



Organizational Health of Secondary School Teachers: A Study

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Abstract

This study focused on Organizational Health of secondary school teachers and compares it with gender wise, type of management and nature of appointment. The objectives of the study were to compare Organizational health of Secondary School teachers in case of :male teachers and female teachers, aided school teachers and unaided school teachers, permanent appointed teachers and temporary appointed teachers and post graduate teachers & graduate teachers . Descriptive survey design was used for the study. The sample for this study was 350 secondary school teachers as per the objectives of the study. The data were collected with the help of Organizational Health Scale (OHS) prepared by researcher. It were analyzed with Mean, S.D. and 't' test. In the conclusion it was found that there is no significant difference in Organizational Health of Secondary school teachers in case of male teachers and female teachers, permanent appointed teachers and temporary appointed teachers and post graduate teachers & graduate teachers. There is a significant difference between Organizational Health of aided secondary school teachers and unaided secondary school teachers. This study will contribute to compare the organizational health of different types of school and different types of teachers as well.

Key Words : *Organizational Health, secondary school teachers*

1 INTRODUCTION

Education process plays a vital role to increase the rate of national income and the graph of the national progress. But this process depends on the dedicated teachers. If teachers are not honest with their profession, there is always an absolute in the national development. If teacher does work effectively and excellently, definitely the nation have a bright future. So teachers necessities or priorities are more important in overall education process.

The teachers identification towards their profession is identified through their satisfaction in job. Many research show that when a person is satisfied with his work, not only he but also the institution gets benefit. Job satisfaction increases his efficiency similarly job satisfaction heightens the effectiveness of the teachers personal work. The concept of job satisfaction is related to each and every sector so it should be considered at each and every place is the only purpose.

Organization in all sectors are facing challenges and opportunities due to constantly changing world of business. In the technology and science era the quality of work done by the members in that organization. As far as education system is concerned, quality of education and the product (student) is totally depend upon the quality and commitments of the team members.

For better quality education , teacher play an vital role. The environment where he or she works should be very healthy, interactive and committed .The educational organizations also need committed teachers to achieve the goals.

Job satisfaction has been found to be a significant determinant of teachers' organizational commitment . Educational organizations needed highly motivated teachers so as to attain their goals and prepare competent citizens. Health of school organization depend upon the healthy environment, positive interaction between administrator and teacher, management and teacher, student and teacher .Teacher play central role in the organization. There should be motivation to the teacher by management and administration .This will help to maintain the help of an organization.

1.1 Organizational Health:

It refers to an organization's ability to achieve its goals based on the environment that seeks to improve organizational performance and supports employee well being.

It is organization's ability to function effectively to cope up adequately, to change appropriately and to grow from within. It is the concept that has been developed to reflect the effectiveness of an organization. In various environment and hoe the organization reacts to changes in circumstances (Janice 2000).

The organizational health depends upon the relation of all the human being working in an organization. Resource support, Job satisfaction among staff, institutional integrity and initiating structure has become issues of interest.

2 Need of the study:

- In the changing environment of the school , use of technological world ,the expectations of students and parents gets changed. For the transaction of advanced syllabi and educational activities teacher has to play key role. Being a teacher educator researcher wanted to know about the environment of the organization.
- To study the job satisfaction of school teacher, the research study is necessary.
- It is also necessary to study the environment of an school organization where the Indian future is being shaped.
- To find out the organizational health status w.r.t. male and female teachers and type of organization, the study is essential.

3 Statement of the Problem

To study Organizational Health of secondary school teachers

4 Variables of the study

The study includes the following variable

Organizational Health

5 Operational Definitions of Terms

5.1 Organizational Health

Organizational Health are the amount and quality of team work, the degree of commitment of the member of the organization, effectiveness of communication, the extent to which planning and creativity are encourage, employees participation in decision making, the way in which difference of opinion are resolved and mutual confident and trust between managers and sub ordinates of any organization,

5.2 Secondary school teachers:

Teachers who are working in aided and unaided school, permanent and temporary basis and post graduate and graduate teachers for fifth to tenth standard.

6 Objectives of the study

To compare Organizational health of Secondary School teachers in case of

- a. Male teachers and female teachers.
- b. Aided School teachers and unaided school teachers
- c. Permanent appointed teachers and Temporary appointed teachers.
- d. Post Graduate teachers and Graduate teachers

7 Hypotheses of the study

The following are the null hypotheses of the study.

- i) There is no significant difference in Organizational Health of Male teachers and Female teachers of secondary school
- ii) There is no significant difference in Organizational Health of aided secondary School teachers and unaided secondary school teachers.
- iii) There is no significant difference in Organizational Health of Permanently appointed secondary teachers and Temporarily appointed secondary teachers
- iv) There is no significant difference in Organizational Health of Post Graduate secondary teachers and Graduate secondary teachers.

8 Scope , Limitation and Delimitation of the study

8.1 Scope:

- The geographical scope of this study was Pune Municipal Corporation area.
- The results of this study are applicable to all secondary school teachers of Pune city.

8.2 Limitations:

- The conclusions of the study are based upon the responses given by the respondents.
- Data collection tool was developed by the researcher.

8.3 Delimitations:

- In this study only Secondary School Teachers were included.
- Primary school, Junior college teachers were excluded.
- Teachers working in schools, situated in Pune city were considered .
- The schools only affiliated to S.S.C. board were considered and excluded those affiliated to the CBSE or ICSE boards.
- The teachers teaching in the schools with Marathi as the Medium of instruction were included and excluded other medium schools such as English, Hindi, Urdu, Gujarati and so on.

9 Methodology of the Study :

For this study the descriptive method was used.

In this study Organizational Health of male and female teachers, aided school and Unaided School teachers, permanent appointed teachers and temporary appointed teachers and Post graduate school teachers and graduate School teachers was compared.

9.1 Population:

All the secondary teachers from Marathi medium schools of SSC board of Maharashtra state was the population of the study.

9.2 Sample of the study

The sample was included approximately 350 secondary school teachers teaching in Marathi medium school situated in Pune city and affiliated to the S.S.C. Board. The sample was included both male and female teachers. It was also included teachers teaching in private aided, private unaided and municipal schools.

The sample was selected using three stage sampling technique. As the first stage, four regions of Pune city using Purposive Sampling Technique were selected. At the Second stage from each of these region, six schools were selected on the basis of type of management namely private aided and private unaided. Total twenty four schools were selected. This was selected using stratified random sampling technique. At the third stage teachers were selected from these schools using simple random sampling technique.

9.3 Tools of the study

- Organizational Health Scale (OHS) prepared by researcher.

9.4 Techniques of Data analysis

Following statistical techniques were used for data analysis

- a) Measures of Central tendency
- b) Measures of Variability
- c) 't' test

**Table 1
Organizational Health of Secondary School Teachers**

Organization al Health	Mal e	Femal e	Aide d	Unaide d	Permane nt	Tempora ry	Post Graduat e	Graduat e
Sample	202	143	274	71	270	75	106	239
Mean	132.9	133.5	134.2	129	134.02	129.96	134.08	132.72
Standard Deviation	24.07	19.33	22.86	19.03	22.95	19.05	23.85	21.47
Degree of Freedom	343		343		343		343	
Level	0.05	1.97		1.97		1.97		1.97
	0.01	2.59		2.59		2.59		2.59
't' –value	0.247		1.97		1.56		0.503	
Level of Significance	Not Significant		Significant		Not Significant		Not Significant	
Hypothesis Accepted/ rejected	Accepted		Rejected		Accepted		Accepted	

9.5 Interpretation:

- From table no 1 't' value shows that , null hypothesis no 1,3 and 4 are accepted, the null hypothesis no 2 is rejected. It means :
 - i. There is no significant difference in Organizational Health of Male teachers and Female teachers of secondary school.
 - ii. There is a significant difference between Organizational Health of aided secondary school teachers and unaided secondary school teachers.
 - iii. There is no significant difference in Organizational Health of Permanently appointed secondary teachers and Temporarily appointed secondary teachers.
 - iv. There is no significant difference in Organizational Health of Post Graduate secondary teachers and Graduate secondary teachers.

10 Major Findings and Conclusion

- The Organizational Health of Male secondary school teachers and Female secondary school teachers was not significantly different. It was observed similar.
- The Organizational Health of aided secondary school teachers and unaided secondary school teachers was found significantly different. This was due to the problems faced by the teachers of unaided schools.
- The Organizational Health of Permanently appointed secondary teachers and Temporarily appointed secondary teachers was also not significantly different. It was found similar.
- The Organizational Health of post graduate secondary school teachers and Graduate secondary school teachers was not significantly different. It was considered similar.

11 Significance of the Study

- The findings of the study are expected to be useful to school Principals and Management who could get in lightered about the psychological factors affecting Job Satisfaction of teachers.
- This knowledge can enable them to
 - a) bring about changes in their own behaviors and handling teachers and
 - b) develop and implement in house programme and policies for enhancing Job of teacher.
- This study also helps to teacher in improving professional commitment and creates healthy and good organizational health. Thus it is likely to improve teacher performance.
- This study will be a guideline to create a healthy environment in the school organization.
- This study will sensitize the teachers, administrators and the management for good environment in the organization.
- The healthy environment in the organization will promote the quality education.

12 Educational Implication:

- The present study identified Organizational Health as an important factor contributing to the effectiveness of the education system. More healthy are the organizational environment, more will be the motivation to the teachers who promote quality education.
- This study also contribute for giving the knowledge of various aspect of organizational health.
- This will contribute to compare the organizational health of different types of school and different types of teachers as well.
- By knowing organizational health each of the member will try to enhance the quality of campus and education too.

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