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**Paper Received On:** 25 MAY 2022

**Peer Reviewed On:** 31 MAY 2022

**Published On:** 1 JUNE 2022

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**Abstract**

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*A teacher was imaged as God. Teacher sustainability was full. Teachers were fully satisfied with the sources and facilities available. In the ancient time teachers have been honoured as the pillar of nation. Thus luster with which our ancestors were interested in “teacher” may be gleaned from the hierarchy of their God, Matridevo bhava, Pitridevo Bhava, Acharyadevo Bhava, it means that first mother is God, second father is god and third Acharya or guru or teacher is God, further. Teacher was a perfect model for the students in every aspect of life. The relation was founded more on love and affection rather than authority. In the present scenario, matter of teacher sustainability is seemed a dream of a distant. Due to advancement of science and technology there is lot of changes in education system, such as changes in teaching and learning, nature of job, private and government sector, salary, status of teacher, payment stricture, safety and security, qualification for recruitment, refresher and orientation courses, decline interest of students in regular studies, on line courses, change in the relationship as authority rather than love and affection,. Without satisfaction of teachers, to talk about teacher sustainability will meaningless. The facilities and incentives offered in this profession are so meager that many of talented persons do not think of becoming teachers but seek position elsewhere.*

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## **Introduction**

Education is an human activity. The birth of human race and shall continue to function as long as the human race lives. A necessity for society - education is necessary for society education fashions and models man A well-educated person is known all over the region because he is able to meet the conflicting challenges education culturists the individual and help him to fulfill his needs. Education develops a individual like a flower, which distribute its fragrance all over the environment. Thus education is the conducive process, which develops child's individuality in all its aspects-physical, mental, emotional and social with the growth and development of individual the society also develops to higher and higher levels of attainments. Thus, education is the essential for the growth and development of individual as well as society.

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Education is an important human activity. It was born with for society. Man cannot be conceived merely in terms of his biological existence. Education brings into focus the social aspect of man. Education signifies man's supreme position in society.

Gives significance of life - education teachers what man lives and struggles for. It cultivates an integrated life. By so doing. It gives significance of life.

Teacher is a person employed in an official capacity for the purpose of guiding and directing the learning experiences of pupils or students in an educational institution whether public or private..

One's occupation is watershed down in the rest of one's life flows. So if one has to be happy in one's life, one must be satisfied and happy in one's profession. To get satisfaction in one's job, in turn, one must choose it wisely. People work for different reasons, some work just to earn money, some work to utilize their talent and get satisfaction, recognition and social status, prestige, power, salary, leisure and other features of job are, no doubt important, but these features become meaningful only to those who value them.

Since the ancient times the teachers have been honored as the pillar of the nation. Thus luster with which our ancestors were interested in the "teacher" may be gleaned from the hierarchy of their god. 'Matridevo Bhava, Pitridevo Bhava, Acharyadevo Bhava' first mother is god; second father is god and third 'Acharya' or Guru or teacher is god. Further it is said, "Guru Brahama, Guru Vishnu, Guru Devo Maheshwarah". Which implies that the teacher is a creator, the sustainer and ultimate liberator. Teacher was given top most position in professional hierarchy. In ancient days teacher was a perfect model for the students in every aspect of life. He was totally responsible for the process of education. There used to be very close relationship between the teacher and the students in olden days. The relationship was founded more on love and affection rather than on authority. It was so intimate; that one was giving shelter to the other whenever it was needed.

Many ills of modern society are the outcome, of its apathy towards the teaching community. In other words, in the modern social setup, teachers are not given proper respect and status. Rich persons look down upon the teachers. Today, though along with other professions like medicine, law, engineering, teaching is also considered as a profession, may it is said to be the noblest profession; people do not think of teachers as a professional worker in the same sense, status and reverence in which they consider the doctor, the lawyer or the engineer. A teacher does not enjoy a social status as is enjoyed by the lawyers, doctors or engineers. Teachers continue in the profession only as mechanical ways earners. The facilities and incentives offered in this profession are so meager that many of the talented persons do not think of becoming teachers but seek positions elsewhere. The net result is that there appears to be a widespread dissatisfaction at the present in the teaching profession as a whole.

It is said that, "Personality of a teacher is reflected in his students". A teacher is generally an ideal before his students who try to imitate him. Only a teacher like Socrates could produce disciple like plato. The training imparted by Vishwamitra to Lord Rama and Laxman molded their personality and people now worship the two illustrious ---brothers in way to pay homage to Vishwamitra. Gandhi said that a teacher, whenever he may be, continues to influence his students and therefore, he must be upright in his conduct. One cannot but recall the dictum laid down in the 13th Chapter of "BHAGAVADGITA' about the characteristics of a real teacher: absence of pride, freedom from hypocrisy, non violence, forgiving nature, straight forwardness, service of the preceptor, purity of mind and body, steadfastness and self control.

True teachers are always devoted to studies and are responsible for the inculcation of civil and social duties in students. Teachers take utmost care and interest with regard to the progressive and harmonious development of the physical, mental and intellectual powers and facilities of students. As a spiritual and intellectual father, the teacher leads students from darkness of ignorance to the light of knowledge, which is concealed.

Education can be broadly defined as a process of teaching and learning where the teacher occupies a position of paramount importance. The role of teacher in influencing the future of our advancing national development is becoming increasingly important.

"Although an educational system may have excellent material resources in the form of attraction school plants well equipped laboratories efficient administrative staff, correct

policies and progressive curricula, if the teachers are indifferent to their responsibilities, the whole programme is likely to be ineffective and largely wasteful” (Kundu, 1981)

No system of education can rise above the level of its teachers. While opening the 11th conference of Indian association of teachers educator, Shriman Narayan (1968). Reiterated that, “The greatness of country does not depend upon lofty buildings, genetic projects and large armies. The ultimate test of nation’s greatness is the quality of county’s citizens. If a nation possesses young men of sterling character and unimpeachable patriotism, country is bound to make rapid progress on all fronts. Young men are entrusted to the care of the teaching profession and it is therefore, the sacred mission of education towards students to make them right type of citizens. Teachers can play a vital role in shaping the future of India by paying attention to the young men entrusted to their care.”

Every body wants to lead a happy and prosperous life. If the employees are satisfied with their job, then they carry their duties honestly and efficiently. If the employees are satisfied with their job, then they carry their duties honestly and efficiently. If the employees are not satisfied with the job then they do not carry their duties honestly and efficiently. So the individuals are not satisfied with the job because different employees have different needs at various levels. In the one’s life money plays a important role. The employee always thinks about his salary, service, promotions and opportunities which he wants to achieve in his life.

Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties honestly and efficiently. Job Satisfaction refers to the perceived feelings of an employee towards his job. It is a psychological feeling and has both rational and emotional elements. The Job Satisfaction, being global aspect is affected by a large array of variables such as salary, promotion, age, experiences, primary and secondary needs, opportunities for advancement, congenial working conditions, competent and fair supervision, degree of participation in goal setting, and perception of the employees. Job Satisfaction is presumed to wield considerable influence on job performance.

It is necessary for good academic environment that teachers who are imparting education must enjoy at least a reasonable amount of Job Satisfaction. Teachers, have always been held in esteem as ‘Nation Builders’. Moreover, the teachers in colleges as well as universities send up young students as finished products in the shape of degree holders in different categories of subjects. This product needs to be prepared by good and satisfied teachers because only such teachers can produce good citizens who will contribute in the economic, social, cultural,

political and other fields of the nation. The low job satisfied teachers might lead to worse educations standards.

To maintain quality of teaching, the teacher should keep his torch burning in order to light others' torches. To allow this process to take place, congenial school atmosphere or environment is very essential. Without this kind of environment educational activities of the teachers may not become successful. If the teacher is satisfied with his environment, he will perform his duties perfectly.

### **Causes of lowering the teacher sustainability**

It has and has been observed that following causes are responsible for decline the teacher sustainability.

1. lack of physical safety
2. lack of financial security
3. lack of infrastructure
4. lack of proper discipline
5. lack of professional commitment
6. lack of proper equality
7. lack of impartial appointments
8. lack of proper refresher courses and orientation programmes
9. lack of implementation of university calendar regarding holidays and leaves
10. lack of proper perception of employer
11. lack of proper enrollment of students
12. lack of teaching resources
13. lack of implementation of rules and regulations of UGC/NCTE/ State Govt./affiliated university.
14. competent and fair supervision
15. lack of TA,DA and fee of seminars ,conferences/ and workshops
16. lack of rewards or appreciation.
17. lack of stable syllabus and curriculum

There is following effects of lowering teacher sustainability

1. Neither teaching nor learning effective
2. No accountability
3. Indiscipline

4. Decline in students' enrollment.
5. Confidence losing
6. None innovation
7. Moral and spiritual values are degrading
8. Negative change in society
9. lesser educational growth
10. Development of negative attitude

### **Suggested ways and means to empower for teacher sustainability**

1. Equal work and equal payment policy should be implemented in the private **and** government sector.
2. Equal training should be given to teachers.
3. Equal service conditions should be framed for equal posts.
4. Govt. should provided financial assistance to weaker institutions.
5. Refresher courses and orientation programs should be made compulsory.
6. before introducing new courses, topics and curriculum discussion should be must and fixed for fixed time. Every year change in syllabus is not so good.
7. Rule and regulations of NCTE,UGC, State govts. and affiliated bodies should be implemented equally in all the states of India.
8. Appointment nature should be regular.
9. Govt. should allowed projects to teachers of private institution

### **Conclusion**

Frustration of the individual, whatever may be the occupation in which he is engaged, results in professional stagnation. A frustrated teacher is not lost only to himself but also to the entire society. A frustrated teacher spells disaster to the country's future. True enough, it is said that a large number of teachers of the present day have no interest in their profession. They continue in the profession only as mechanical wage earners. The facilities and incentives offered in this profession are so meager that many of the talented persons do not think of becoming teachers but seek positions elsewhere. They have not yet been given the same footing as a doctor, a lawyer or an administrative-officer in the society. The significance of the role of the teacher is hardly recognized, though it has become a fashion to observe the teacher's day. The teachers of today suffer from neglect, indifference and insecurity. We always expect a lot from a teacher who has so little power and alarmingly

meager facilities. The net result is that there appear to be a widespread frustration at present in the teaching profession as a whole. If a teacher is frustrated, he may produce frustrated and maladjusted students. Therefore, it is essential to see that the teachers are satisfied in their profession so that they can shape the best citizens for the future society. .

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