and leaves. Following that, trial and error instructional methods such as the wheel, wooden scraper, and so on are developed. Observational learning was the norm back then. "The pedagogical approach in ancient schooling required more indoctrination." Knowledge is transferred based on one's views and beliefs. Our forefathers and moms came from different eras.

EDUCATION DURING THE VEDIC PERIOD:

The Vedic period is revered in India as a timeless period. It's something that no one could have imagined in prehistoric times. Regardless, this period began with a strong foundation of knowledge and education. "A person without information is called an ignorant beast," according to an ancient book. Without any gender prejudice, knowledge has been shared equitably. Knowledge, enlightenment, humility, and modesty are some of the hallmarks of Vedic education. This system is tasked with the comprehensive development of humans' physical, moral, and intellectual capacities, as well as their salvation. It became a parchment after the Vedic development. The parchment has been used to build and destroy many kinds of resources, organizations, and institutions. The Vedic system is thoroughly explained. The Vedic system is completely detailed in terms of the culture, context, and place in which people live. It also delves into the topic of intercultural relations in depth. Plato, a Greek philosopher who presented a great philosophical theory on secularism and universal brotherhood, which Vedic rises and mummies had already conveyed through Vedas in the east." All ancient civilizations arose from a combination of knowledge and experimentation, rather than through schooling.

INVASION OF ARYANS IN EDUCATION SYSTEM:

Following the arrival of Aryans in India, people were divided into four groups: Brahmins (priests and scholars), Kshatriyas (kings, governors, and warriors), Vaishyas (cattle herders, agriculturists, craftsmen, and merchants), and Shudras (cattle herders, agriculturists, artisans, and merchants) (laborers and service providers). Untouchables are performing unfavorable tasks. That is when tribal culture emerged and began to establish a system for their subsistence. This is the period when education is based on dos and don'ts. Only a select few are permitted to acquire information. The Indian educational system began as a bureaucratic structure. Because Aryans are creative thinkers, they modified all prior Vedic parchments to their liking to dominate the other race. One segment of the population is becoming educated as a result of the Aryan invasion. The rest of the populace was stuck in a rut of desiring knowledge and repeating the same habit from generation to generation. "Discrimination rises in tandem with education." Gender discrimination, caste discrimination, and race prejudice were the beginnings.

DIVISION IN DIVERSITY:

The British East India Company first set foot in India in 1600. In India, modernity began. "Modernization will always come at a price." Indian civilization and culture have suffered significant losses and regrets. The British came in through trade and demonstrated their diversity by

controlling India and plundering its resources. Even if the school system was even more distorted, there were still numerous pundits and scholars. Discrimination reaches new heights, and people are far more preoccupied with it. Discrimination is at an all-time high, and individuals are far more concerned with being a slave and having unexpected events occur in their lives. During the British invasion of India, they saw differences in culture, language, and customs, and they were fascinated by them. "During the British invasion, education became a source of empowerment." Numerous leaders in India are empowering people to fight for independence. The structure was a missing element in the Indian educational system, according to British control. More than likely, India's educational system is informal. There were no universities, schools, or institutions in the area. To give you a better idea of what we were talking about, our educational institution was called "GURUKULAM (OR) PATSHALA." The school system in India was beyond the Queen's comprehension. Aside from the Gurukulam and Pathshala being destroyed. British dominance in India gave birth to modern education. In India, modern education has both a sweet and a bitter side. The modern educational system has enhanced the quality of education, the use of technology, universal conceptions, and the elimination of discrimination, among other things. On the other hand, it has curriculum preservation and a well-defined pattern.

COLLECTIVE COMPREHENSION OF THE EDUCATION SYSTEM NOW WITH ENHANCEMENT:

As I already stated, modern education has both sweet and bitter aspects. The concept of knowledge sharing was formerly expressed in terms of the people who live in the region, and it determined holistic development without regard for preservation. Every occupation now has its reservation. It is all paper-based / certification-based and there is no place for skill-based thinking. The system has progressed significantly. with more science and technology, However, it is all done through one-way communication. There appears to be a lot of delivery and little take-away in the school system. The school structure of education is divided into ICSE, CBSE, Matric, and State boards. The college has divisions such as arts, engineering, medical, and so on. The ancient form of education entailed learning a wide range of subjects such as literature, philosophy, politics, science, astronomy, and so on. Now everything is under lock and key, and only the most basic information has been provided without any in-depth explanation. In today's world, technology plays a crucial part in education. Because of the current corona pandemic, several universities are relying on technology to give their incomplete education. Human brain capability is being replaced by artificial intelligence. It doesn't imply I'm intruding. It does not imply that I am interfering with the enhancement. "Anything that should not have a monopoly on the resource that Homo sapiens has." Even though the fact that many educators are working for holistic development in a variety of methods, and many types of education systems are growing and being welcomed by people in this century. Teachers are no longer hired only based on their credentials. They are least well-known for their contribution to societal change through the development of new brains. Teachers were once regarded as "GURUS AND MASTERS," endowed with compassion for the development of lovely brains. The bulk of instructors nowadays develops more brains than thoughts. The terms "knowledge" and "education" are not interchangeable. Education, like commandments, has a structure and set of rules to follow, as well as the ability to influence the human mind. On the other hand, knowledge is understanding, and it is the awareness that will set the mind free. "Awareness of oneself is a liberation journey." I feel that the finest ways to grow the intellect are through creativity and independence. The essentials must be met.

MEANING OF ONLINE TEACHING:

According to Siddiqui's online teaching encyclopedism, a virtual learning environment has been defined as online domains that allow synchronous, joint interaction between teachers and students

while also providing asynchronous learning resources for students' periods. It also covers the crucial topic of computer-assisted learning.

learning. Learning and teaching will take place between teachers and students using the internet and technology in online teaching. eLearning is another term for online education. Most colleges provide a distance education program in which students can receive education from a distance. During a pandemic, schooling becomes remote learning over the Internet. Along with the available technology, each institution is attempting to adapt to the circumstances as much as possible to cover the syllabus and keep up with the educational flow among students. The workload of school teachers has never been higher, and there is a substantial risk of heightened stress and burnout during the epidemic. Adaptability in a technology-based culture is becoming increasingly difficult for both teachers and pupils. There is a physiological as well as a psychological effect. Thousands of people are involved in online teaching, particularly during this pandemic. Both rewards are for a taker and a giver, a faculty and a learner to become qualified in their respective courses, and for a giver to survive the pandemic. CDs, MP3 recordings, and interactive video conferencing in conjunction with the internet are three regularly utilized online education tools.

MEANING OF TRADITIONAL TEACHING:

Face-to-face interaction between teachers and students to learn through cognitive growth skills such as critical thinking, decision-making, and problem-solving is the conventional teaching technique. It is also suggested that a constructive teaching technique entails interaction, student-teacher involvement, and similar activities. Teachers in India are prone to using the traditional teaching style. When the pandemic forces school teachers to follow current teaching methods, many are unaware, and satisfaction levels plummet. Traditional education has its own set of advantages and disadvantages. However, most school teachers stick to what has worked for them for years and find comfort in the traditional teaching technique. Traditional teaching is highly successful; it entails trial and error, and the cost of education will be lower when it is used.

JOB SATISFACTION:

Satisfaction is a "pleasant feeling that you experience when you acquire something you desired, or after you have done something, you wanted to do," according to the Cambridge dictionary. A teacher is a person who assists a student in acquiring knowledge and virtue in a variety of ways, including theoretical and practical knowledge, professional and life skills. School is regarded as a significant institution in the development of a person. In comparison to other occupations, teaching carries greater responsibility and is more sensible. The level of pleasure with the task has a significant impact on the final product. "Where responsibility comes, satisfaction must also arrive" If either one fails, the person will suffer the repercussions due to a psychological and physiological imbalance. The paper follows a well-organized structure: a review of the literature and its generated hypothesis, research methods, period, demographics of the study population, and, of course, discussion of the findings, conclusion, and recommendations.

COVID-19 PANDEMIC SITUATION:

Because of the covid-19 outbreak, all educational professionals were forced to labor from home and devise new ways to instill information in school-aged youngsters. It has altered people's lifestyles, working styles, and provided mankind with the most incredible imaginative, teaching, and learning opportunities, among other things. To order to provide education to school kids, several educational institutions have changed their teaching and working styles. Over 900 million students throughout the world are looking for ways to move their institutions forward in the face of current problems. Teachers have been active in face-to-face teaching, also known as traditional teaching, for many decades. Face-to-face teaching involves eye contact and direct interaction

between teachers and pupils. Teachers are now working from home as a result of the situation, which could be the future pedagogy.

REVIEW OF LITERATURE AND DEVELOPMENT OF HYPOTHESIS:

The literature review is conducted in this manner, beginning with a claim about the degree of satisfaction with online teaching, satisfaction level and job stress among school instructors, impacts of switching from traditional to online teaching, and a hypothesis to support or refute the contradiction.

Assertion 1: There is no interaction between teachers-to-student during online classes

According to Li & Akins (2005), online teaching is a one-way learning process in which teachers communicate with students in a certain amount of time. The ratio of online teaching to traditional teaching is the same, with teachers finding it challenging to interact with students, especially when it comes to their learning styles. It has a greater influence on the learning process. When the learning event occurs, pupils with visual learning styles will suffer more. The application is resulting in fewer options and less training for faculty to deal with it, as well as a significant impact on teacher-to-student interaction. According to Sibley & Arbaugh, 2005; Trucker, 2001, online instruction lacks student-to-student and teacher-to-student interaction, resulting in gaps in learning. Online teaching has a different setting than the traditional classroom, according to Hsiu-mei-Huang in a British journal of educational technology, 2002 – The study towards constructivism for adult learners in online learning environments, online teaching has a different setting than the traditional classroom, and online educators must use special techniques. They must have a unique view of success. According to Norma Cuellar, the move from the classroom to online teaching necessitates more advanced research and equipment, as well as well-equipped teachers; teachers require technology-awareness training, as well as modern education and teaching system. Virtual classrooms have their own set of advantages and disadvantages. Teachers' learning capacities and procedures will become more streamlined, and both ends, i.e., teacher and student, will reap the benefits. To create an asynchronous online classroom, Learning has an impact on a student's learning experience, and the quality of education they receive in the future will be in doubt. (Phyllis Jones, Rui Cheng, J Lynn McBrien) According to Susan Lowes, the online teaching and classroom shift that affects the virtual high school on its teachers and schools, virtual and face-to-face classes have always been in comparative studies and discovered that either one is more satisfying in the learning and teaching process. Due to technological clichés, some virtual sessions will be two-way communication while the majority will be one-way communication. To cover up the target portion of the session, teachers tend to avoid interactions with pupils. It will be more of a delivery system with no feedback on the teaching result.

Without proper planning, online teaching can be disastrous, omitting slow learners and kids with attention deficits. As a result, the following hypothesis is proposed. Hypothesis #1: There is no difference between traditional and online education.

ASSERTION 2: THERE IS A LACK OF SATISFACTION IN JOB AMONG SCHOOL TEACHERS ON ONLINE TEACHING

The quality element in online courses, according to Doris U Bolliger and Oksana Wasilik's study on factors impacting faculty satisfaction with online teaching and learning in higher education, would lead to faculty satisfaction as crucial. Faculty are more satisfied with their learning environment and, more than a virtual term, a traditional manner of learning. According to Jennifer Mclean, the survey clearly distinguishes virtual teaching as a source of job satisfaction for teachers and a source of professional stress for them. The impact of instructors' learning control of online

learning environments on satisfaction and perceived learning the study suggests that if teachers use instructor control online learning environments for their students, a high degree of satisfaction will be achieved (Jamie costly, Christopher Lange). As a result, the following hypothesis is proposed. Hypothesis #2: There is no link between job satisfaction and schoolteachers' willingness to teach online.

METHODOLOGY:

In this study, a descriptive study design is used to collect the data for the study. A statistics tool used to analyze the data are the combination of ANOVA to compare the independent variables, regression analysis to find out the possible relationship between an independent and dependent variable and chi-square is to find the significant relationship between independent variable. It analyzed the level of jobsatisfaction among school teachers in online teaching.

STUDY TIME-SCHEDULE:

The current data covers around 260 respondents, working as in-school teachers. The study began in June to August 2020. Due to the pandemic, the direct collection was not possible. The researcher collected the data using Google forms.

POPULATION SIZE:

The participants are around 260 school teachers who are handling higher secondary classes students. The teacher population who are all working in the state of Jharkhand. Their ages range from 26 to 50 years. The average age between 26 to 50 years is 38. A total of 158 are female teachers, and 102 are male teachers.

Table 1: Population Size by Gender

Gender	Female	Male	Total
Total	158	102	260

Analysis and Interpretation

Table 2: ANOVA F-test Values

Hypothesis # 1: There is no difference between Online Teaching and Traditional Teaching	
F- Test value	0.01143
Hypothesis rejected (H0)	P < 0.05
Therefore, a Null hypothesis (H0) got rejected and Alternative hypothesis (H1) got accepted.	

Table 3: Chi-Square Test values

Hypothesis # 2: There is no Relation Between level of job satisfaction and online teaching among school teachers	
Probability value	0.0278
Hypothesis rejected (H0)	P <0.05
Therefore, a Null hypothesis (H0) got rejected and Alternative hypothesis (H1) got accepted.	

(Hypothesis #1: There is no difference between Online Teaching and Traditional Teaching)

(Hypothesis #2: There is no relationship between work satisfaction and online teaching among schoolinstructors) are the two key assumptions of the study. Finding the difference and relationship between the variables is what the Hypothesis shows. The hypothesis was validated using statistical analysis that took into account the statement chi-square value. The first hypothesis, "There is a significant relationship between online teaching and traditional teaching among school teachers," is supported by the F-test value of 0.01143, which rejects the null hypothesis with a P 0.05 and accepts the alternative hypothesis, "There is a significant relationship between online teaching and traditional teaching among school teachers." The data interpretation has caused less attentiveness in terms of satisfaction and lesson delivery. Teachers' job happiness is thought to be lower in online education; nevertheless, the hypothesis was refuted in the study; there is a substantial difference in job satisfaction between online and traditional teaching.

SUGGESTIONS AND CONCLUSION

The Indian education system has been prone to a conventional method of learning for decades; nevertheless, technology has developed and changed, and the institution and government have provided various subsidies and training. Teachers are on average 38 years old, and technology is unpredictably unpredictable. The learning curve has been lowered, and the majority of teachers are accustomed to face-to-face instruction and engagement with pupils. On the other hand, technology is bringing beautiful knowledge imparting, especially in logical-oriented subjects like physics, chemistry, and maths. Visualization techniques and making conceptualization videos are among the best ways of teaching techniques to reach the children in better and deeper ways. Route learning is also an option. Since the globe is in the midst of a pandemic emergency, social distance has become necessary. Schools have been closed in Tamil Nadu for the past seven to eight months. Henceforth, the future of education pedagogy online teaching would have become a major loop among the teaching profession. The professionals have to be trained under online teaching experts and it will be better if the education board is making it a part of the B.Ed. syllabus. Internet of things has to be a one among all papers as professional's studies and become an expert. At the same time, it will be used in a situation where it could be necessary, especially during pandemic situations. The students also must be exposed to online coaching. The situation has brought out an unprepared situation and less time has been given to all category people like teachers, students, and also parents. The private organization has been making a good effort in delivering the session online by teachers. And also, government schools are ahead in publishing the recorded version of the lesson through satellite television. The question of the hour is whether it is getting delivered effectively to students has to be addressed. The teacher's satisfaction in online teaching is another concern. The

teachers have to be given the proper encouragement, training, psych education, and incentives will enhance the output.

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