



PROFESSIONAL COMMITMENT AMONG SECONDARY SCHOOL TEACHERS IN RELATION TO THEIR QUALITY OF WORK LIFE

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Abstract

Professional Commitment is a promise of an individual to oneself to bear values especially moral values which include punctuality, dutifulness, job involvement, maintaining good and harmonious relationship at work place, attachment with work place and satisfaction with the nature of work. A committed teacher must possess this quality of maintaining balance which will try to keep the professional and personal life separate and controlling the influence of one upon the other. Commitment take birth in a stable mind and a stable mind can only be committed and productive as well. In the present study, professional commitment among secondary school teachers will be analyzed under the influence of their quality of work life and communication skills. The study will be helpful to identify the influence of the selected variables on professional commitment among secondary school teachers. It will also be helpful in exploring the factors having the highest, lowest or negligible influence of the selected variables over the professional commitment among secondary school teachers.

Keywords: Professional Commitment, Relation, Secondary School Teachers, Quality of Work Life, Proactivity, Work Life Balance, Human Relations, Learning Organization.



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Introduction

Modern classrooms are not less than the laboratories in which the human brain gets a platform for its development and to do something paragon. It is the duty of the teachers to provide ample opportunities to their students to establish and grow. Learning in the classrooms can be considered intensive if the teaching is committed and interesting. As an interesting thing attracts the attention of everybody and made every human brain to understand it voluntarily, in the same way professional commitment can solve the purpose of better learning for better understanding. It is the teacher that inspires the learner for his great achievements and then these achievements become the part of this ever developing world. Thus, it is necessary for a teacher to be innovative and committed. A committed teacher is like a magician who can drive the minds of his learners towards great success. A committed teacher can do wonders for his students for their better future. In this challenging world,

human mind faces challenges every minute. In these challenges, man sometimes becomes a winner or a loser. Under various circumstances the human mind gets affected and the impression of these states of mind can be well observed on the functioning and output of the person. It is very difficult to be stable while passing through various situations. Similar is the case with a teacher who has to live personal life and professional life simultaneously. It becomes sometime very difficult to act differently in two different faces of same life. The impact of one can be seen on the other and vice-a-versa. But it is also very important to be neutral and strong during all the situations and for this, a person should be very strong psychologically. Another very important factor is to maintain the balance between life as well as work to bring out quality in it. A committed teacher must possess this quality of maintaining balance which will try to keep the professional and personal life separate and controlling the influence of one upon the other. Commitment take birth in a stable mind and a stable mind can only be committed and productive as well. The present study deals with a similar kind of problem in which the professional commitment among the secondary school teachers was analyzed under the influence of the selected variables.

Professional Commitment

Professional Commitment Is A Promise Of An Individual To Oneself To Bear Values especially moral values which include punctuality, dutifulness, job involvement, maintaining good and harmonious relationship at work place, attachment with work place and satisfaction with the nature of work. Professional Commitment leads to better performance and maximum output. It is a kind of special bond that connects an employee with his organization. Especially in case of teachers, commitment leads to a better connection with his students and much regard for a teacher in the hearts of his students as well as his institution. Commitment in teaching profession plays a very important role not only in the lives of teachers themselves but also in the lives of their students. Teaching with a responsibility to make the student understand thoroughly is nothing but his commitment towards his teaching profession. It is not an external motivation to a teacher but it is an internal motivation though of course external motivation like financial and physical security at work place, respect and harmonious environment of school and democratic environment in order to inculcate innovative styles to pursue in a better way for better learning outcome are some of the factors that contribute towards better commitment on the part of the teacher towards his profession. A teacher must understand that he is the future builder of the nation by contributing in

shaping the personality of their learner. Only a teacher has the power of creating or destroying the destiny of a nation. He has the powers to inculcate the ideas in young minds and sublimate the energy of youngsters in a positive and creative way. Only a committed teacher can feel that responsibility and can contribute to his maximum for the same. Commitment involves the loyalty of an individual that make him involved in his profession that he could think more than he think about his personal interests. Commitment of a person reflects through his behavior i.e. his act or his approach to deal with any given situation. Commitment is a personal quality of an individual teacher that makes him different, unique and ideal when compared to other teachers which may have equal qualification and status. A professionally committed person is a professional who is service oriented, takes initiatives in the various activities assigned in an institution. A committed person is always consistent in his work, having control over his emotions, involved in his work and interested in updating his knowledge to provide better learning techniques for more fruitful results. Commitment is a psychological state of a person that may or may not be influenced with rewards or fears of punishment in any form. Commitment is a broader concept with its multi- dimensional phases. A committed teacher may have certain level of dissatisfaction with some particular feature in an institution but that may not affect his commitment towards his profession as a whole although Commitment can be created through Education, training and presenting a model to some extent.

Quality Of Work-Life

“Quality of work-life is more concerned with overall climate of work. It is concerned about the impact of work on people as organizational effectiveness and an idea of participation in organizational problem solving and decision making.” - Luthans (1998).The term Quality of Work-Life is the combination of three words ‘Quality’ ‘Work’ and ‘Life. Quality of work-life is a newly introduced aspect of working class people. Previously the focus was only on performance or the quality of work done by the professionals. Many researches on work performance of this professional class as well conducted in the various fields or professions but after it, the focus was shifted towards the work performance as well as the social life and other personal parameters of a professional. Thus, this type of concepts came into existence which includes work- life balance, work- life and quality of work - life, in which the researchers developed tools based upon the assessment to measure the balance between work performance and the social or personal life of an individual. Many different aspects of this

concept raised many questions which are concerned directly or indirectly to the work performance and social or family relationships. Very useful and suggestive findings helped the individual and organizations to raise the level of performance among the professionals to balance both aspects of their lives i.e. work performance and social/ family life. It includes on one side concentration, consistency, sincerity, latest knowledge about the profession, in and outs, do's and don'ts; on the other hand the issues like health, social relationships, role of happiness and satisfaction at home or at social set up. In many researches, it was found a balanced professional with a good balance between work and life is a good performer and a satisfied as well as successful individual. Quality of work- life is also a related concept where the main focus is on the work life at work place. The quality of work- life at work place is the major highlight which covers the favorable and un- favorable time spent by a professional there at his work place. The different dimensions which determine the quality of work life are economic benefits, rewards, security of job, healthy working conditions with healthy organizational and inter personal relationships.

Review of the Related Research

Mohammad Hossein Nekouei et al (2013) found in his study that quality of work life influence significantly on job satisfaction; managerial dimensions of quality of work-life make a better predict for job satisfaction among employees in government organizations. Nair (2013) concluded that the respondents have an average quality of work-life and Female Teachers have a better quality of work-life compared to Men. The major issues are identified as inter generational communications and interpersonal trust among teachers which affects their quality of work-life. Nanjundeswara swamy, Dr. Swamy (2012), leadership styles can affect Quality of Work Life. Seema Arif et al (2013) investigated low satisfaction with relationship in life, Quality of Work Life and work life balance and value of work enhancing the one's self esteem concluding relationship in life and work life balance is most influential variable for satisfaction. Sorabsadri & Conrad Goveas (2013) studied different factors of Quality of Work Life such as Safe and Healthy Working Conditions, Adequate and Fair Compensation, Opportunity to utilize individual skills and talent, Develop Human Capabilities, provide Career and Growth Opportunities varies according to the employees' perception and job satisfaction depend upon the way of perception of the dimensions of Quality of Work Life. Z. Amin (2013) found positive attitude towards career development will increase the Quality of Work Life. There is significant relationship among career

development and personal development with Quality of Work Life. The perception of workers towards career development was influenced by the interaction between the values, hopes and purposes of workers. S. Khodadadi et al (2014) investigated salary and benefits' policies have a significant and positive effect on Shuhstar's Shohola Hospital employees' job satisfaction.

Statement Of The Problem

Professional Commitment among Secondary School Teachers In Relation To Their Quality Of Work Life

Objectives Of The Study

1. To examine the relationship of Professional Commitment with Quality of Work Life.
2. To examine the relationship of Professional Commitment with the dimensions of Quality of Work Life of the secondary school teachers i.e. **Pro-Activity, Work Life Balance, Human Relations, Learning Organization.**

Hypotheses

H1. There will be no significant relationship between Professional Commitment and Quality of Work Life of secondary school teachers.

H2. There will be no significant relationship between Professional Commitment and Dimensions of Quality of Work Life of Secondary School Teachers, i.e. **Pro-Activity, Work Life Balance, Human Relations, Learning Organization.**

Variables Of The Study

Independent Variables - Quality of Work Life

Dependent variables - Professional Commitment

Operational Definitions Used

Quality of Work-Life refers to the favorableness or un-favorableness time spent in the workplace indicating the feelings of the workers about every dimension of work including economic rewards, benefits, security, working conditions, organizational and interpersonal relationships and experiences.

Professional commitment is the spirit of a teacher with which he is bound to his profession characterized by consistency, professional loyalty, professional competencies and conformity to professional standards and ethics.

Delimitation Of The Study

The following will be the delimitation of the present study:

The present study was restricted to the secondary school teachers of Hoshiarpur district of Punjab state only.

The sample of the study was restricted to 500 secondary school teachers.

Methodology

Descriptive survey method of research was employed for the present study. There was one independent variables namely Quality of work-life and one dependent variable namely Professional Commitment. Data was collected by the investigator using the tools mentioned below.

Sample

The study was carried out on 500 secondary school teachers who were further divided on the basis 10 blocks of the whole district Hoshiarpur (Hoshiarpur-1, Hoshiarpur-2, Bhunga, Dasuya, Tanada, Mukerian, Hazipur, Talwara, Mahilpur and Garshankar). 50 teachers from each block were selected from the Secondary schools according to the availability of the staff for the sample. Stratified Random sampling technique was used.

Tools Used

Following tools were used to for the present study:

1. **Professional Commitment Scale** by Kaur, Ranu and Brar (2011)
2. **Quality of work-life inventory** by Dhar and Dhar (2008)

Statistical Techniques Used

- 1 Pearson's product moment coefficient of correlation was worked out to know the relationship among the variables.
- 2 Graphs were used to delineate the possible relationship and difference in correlation of variables.

Analysis and Interpretation

The present study was aimed at finding out the relationship of professional commitment among secondary school teachers in relation to their quality of work life. In order to test the hypotheses formulated in this work the data was analyzed by using relevant statistical techniques.

Table: 1.1. Coefficient of Correlation between Professional Commitment and Quality of Work Life on the basis of Gender (Male- Female)

Variable	Category	r
Professional commitment	Secondary School Teachers	.212**
Quality of work life		

***. Correlation is significant at the 0.01 level (2-tailed).*

➤ Table 1.1 Presents the coefficients of correlation between Professional Commitment and Quality of Work Life of secondary school teachers on the bases of gender (male and female) came out to be 0.212 which is positive and significant at .01 level of confidence. This indicates that there exists a significant positive relationship between Professional Commitment and Quality of Work Life on the bases of gender (male and female) of secondary school teachers.

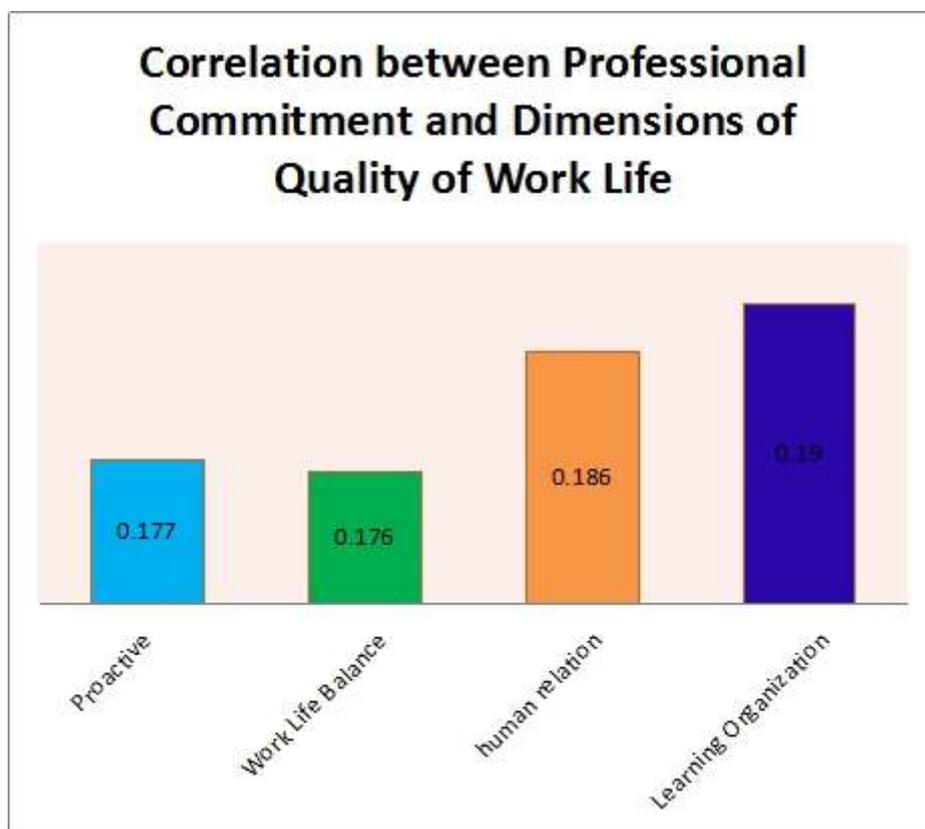
Table- 1.2. Coefficient of Correlation between Professional Commitment and Quality of Work Life (Dimension wise) on the basis of Gender (Male and Female)

Variable		r
Professional Commitment		
Dimensions of Quality of Work Life	1. Pro-activity	.177**
	2. Work life balance	.176**
	3. Human relations	.186**
	4. Learning organization	.190**

***significant at both the levels (0.01)*

Table 1.2 Presents The coefficients of correlation between Professional commitment and Proactivity, work Life Balance, Human Relations and Learning Organization i.e. Dimensions of Quality of Work Life of secondary school teachers on the basis of gender (Male & Female) came out to be .177,.176,.186 and .190 which is significant at .01 level of confidence. This indicates that there exists low significant relationship between Professional Commitment and Dimensions of Quality of Work Life on the basis of gender (Male& Female) of secondary school teachers.

Figure: 1.1 Bar graph of Coefficient of Correlation between Professional Commitment and Quality of Work Life (Dimension wise) on the basis of gender (Male and Female)



Findings:

1. There exists a significant positive relationship between Professional Commitment and Quality of Work Life.
2. There exists low significant relationship between Professional Commitment and Dimensions of Quality of Work Life 1. Pro-activity.
3. There exists low significant relationship between Professional Commitment and Dimensions of Quality of Work Life, 2.Work Life Balance.

4. There exists low significant relationship between Professional Commitment and Dimensions of Quality of Work Life, 3. Human Relations.
5. There exists low significant relationship between Professional Commitment and Dimensions of Quality of Work Life, 4. Learning Organization.

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