

# EDUCATOR RESPONSIBILITY AND WORK SATISFACTION: A CASE STUDY AT SCHOOL LEVEL

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SASI KUMAR PAKALPATI<sup>1</sup>, SALEENA EC<sup>2\*</sup>

## Abstract

The study objectives are to find out the level of Teacher Commitment and Job Satisfaction of Secondary school Teachers of Malappuram district. Education is a powerful tool for social, economic and political development of a Nation. Success of education process greatly depends on the commitment, character, attitude, personality and ability of the teacher. A teacher has to have special empathy, perseverance, determination, sincerity, research orientation, honesty and adaptability. A teacher is the model in the classroom, whose personality and attitude are simulating by the students consciously and unconsciously. Teacher commitment has been identified as one of the most pivotal factors for the success of education. The study objectives are to find out the level of Teacher Commitment and Job Satisfaction of Secondary school Teachers of Malappuram district.

**Keywords:** Educator, Service, Teaching, University

## 1. INTRODUCTION

One of the purposes of education is to develop all round personality of the child. It is a systematic, efficient and deliberate influence exerted by the teacher upon the pupils. It also unfolds and expands the inherent powers, capacities, capabilities, interest, aptitude and attitude of the learners. Education is universally accepted as the most important factor responsible for the development of the nation. The study objectives are to find out the level of Teacher Commitment and Job Satisfaction of Secondary school Teachers of Malappuram district. Education is a powerful tool for social, economic and political development of a Nation. Success of education process greatly depends on the commitment, character, attitude, personality and ability of the teacher. A teacher has to have special empathy, perseverance, determination, sincerity, research orientation, honesty and adaptability. A teacher is the model in the classroom, whose personality and attitude are simulating by the students consciously and unconsciously. Teacher commitment has been identified as one of the most pivotal factors for the success of education. The study objectives are to find out the level of Teacher Commitment and Job Satisfaction of Secondary school Teachers of Malappuram district.

The secondary education commission (1952) rightly points out, "We are convinced that the most important factor in the contemplated educational reconstruction is the teacher-his personal qualities, his educational qualifications, his professional training and the place that he occupies in the school as well in the community."

Teacher Commitment is believed to be central to national development. It is only a committed teacher who can in some measures be creditable of the trust that is placed on him by society. A committed teacher can and does bring about desirable changes in the student and deserves to be called a nation builder. A committed teacher is one who

initiates the organizational, professional and student learning activities that are essential for educational development of the nation. Job satisfaction leads to improve the performance as well as the effectiveness of an individual regardless of his nature of work.

The above discussion clearly reflects that teachers job satisfaction and their commitment to the organization are the major factors for the qualitative improvement of any educational system. Job satisfaction has been the topic of many studies but only few researches related to teacher commitment have been conducted in the educational settings. Thus, it is acknowledged that the present study will provide new information and appearance describing teacher commitment and their job satisfaction of secondary school teachers.

## Key Terms

### *Teacher Commitment*

Commitment substantiates a sense of being bound emotionally or reflective to some course of action, which may include a person's relationship with another individual, unit or organization (Huntington 1986)

### *Job Satisfaction*

Locke (1976) defines "Job satisfaction as a pleasurable or emotional state resulting from the appraisal of one's job and job experience".

### *Secondary School Teachers*

The term Secondary School Teachers refers to the teachers teaching any one of the educational standards

<sup>1</sup>Department of Social Science, ISS College of Teacher Education, Perinthalmanna, India

<sup>2</sup>Department of Retail Management MES Keveeyam College Valanchery, India

\*Corresponding author email- ecsaleena@gmail.com

8ths, 9th, or 10ths in any of the school recognized by the Government of Kerala state.

### **Need and Significance of Study**

Job satisfaction may be defined as an attitude which outcome from a balancing and summation of many special likes and dislikes and experiences in job (Sreedevi, 1970).

Teacher Commitment is believed to be central to national development. A committed teacher who can several measures be worthy of the trust that is set on him by society. A committed teacher can and does bring about desirable changes in the student and deserves to be called a nation builder. A committed teacher is one who initiates the organizational, professional and student learning activities that are essential for educational development of the nation.

Job Satisfaction of teacher influences his/her own behavior in the class that affect the behavior of his students. Teachers' attitudes, motivations and job satisfaction are very important factors in any educational organization. In other words, the success of any educational system and its effectiveness largely depends on the teachers Job Satisfaction and their positive personality characteristics. Teachers who are happy, outgoing, emotionally stable, self-sufficient etc. positively influence the students. Job satisfaction may be defined as an attitude which outcome from a balancing and summation of many special likes and dislikes and experiences in job (Sreedevi, 1970).

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The role of a teacher is regarded as an essential one not only in moulding the personality and physical development of the student, but also shaping the society. At the same time, an incompetent teacher is much more dangerous to the nation also. Teacher develops societies, indicates the path of programmes to the nation and sustains the human prospect of existence.

While considering the situations in Kerala, it can be seen that its educational system has undergone a process of enormous and rapid change at Primary level and also at Secondary level. At Secondary and Higher Secondary new curriculum and teaching methods are introduced. At Higher Secondary level plus two systems are going on. Teacher's duties and workload are increased.

Study on teacher commitment and job satisfaction has attained popularity in present days. Job satisfaction of teacher is drawing more and more attention in the educational field. Therefore, this study is a relevant one in the present educational field.

To ensure the quality of education to students, it is necessary to improve the condition and quality of teachers in school while talking of universalization of education. It is important to find out whether a teacher is truly

committed to his profession or not, and whether he is getting satisfaction from the job or not and how they can cope with their problems. So, the investigator felt the increased need of the study of relation between teacher commitment and satisfaction of job. The present study is an attempt to find out the Relation between Teacher Commitment and job Satisfaction of Secondary School Teachers.

Study on the relationship between Teacher Commitment and Job Satisfaction of Secondary School Teachers of Malappuram District has much significance. Moreover, it is a valuable and beneficial study to the present-day educational institutions. The findings, suggestions and recommendations can help to improve the satisfaction and commitment of the teachers of Malappuram District and gradually the state at large.

## **2. LITERATURE REVIEW**

Yadav (2003) through the study teacher support services, stresses, that teacher support services are essential for preparing professionally competent and committed teachers. The research findings on teacher support services which include pre-service education, in-service education, communication technology, community support, physical facilities, school climate, incentive and monitoring and evaluation to be considered while formulating policies for teachers.

Guptha and Kumar (2000) reported teachers with high levels of job satisfaction demonstrate more balanced behavior and possess a positive and pragmatic attitude towards life.

Ilyas Hussain and Seema Rani (2001) conducted study on teachers' autonomy in decision making and job satisfaction. They found out that there is no significant difference in autonomy decision making between male and female teachers.

Natarajan (2002) made an attempt to study on organizational climate and job satisfaction of teachers. The study shows that there exists a significant sex difference in job satisfaction. Organizational climate and job satisfaction was found to be very high.

Indira (2004) observed that generally the women teachers are satisfied in teaching job. The study discovered that the urban school teachers are more satisfied than that of rural school teachers and the private school teachers are more satisfied than that of Government school teachers. Yadav (2003) through the study teacher support services, stresses, that teacher support services are essential for preparing professionally competent and committed teachers. The research findings on teacher support services which include pre-service education, in-service education, communication technology, community support, physical facilities, school climate, incentive and monitoring and evaluation to be considered while formulating policies for teachers.

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**3. OBJECTIVES OF THE STUDY**

1. To find out the level of Teacher Commitment of Secondary School Teachers of Malappuram district
2. To find out the level of Job Satisfaction of Secondary school Teachers Malappuram district

**4. VARIABLES OF STUDY**

1. Independent Variable: Teacher Commitment is selected as the independent variable.
2. Dependent Variable: Job Satisfaction is selected as the dependent variable

**5. METHODOLOGY OF THE STUDY**

**Samples used for the study**

The study was conducted with a sample of 370 teachers of Secondary Schools from 15 schools of Malappuram Districts. Stratified random sampling technique used to collect data. The role of a teacher is regarded as an essential one not only in moulding the personality and physical development of the student, but also shaping the society. At the same time, an incompetent teacher is much more dangerous to the nation also. Teacher develops societies, indicates the path of programmes to the nation and sustains the human prospect of existence.

While considering the situations in Kerala, it can be seen that its educational system has undergone a process of enormous and rapid change at Primary level and also at Secondary level. At Secondary and Higher Secondary new curriculum and teaching methods are introduced. At Higher Secondary level plus two systems are going on. Teacher’s duties and workload are increased.

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cope with their problems. So, the investigator felt the increased need of the study of relation between teacher commitment and satisfaction of job. The present study is an attempt to find out the Relation between Teacher Commitment and job Satisfaction of Secondary School Teachers.

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**Statistical Techniques used for the study**

The following descriptive and inferential statistics were used for the analysis of the data.

1. Preliminary Analysis
2. Percentage Analysis
3. Test of significance of the correlation by Fisher ‘t’ test.

**Preliminary Analysis**

The first step of the analysis was to find out whether the dependent and independent variables are normally distributed. For this analysis the investigator calculated the important statistical constants such as Mean, Median, Mode, Standard deviation, Skewness, Kurtosis of the dependent and independent variables. Summary of the statistical details of the variables are presented in the table 1

Table 1 Descriptive statistics of the variable Teacher Commitment and Job Satisfaction for the total sample

Variable	No	Mean	Median	Mode	S. D	Skewness	Kurtosis
Teacher Commitment	370	207.8946	212	217	16.16	-1.05	0.38
Job Satisfaction	370	217.6838	220	231	19.84	-0.73	1.35

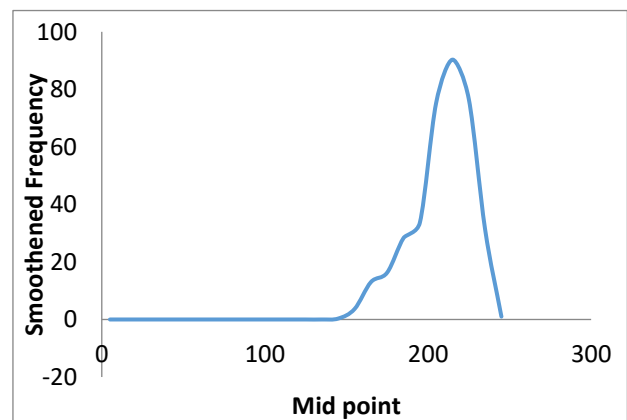


Figure 1 Smoothed frequency curve of Teacher Commitment

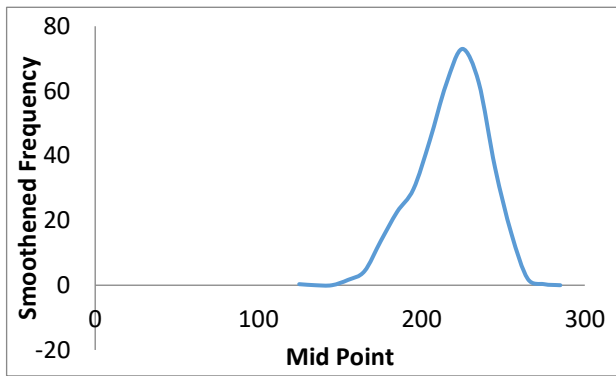


Figure 2 Smoothed frequency curve of job satisfaction

The important statistical constants for the two variables were calculated for total sample (n=370). It was found that measures of central tendency viz, Mean, Median, Mode for the total sample almost equal the variable Teacher Commitment. This indicates that distributions of scores are approximately what is expected of a normal curve. The values of the skewness and kurtosis for the variable Teacher Commitment are -1.05 and 0.38 respectively. This indicates that distribution is negatively skewed and slightly platykurtic.

In the case of Job satisfaction Mean, Median, Mode for sample is almost equal. This indicates that distributions of the scores are approximately what is expected of a normal curve. The value of the skewness and kurtosis indicate that distribution is negatively skewed and platykurtic.

**Correlation Analysis**

This part of the analysis was used to learn the relationship between the independent variable Teacher Commitment and dependent variable Job Satisfaction for the total sample and comparable sub sample based on gender, locale, and type of management. The used method to calculate the co-efficient of correlation was Pearson’s Product Moment co-efficient of correlation and the critical ratio estimated Fisher’s ‘t’ test.

Correlation between the Teacher Commitment and Job Satisfaction for total sample.

In order to ascertain the relationship between Teacher Commitment and Job Satisfaction for total sample the Correlation coefficient and ‘t’ value are calculated. The details are given on the table 2.

Table 2 Relationship between Teacher Commitment and Job Satisfaction for total Sample

Variables	Sample	N	‘r’	‘t’ value	Significance
Teacher Commitment and Job Satisfaction	Total	370	0.5244	11.8176	0.01 level

From the table 2 show that the coefficient of correlation between the variable Teacher Commitment and Job Satisfaction of sample is 0.5244. Which denotes that there is reasonably positive relationship between teacher commitment and job satisfaction. The magnitude and sign of coefficient of correlation indicates that the variable teacher commitment and job satisfaction are significantly related and the relationship is moderate and positive. That means any increase in one variable follows a corresponding change in the other variable.

The critical ratio obtained for the total sample is 11.8176. This value is greater than the table value 2.58 at 0.01 level significance. It reveals that there is a relationship between the variable Teacher Commitment and Job Satisfaction is positive and significant for the total sample.

**6. MAJOR FINDINGS OF THE STUDY**

In the case of Teacher Commitment, 9% of secondary school teachers have a high-level teacher commitment, 77% of secondary school teachers have an average level teacher Commitment and 14% of secondary school teachers have low level teacher commitment.

In the case of Job Satisfaction 15% of secondary school teachers have high level teacher job satisfaction, 69% of teachers have an average level of job satisfaction and 16% teachers have low level of job satisfaction.

There is no significant difference in the mean score between Male and Female Secondary School Teachers with regard to their Teacher Commitment. The critical ratio obtained for boys and girls was 0.9398, which is less than the table value 1.96. So, this value is not significant at 0.05 level. Thus, it can be interpreted that there is a not significant difference in the mean scores between male and female in their Teacher Commitment. This means that gender difference does not exist in Teacher Commitment.

There is no significant difference in the mean score between Male and Female Secondary School Teachers with regard to their Job Satisfaction. The critical ratio obtained for boys and girls is 0.1823, which is less than the table value 1.96. So, this value is not significant at 0.05 level. Thus, it can be interpreted that there is a not significant difference in the mean scores between male and female in their Job Satisfaction.

The correlation between variable Teacher Commitment and Job Satisfaction of total sample is 0.5244. This value denotes that substantial positive relationship between Teacher Commitment and Job Satisfaction. The critical ratio obtained for the total sample is 11.8176. It is significant at 0.01 level. That is the two variables Teacher Commitment and Job Satisfaction are significantly related and relationship is substantial and positive.

**7. EDUCATION IMPLICATIONS OF THE STUDY**

Based on the results obtained from the present study, the variables are very important from the point of view of educational practitioners. The findings of the study indicate that there exists a positive relationship between Teacher Commitment and Job Satisfaction of Secondary School Teachers.

The investigator finds some of the implications noted are

The present study discovered that there exists a positive relationship between Teacher Commitment and Job Satisfaction of Secondary School Teachers. That means any change in one variable follows a corresponding change in other variable. This suggests the need for improving facilities which enhances the Teacher Commitment of Secondary School Teachers.

Satisfaction is a mental phenomenon. It is fully subjective. As a good teacher who gets satisfaction from doing his work, a lazy teacher will also get satisfaction by not doing

the work. But truly committed teachers will get satisfaction only by doing his duties as a teacher.

Thus, the present study points out that to ensure the quality of education, the curriculum of teacher education of the 21st century should have a commitment area in addition to competency and performance areas. Pre service as well as on service programmes should be conducted in order to incorporate the commitment aspect. All teacher education programmes and orientation programs should stress the need for creating committed teachers. The study also stresses the need to implement some measures to analyse teacher's commitment to their profession, at fixed intervals of time by considering different aspects such as the students, society, job and human values.

Programs helps to improve the Teacher Commitment and Job Satisfaction of Secondary School Teachers are-

1. Conduct teacher training programs, orientation courses, refresher courses etc. For improve effective teaching
2. Provide in-service training programs for skill development to perform the diversified roles more effectively.
3. Organizing seminars, symposiums, debates and discussion on new trends.

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