



“PROFESSIONAL COMMITMENT AMONG SCHOOL TEACHERS”

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Abstract

This study focused on Professional commitment 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 Professional commitment 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. Descriptive survey design was used for the study. The sample for this study was 100 secondary school teachers as per the objectives of the study. The data were collected with the help of Professional Commitment Scale (PCS). It were analyzed with Mean, S.D. and 't' test. In the conclusion it was found that the Professional Commitment 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 Professional commitment of Permanently appointed secondary teachers and Temporarily appointed secondary teachers was also found significantly different. This study will contribute to compare the Professional Commitment of different types of school and different types of teachers as well.

Key Words : *Professional Commitment, secondary school teachers*

Introduction:

Education process is related to national income and national development. 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 Education Commission (1964-66) observed “of all different factors which influence the quality of education and its contribution to material development, the quality of education competence and character of teacher are undoubtedly, the most significant”

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 benefited. 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.

1.1 Professional Commitment and Job Satisfaction

Development of a country depends upon the quality of the education given in the schools and colleges. This quality depends upon the quality of the teachers. Due to this Teaching profession is the important profession among all the professions. Therefore Teachers are called the nation builders. Teacher should focus on the competencies and commitment in much greater extent. Competent and committed teachers only prepare the competent and committed citizens. It is a social responsibility of whole teacher community, to create learning society.

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 heath of an organization.

Hung and Liu (1999) focused that stay-back is the factor which is most highly and significantly related to commitment. Marital status, age , and tenure were also found to be significantly related to commitment.

2. Need of the study :

- Commitment to the profession is very important aspect of the service , which supports to reach up to the goal. Being teaching profession it was necessary to know the present scenario of professional commitment.
- At some extent, professional commitment varied from person to person and from profession to profession. To know the level of professional commitment of school teachers on the basis of type of management and nature of service , this study was necessary.
- Success rate of any educational policy depends on its implementation. Greater is the involvement better will be the result. To find out the level of involvement and commitment this study was essential.

3 Statement of the Problem

To study professional commitment among secondary school teachers

4. Operational Definitions of Terms

i) Professional Commitment

It is the nature and extent of a teacher desired to remain a member of a teaching profession and the extent his / her willingness to exert efforts on behalf of the profession .

To devote personal time and dedicated towards his profession.

ii) Secondary school teachers:

Teachers who are working in aided and unaided school, permanent and temporary basis for fifth to tenth standard affiliated to Maharashtra State Board.

5. Variables of the study

The study includes the following variable

Professional Commitment

6. Objectives of the study

- i) To compare Professional commitment of Male teachers and Female teachers
- ii) To compare Professional commitment of aided school teachers and unaided school teachers.
- iii) To compare Professional commitment of permanently appointed teachers and temporarily appointed teachers.

7. Hypotheses of the study

The following are the null hypotheses of the study :

- i. There is no significant difference in professional commitment of Male teachers and Female teachers of secondary school
- ii. There is no significant difference in professional commitment of aided secondary school teachers and unaided secondary school teachers.
- iii. There is no significant difference in professional commitment of permanently appointed secondary teachers and temporarily appointed secondary teachers.

8. Scope, Limitations and Delimitations of the study

8.1 Scope:

- The geographical scope of this study is 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 were based upon the responses given by the respondents.

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.

The professional commitment of male and female secondary school teachers, aided secondary school teachers and unaided secondary school teachers, permanently appointed teachers and temporarily appointed 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 100 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, five schools were selected on the basis of type of management namely private aided and private unaided. Total twenty schools were selected. This was selected using stratified random sampling technique. At the third stage five teachers were selected from each schools using simple random sampling technique.

9.3 Tool of the study

Professional Commitment Scale

9.4 Techniques of Data analysis

Following statistical techniques were used for data analysis

Measures of Central tendency

Measures of Variability, 't' test

Table No 1

Professional commitment of Secondary School Teachers

Details		Male Teachers	Female Teachers	Aided Teachers	Unaided Teachers	Permanent Teachers	Temporary Teachers
Sample		54	46	52	48	64	36
Mean		71.33	69.90	70.94	65.35	72.01	67.24
Standard Deviation		6.97	7.01	7.25	5.96	7.15	5.98
Level	0.05	1.98		1.98		1.98	
	0.01	2.63		2.63		2.63	
't' -value		1.02		4.23		3.59	
Significance		Not Significant		Significant		Significant	
Hypothesis Accepted/Rejected		Accepted		Rejected		Rejected	

10. Interpretation:

- From table no 1 't' value shows that , null hypothesis no 1 is accepted and the null hypotheses no 2 and 3 are rejected. It means that:
 - i. The difference between professional commitment of Male teachers and Female teachers of secondary school is not significant.
 - ii. The difference between professional commitment of aided secondary school teachers and unaided secondary school teachers is significant.

- iii. The difference between professional commitment of permanently appointed secondary teachers and temporarily appointed secondary teachers is significant.

11. Conclusion:

- The Professional commitment of Male secondary school teachers and Female secondary school teachers was not significantly different. It was observed similar.
- The Professional commitment 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 Professional commitment of Permanently appointed secondary teachers and Temporarily appointed secondary teachers was also found significantly different.

12. Significance of the Study

- The findings of the study are expected to be useful to school Headmasters 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 program and policies for enhancing Job Satisfaction 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.
- By this study teacher community will get sensitized about the factors of job satisfaction and professional commitment.
- Professional commitment of a teacher will help to enhance the organizational environment.
- This study contributes to compare the professional commitment of different categories of teacher and the nature of their service.
- 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.

13. Educational Implication:

- The present study identified Professional commitment as an important factor contributing to the effectiveness of the education system. Professional commitment will help to motivate the teachers who will promote quality education .
- This study also contribute for giving the knowledge of various aspect of Job satisfaction and professional commitment.
- This will contribute to compare the Professional commitment of different types of school and different types of teachers as well.
- By knowing Professional commitment, each of the member will try to enhance the quality of campus and education too.
- It will be the guideline to Management , Administrators and policy maker to involve the teachers in the system at great extent.
- Commitment to the teaching profession is nothing but a social commitment to equality of opportunity.

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