

# Adjustment of Senior Secondary School Teachers in Relation Professional Commitment and Work Motivation

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## **Abstract:**

*The future of a nation is shaped in the classroom. The teachers expand societies, indicate path of development to the nation, and maintain the human aspects of survival. They nurture and cultivate humanistic, ethical and moral values among pupils. Due to industrial development and scientific innovations, the role of a teacher is assuming new magnitude. It is the accountability of the teacher to direct and motivate students, to develop his discipline and to instil social values, which are in conformity with our social legacy and the community intensions. This is study to trace out the relationship among these important components related to teaching and learning.*

**Keywords:** Adjustment, Professional Commitment and Work Motivation, School Teachers

## **1. INTRODUCTION**

A teacher is the key element in the configuration of a nation. The assignments of a teacher are transaction of knowledge; convey the expertise and inculcation of values. The task of a teacher is very significant for the growth of a student. Unless the nation has persons of suitable disposition and capability as teachers, it cannot have citizens of broad vision, dedication and leadership. Simultaneously, it is significant to realize that an incompetent teacher is harmful to the nation.

The future of a nation is shaped in the classroom. The teachers expand societies, indicate path of development to the nation, and maintain the human aspects of survival. They nurture and cultivate humanistic, ethical and moral values among pupils. Due to industrial development and scientific innovations, the role of a teacher is assuming new magnitude. It is the accountability of the teacher to direct and motivate students, to develop his discipline and to instil social values, which are in conformity with our social legacy and the community intensions. A teacher should have meticulous understanding about the latest techniques and methods of teaching. (Pal, 2013) He should continuously refurbish his understanding, methodology and techniques. The individual and professional qualities of a teacher persuade their professional competence. More capable and dedicated teachers are prerequisite in the classroom

because the finest syllabus and the perfect curriculum become unproductive in the dearth of a committed teacher.

## **2. RATIONALE OF THE PROBLEM**

The teacher's commitment to the job is the most disgraceful feeling among the masses in these days. The standard and quality of education has declined and one of the reasons for this is a growing unhappiness on the part of the teachers for their job. It is emphasized by different committees and commissions for requirement of high quality personnel in teaching, who have the necessary aptitude for teaching and favourable commitment towards teaching profession, with high adjustment and motivation. The private segment has likewise entered the education field and has prompted mushroom development of substandard foundations, the so called 'education shops'. The quantity has, most likely, expanded yet at the expense of quality.

Keeping this as a background a humble attempt is made trace out the relation of some of the very important component of teaching learning.

## **3. OBJECTIVES OF THE STUDY**

- 3.1. To study the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.
- 3.2. To study the individual contribution of Professional Commitment and Work motivation in predicting Adjustment of Senior Secondary School Teachers.

## **4. HYPOTHESES OF THE STUDY**

- 4.1. There exists no significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.
- 4.2. There exists no significant individual contribution of Professional Commitment and Work motivation in predicting Adjustment Senior Secondary School Teachers.

## **5. DELIMITATION OF THE STUDY**

The present study was delimited to 300 Haryana Govt. Sr. Secondary Schools PG Teachers/ School Lecturers of Gurgaon, Rewari and Faridabad districts of Haryana. The study was confined to 300 male and female teachers from Govt. Sr. Secondary Schools of Haryana affiliated to Board of School Education, Haryana.

## **6. METHODOLOGY**

As the present investigation intends to ponder over Professional Commitment, Work Motivation and Adjustment of Senior Secondary School Teacher, the spellbinding study strategy is utilized for this reason. It includes elucidation, correlation, estimation, grouping, assessment and speculation, all coordinated towards a legitimate comprehension and arrangement of significant educational issues.

## **7. POPULATION AND SAMPLE OF THE STUDY**

The population for the present study was all those teachers teaching in senior secondary school of Haryana State. It is not possible to assess the whole population. Therefore, in this study, the sample of 300 senior secondary school teachers working in government schools affiliated to Board of School Education, Haryana was selected using stratified random sampling technique. Lottery method was used to choose one division out of the four divisions; Ambala, Gurgaon, Hisar and Rohtak. Gurgaon division was

chosen randomly by using lottery method. At second stage 69 of sampling separate chits were prepared having all the name of the six districts of Gurgaon division on each chit. Three chits were randomly picked up and it was found that the three districts Gurgaon, Faridabad and Rewari were picked up. The list of schools prepared by the Directorate of Education was available on the website of the Directorate of Secondary Education. From this website 30 schools were selected which was having 10-12 senior secondary teachers. In this way, 300 senior secondary school teachers formed the sample of this research work.

## 8. TOOLS USED

The data were collected related to the Professional Commitment, Work Motivation and Adjustment variables with the help of the following tools.

- 8.1. Professional Commitment Scale Developed By Kaur & Kaur (2011)
- 8.2. Mangal Teacher Adjustment Inventory (Short Form) (1982)
- 8.3. Employees Motivation Scale By Srivastava (1988)

## 9. PROCEDURE OF DATA COLLECTION

The investigator visited the selected schools of the three districts for survey and collection of data. The teachers/subjects were guaranteed that the present survey is intended for the research reason and will be kept private.

## 10. STATISTICAL TECHNIQUES USED

Statistical techniques are applied on the raw scores to make it meaningful and to test the implication of the scores. The raw scores do not have their own meaning and relevance until statistical techniques are used. Partial Correlation, Multiple Correlation, and Regression Analysis were used In order to study the nature of the data with the help of software package for social sciences (SPSS) used to analyze the data. On the basis of these tools, procedures and statistical techniques used, the examination of data, analysis and discussion of results have been given in the subsequent part of the work.

## 11. RESULTS AND INTERPRETATION

### 11.1. Joint Contribution of Professional Commitment and Work Motivation in Predicting Adjustment of Senior Secondary School Teachers.

The first objective was to study the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of School Teachers. The results are given in Table 11.1 after the analysis of the data with the help of Multiple Correlation.

**Table 11.1: Multiple Correlation Coefficient in predicting Adjustment of Senior Secondary School Teachers on the basis of their Professional Commitment and Work Motivation.**

Variables	Remarks
$R_{1(23)}=0.97$ 1: Adjustment 2: Professional Commitment 3: Work Motivation	$p<0.01$

From Table 11.1, it is evident that Multiple Correlation Coefficient is 0.97 that is significant at 0.01 level with  $df=2/297$ . It shows that the joint contribution of

Professional Commitment and Work Motivation in predicting Adjustment of School Teachers is significant and high. Thus the null hypothesis that there is no significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is rejected. Further the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Teachers is 94.0% which is quite high. It may, therefore, be said that there was a high significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.

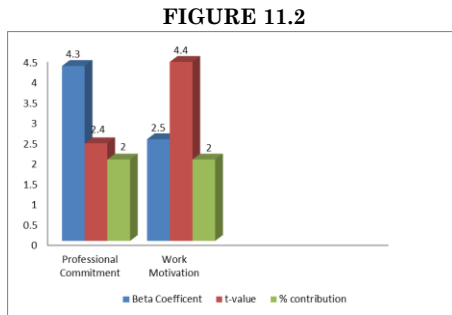
**11.2. Individual Contribution of Professional Commitment and Work Motivation in Predicting Adjustment of School Teachers.**

The second objective was to study the individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers. The Regression Analysis was used to analyse the data and the results have been given in Table 11.2.

**Table 11.2 Percent of individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.**

Predictor	Beta Coefficient	t-value	% contribution
Professional Commitment	0.47	13.91**	43.94
Work Motivation	0.53	15.76**	50.11

\*\* significant at 0.01 level



**Fig. 1.1 Percent of individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.**

From Table 11.2 it can be seen that Beta coefficients for Professional Commitment and Work Motivation are 0.47 and 0.53 respectively which are positive and significant at 0.01 level. It shows that Professional Commitment and Work Motivation individually contribute significantly in the prediction of Adjustment of School Teachers. Thus the null Hypothesis that there exists no significant individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is rejected. Since Beta Coefficients are positive, it shows that both Professional Commitment and Work Motivation help in improving Adjustment of School Teachers. Further the individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of School Teachers is 43.94 % and 50.11% respectively. The individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of School Teachers is high. It may, therefore, be

said that the best predictor of Adjustment of School Teachers was found to be Professional Commitment and Work Motivation of School Teachers.

## **12. ANALYSIS AND INTERPRETATION OF DATA**

The collected data was analysed according to the framed hypotheses. The necessary interpretation was done on the basis of the obtained results.

The first Objective was to study the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of School Teachers. It was found that Multiple Correlation Coefficient is 0.97 that is significant at 0.01 level with  $df=2/297$ . It shows that the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is significant and high.

Thus the null hypothesis that there exists no significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is rejected.

Further the joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Teachers is 94.0% which is quite high. It may, therefore, be said that there was a high significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.

The next objective was to study the individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers. It was seen that Beta coefficients for Professional Commitment and Work Motivation are 0.47 and 0.53 respectively which are positive and significant at 0.01 level. It shows that Professional Commitment and Work Motivation individually contribute significantly in the prediction of Adjustment of School Teachers.

Thus the null Hypothesis that there exists no significant individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is rejected. Since Beta Coefficients are positive, it shows that both Professional Commitment and Work Motivation help in improving Adjustment of Senior Secondary School Teachers. Further the individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers is 43.94 % and 50.11% respectively.

The individual contribution of Professional Commitment and Work Motivation in predicting Adjustment of School Teachers is high. It may, therefore, be said that the best predictor of Adjustment of School Senior Secondary Teachers was found to be Professional Commitment and Work Motivation of School Teachers.

## **13. MAIN FINDINGS OF THE STUDY:**

The findings of this study are as follows:

- 13.1. There was a high significant joint contribution of Professional Commitment and Work Motivation in predicting Adjustment of Senior Secondary School Teachers.
- 13.2. The best predictor of Adjustment of School Teachers was found to be Professional Commitment and Work Motivation of Senior Secondary School Teachers.

## **14. EDUCATIONAL IMPLICATIONS**

The present investigation is of especially significance to educational thinkers, teachers, and psychologists. The teacher is key performer for the quality in education teachers

professional commitment has been recognized as a standout amongst the most basic elements for the accomplishment of instruction in schools.

It is also evident from the study that the relationship between Work Motivation and Adjustment was moderate. It means the motivated teachers are moderately adjusted in schools. So, the school authorities should motivate the teachers by providing the required teaching learning material, well-furnished facilities like furniture, blackboards, well equipped subject laboratories according to need of teacher and students, and working computers, these would motivate the teachers to work according to their efficiency which is a prerequisite for better performance in any profession.

The contribution of Professional Commitment and Work Motivation was significant in predicting Adjustment of School Teachers. It may be interpreted that for the better adjustment of the teacher it is very important for them to be professionally committed and motivated at work place. So, the government and the administration should focus on humanizing the school environment which will help the teachers to complete teaching learning process more effectively. There should be positive interfering by higher authorities in the job of teachers so that they feel motivated and can demonstrate their potentialities and discovers to be committed.

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