

NEED GRATIFICATION AMONG SCHOOL TEACHERS IN COIMBATORE DISTRICT

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ABSTRACT

This study attempts to explore the level of need for gratification among school teachers in Coimbatore district. To examine the need for gratification among school teachers in Coimbatore the investigator adopted survey method and selected 300 school teachers as sample for the study. Need gratification scale developed by Sathiyagirirajan (2000) was used. The result shows that the level of need for gratification among school teachers is average.

Keywords: Gratification, School and Teachers

Introduction

Maslow identified need for gratification as a motivating force for human beings. He identified, based on research, a hierarchy of five need levels – basic, safety and security, love and belongingness, self-esteem and self-actualization. He observes, “we do not motivate anybody, people are motivated by their own needs.” The function of the motivator is to identify the need level where the individual has got stuck up and help him move up towards self-actualization. Need for gratification rating scale attempts to find the degree of satisfaction of the subject at each of the five hierarchical levels of Maslow. Maslow’s theory was indeed a break through not only in its findings but in its method of research itself. His predecessors in motivation research had been studying people with low motivation levels. Maslow identified highly motivated people and attempted to find ‘what makes them tick’?. He belonged to Humanistic School of Thought and had a soft corner for human being. Naturally his theory was a revolt against the mechanical behaviouristic theory. There are many personality traits but, among them creativity is hidden deep inside one way or another in every individual. If one lacks the motivation and the required attitude, there is no usage of possessing ability. Ability itself is not enough because teachers may lack motivation. The bedrock of any motivation and attitude is the basic need gratification.

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The chief principle of creative knowledge is the hierarchy of less or greater priority or potency regarding the basic needs. When teachers are not satisfied, their need dominates their creative skills and presses all capacities to work. If relative gratification occurs, then the next higher sets of need in the hierarchy starts to dominate and thus organizes the personality. For example, hunger obsessions turn into safety obsession. It happens same with the other set of needs like esteem, self- actualization. The need is gratified when teachers experience the lack. When the need is gratified teachers are released to seek for creativity, knowledge and independence. Moreover, any true need for gratification tends towards improvement and strong development of the individual. Hence the researcher made an attempt to the study of need for gratification among school teachers in Coimbatore district.

Objective

The specific objectives of the study are

1. To find out the level of need for gratification among school teachers.
2. To find out whether there is any significant difference between school teachers in their need for gratification interms of selected background variables.

Hypotheses

The hypotheses formulated in this study are as follows

1. The level of the need for gratification among school teachers is average.
2. There is no significant difference between male and female school teachers in their need for gratification.
3. There is no significant difference between rural and urban school teachers in their need for gratification.
4. There is no significant difference between school teachers having below 5 years and 6 and above years of experience in their need for gratification and its dimensions.

Method

The selected problem had been dealt significantly by using the survey method.

Sample

A simple random sampling technique was adopted for the selection of 300 Teachers from Coimbatore district.

Tool used

Need gratification Scale developed by Sathiyagirirajan (2000) was used.

Statistical techniques used

This study utilizes descriptive and differential analysis.

Reliability of the tool

Table-1

Reliability of the tool

| Test-Retest Method | Reliability Co-Efficients |
|--------------------|---------------------------|
| Need Gratification | 0.78 |

Validity of the tool

Table-2

Validity of the tool

| High Group | | | Low Group | | | 't' |
|------------|--------|-------|-----------|-------|-------|------|
| N | Mean | SD | N | Mean | SD | |
| 50 | 140.55 | 45.30 | 50 | 90.34 | 35.45 | 6.17 |

't' is significant at 0.01 level.

Analysis and Interpretation

Objective1

Table 3
Descriptive Indices of Need for gratification on School Teachers

| | | Need Gratification | |
|----------------|----|--------------------|--------|
| N | | | 300 |
| Mean | | | 101.36 |
| Std. Deviation | | | 33.000 |
| Percentiles | Q1 | 25 | 80.00 |
| | Q2 | 50 | 85.00 |
| | Q3 | 75 | 139.00 |

The above table 3, shows the low, high and moderate groups of School Teachers in their Need for gratification. The value of Q1 and below was considered as low group, the value Q3 and above was considered as high group and the value in between Q1 and Q3 was considered as average group. The mean scores of need for gratification on school teachers is 101.36. The mean score fall between **Q1** and **Q3**. Hence, the school teachers have an average level of need gratification.

Hypothesis-1 There is no significant difference between male and female school teachers in their need for gratification and its dimensions.

Table-4**Difference between male and female school teachers in their need for gratification.**

| Variables | Gender | N | Mean | S.D | Calculated 't' | P Value |
|------------------------|--------|-----|--------|--------|----------------|---------|
| Basic | Male | 198 | 21.50 | 6.751 | 0.19 | 0.84 |
| | Female | 102 | 21.67 | 7.427 | | |
| Safety | Male | 198 | 20.09 | 7.777 | 3.36 | 0.00* |
| | Female | 102 | 23.16 | 6.870 | | |
| Love | Male | 198 | 19.17 | 8.312 | 2.03 | 0.04* |
| | Female | 102 | 21.25 | 8.622 | | |
| Self-esteem | Male | 198 | 18.92 | 7.782 | 0.63 | 0.52 |
| | Female | 102 | 19.55 | 8.889 | | |
| Self-Actualization | Male | 198 | 18.85 | 8.332 | 2.33 | 0.02* |
| | Female | 102 | 21.25 | 8.551 | | |
| Need for Gratification | Male | 198 | 98.52 | 33.050 | 2.08 | 0.03* |
| | Female | 102 | 106.87 | 32.355 | | |

* The mean difference is significant at the 0.05 level

The table-4 shows that the calculated 't' values for Safety, Love, Self-actualization and Overall Need for gratification 3.36, 2.03, 2.33 and 2.08 are higher than the table value 1.96 at 0.05 level. So the formulated null hypothesis is rejected. Hence it is concluded that there is a significant difference between male and female school teachers in their Safety, Love, Self-actualization and Overall Perception towards Motivation. Further, the table reveals that the calculated 't' values for Basic and self-esteem are 0.19 and 0.63 are less than the table value 1.96 at 0.05 level. So the formulated null hypothesis is accepted. Hence it is concluded that there is no significant difference between male and female school teachers in their Basic and self-esteem needs.

Hypothesis-2 There is no significant difference between rural and urban school teachers in their need for gratification and its dimensions.

Table 5

Difference between rural and urban school teachers in their need for gratification.

| Variables | Locality | N | Mean | S.D. | Calculate d 't' value | P Value |
|------------------------|----------|-----|--------|--------|-----------------------|---------|
| Basic | Rural | 93 | 24.11 | 6.443 | 4.37 | 0.00* |
| | Urban | 207 | 20.41 | 6.916 | | |
| Safety | Rural | 93 | 21.75 | 8.994 | 0.95 | 0.34 |
| | Urban | 207 | 20.85 | 6.905 | | |
| Love | Rural | 93 | 22.77 | 7.008 | 4.07 | 0.00* |
| | Urban | 207 | 18.57 | 8.747 | | |
| Self-esteem | Rural | 93 | 21.44 | 8.114 | 3.33 | 0.00* |
| | Urban | 207 | 18.10 | 7.993 | | |
| Self-Actualization | Rural | 93 | 22.58 | 7.586 | 4.10 | 0.00* |
| | Urban | 207 | 18.35 | 8.535 | | |
| Need for Gratification | Rural | 93 | 112.66 | 35.049 | 4.07 | 0.00* |
| | Urban | 207 | 96.29 | 30.798 | | |

* The mean difference is significant at the 0.05 level

The table-5 shows that the calculated 't' values for Basic, Love, Self-esteem, Self-actualization and Overall Need for gratification 4.37, 4.07, 3.33, 4.10 and 4.07 are higher than the table value 1.96 at 0.05 level. So the formulated null hypothesis is rejected. Hence it is concluded that there is a significant difference between rural and urban school teachers in their Basic, Love, Self-esteem, Self-actualization and Overall Need Gratification. Further, the table-5 reveals that the calculated 't' value for Safety 0.95 is less than the table value 1.96 at 0.05 level. So the formulated null hypothesis is accepted. Hence it is concluded that there is no significant difference between rural and urban school teachers in their Safety needs.

Hypothesis-3 There is no significant difference between school teachers having below 5 years and 6 and above years of experience in their need for gratification and its dimensions.

Table 6

Difference between school teachers having below 5 years and 6 and above years of experience in their need for gratification and its dimensions.

| Variables | Year of Experience | N | Mean | S.D. | Calculate d 't' value | P Value |
|------------------------|--------------------|-----|--------|--------|-----------------------|---------|
| Basic | Below 5 | 184 | 20.48 | 6.578 | 2.80 | 0.00* |
| | 6 & above | 152 | 22.58 | 7.156 | | |
| Safety | Below 5 | 184 | 20.57 | 7.950 | 1.09 | 0.27 |
| | 6 & above | 152 | 21.47 | 7.075 | | |
| Love | Below 5 | 184 | 20.87 | 6.993 | 2.63 | 0.00* |
| | 6 & above | 152 | 18.47 | 9.631 | | |
| Self-esteem | Below 5 | 184 | 19.39 | 6.952 | 0.86 | 0.38 |
| | 6 & above | 152 | 18.63 | 9.185 | | |
| Self-Actualization | Below 5 | 184 | 21.09 | 6.729 | 3.72 | 0.00* |
| | 6 & above | 152 | 17.74 | 9.688 | | |
| Need for Gratification | Below 5 | 184 | 102.39 | 31.081 | 0.97 | 0.32 |
| | 6 & above | 152 | 98.89 | 34.320 | | |

* The mean difference is significant at the 0.05 level

The table-6 shows that the calculated 't' value for Basic, Love and Self-actualization are 2.80, 2.63 and 3.72 are higher than the table value **1.96** at **0.05** level. The formulated null hypothesis is rejected. Hence it is concluded that there is a significant difference between school teachers having below 5 years and 6 and above years of experience in their Basic, Love and Self-actualization needs. Further, the table reveals that the calculated 't' value for Safety, Self-esteem and overall need for gratification 1.90, 0.86 and 0.97 are less than the table value 1.96 at 0.05 level. The formulated null hypothesis is accepted. Hence it is concluded that there is no significant difference between school teachers having below 5 years and 6 and above years of experience in their Safety, Self-esteem and overall need gratification.

Findings

1. It was found that the level of need for gratification among school teachers is average.
2. Female school teachers are better than male teachers in their Safety, Love, Self-actualization and Overall Need Gratification.
3. Rural school teachers are better than urban school teachers in their Basic, Love, Self-esteem, Self-actualization and Overall Need Gratification.
4. The school teachers having below 5 years of teaching experience are better than the teachers having 6 and above years of experience in their love and self-actualization needs.
5. The school teachers having 6 and above years of experience are better than the teachers having below 5 years of experience in their basic needs.

Conclusion

Need for gratification is a motivating force for human beings. Teachers need for gratification level plays a vital role in the entire life. Gratification alone gives hundred percent motivation and success in one's life. The study revealed that the majority of the school teachers have an average level of Need for gratification in their carrier life. It is referred that there is a significant difference between the school teachers' need for gratification on the basis of Gender and locality of the school. The results reported that there is no significant difference between the school teachers' need for gratification on the basis of years of experience. The favourable need for gratification helps the teachers to be a successful person in the field of education.

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