

A Study on Problems and Prospects of Private and Aided School Teachers in Sivagangai District

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ABSTRACT

The study aimed to determine the problem and prospect of private school teachers working in the Sivagangai district, Tamil Nadu. The study made use of the quantitative method of research utilizing survey research design. The respondents of the study were the three hundred (300) private school teachers, who are teaching in forty (40) matriculation school and twenty (20) CBSC schools in Sivagangai district. The based on both primary and secondary data. The study found out that the problem faced by the private school teachers in Sivagangai district; the problem of workload with a mean score of 83.39 was ranked first, long hours of working with mean score of 80.72 contributed second rank, and problem with students with mean score of 50.22 contributed last place.

Key words: Education, Teaching and School Teachers

1. INTRODUCTION

Education is considered essential for any nation to develop and prosper socially, intellectually and economically. Teachers can contribute greatly to this prosperity by maintaining the value of the education process, so it is vital for educational authorities at all levels to optimise the quality and effectiveness of teachers' performance. In order to implement educational policies successfully and to achieve targets, schools need motivated and committed teachers who are secure in their work and who are able to perform their duties to a high standard.

2. STATEMENT OF THE PROBLEM

Teaching is a profession in which majority of women are employed and it is a demanding job. The effectiveness of the educational system largely depends on active, resourceful and competent teachers. The teachers carry out this role of molding the life of children effectively, but at the same time they face number of problems. Factors such as job insecurity, long hours, continuous change and unrealistic deadlines can create problems and the health of teachers could be seriously affected by stress. Moreover, apart from teachers themselves, work problems suffered by them can also adversely affect their students and the learning environment. Studying on the issue of work problems of teachers was essential and it was important for the management and teachers to work together to improve the working environment and conditions so as to combat stress.

3. OBJECTIVES

The important objectives are,

1. To find out various factors influencing private school teacher in Sivagangai district.

2. To find out the satisfaction level of private school teacher Sivagangai district.
3. To study problems faced by school teachers in Sivagangai district.

4. METHODOLOGY

The study is mainly based on primary and secondary data. The primary data is collected from school working teachers in Sivagangai district. Direct interview method was used. Primary data is used to get a clear idea of the micro level. The secondary data will be collected from various journals, books and magazines. Stratified random sampling techniques will be used to select sample for data collection. The total sample size was fixed at 300 in random and the district as the universe-equal chance is given for taluks. There are different types of statistical tools for analysing the collected data the important tools used in the present study are such as, mean, standard deviation and t-test.

5. DATA ANALYSIS

FACTORS TO JOIN AS PRIVATE SCHOOL TEACHERS

The different factors which influence the private school teacher were studied like Qualification, Teaching Skills, Interested in Teaching, Status, Good Salary, Job in Nearest Place, Unemployment, Poverty, Interested in Earnings, To run Family and No other work. The respondents were asked to rate different factors influencing the private school teacher on a five-point scale as extremely important, very important, important, least important and not at all important. It is presented in the table.1

FACTORS INFLUENCING THE TEACHERS TO JOIN AS PRIVATE SCHOOL TEACHERS

FACTORS	MEAN SCORE	SD	Z-VALUE
Qualification	7.98	0.71	12.29*
Teaching Skills	7.84	0.93	8.99*
Interested in Teaching	6.80	0.88	9.14*
Status	6.73	0.82	6.56*
Good Salary	6.56	1.20	6.33*
Job in Nearest Place	5.44	0.98	4.95*
Unemployment	5.32	0.94	4.59*
Poverty	4.36	1.31	2.18
Interested in Earnings	4.12	1.15	(-)0.75
To Run Family	3.90	1.44	(-)2.71
No Other Work	2.38	0.96	(-)10.75*

Source : Computed data

TABLE NO 1

Note: Significant at 5% level of significance (z-value from table =1.96)

The table 1 shows that the important factors influencing to join the private school teachers were qualification (7.98), teaching Skills (7.84), Interested in Teaching (6.80), Status (6.73) and good Salary (6.56). Z-test results show that in case of private school teachers, the observed mean value for factors such as qualification, teaching skills, interested in earning, status, good salary, job in nearest place, unemployment and no other work was significantly different from the assumed mean value of 3 at 5 per cent level of significance.

FACTORS INFLUENCE THE TEACHER ON JOB SATISFACTION

JOB SATISFACTION TOWARDS SCHOOL TEACHERS

FACTORS	1	2	3	4	5	MEAN	S.D.
Salary	12 (4.0)	38 (12.7)	81 (27.0)	121 (40.3)	48 (16.0)	4.89	1.014
Increments	15 (5.0)	32 (10.7)	87 (29.0)	117 (39.0)	49 (16.3)	4.86	0.938
Student Co-operation	13 (4.3)	42 (14.0)	95 (31.7)	95 (31.7)	55 (18.3)	4.74	1.053
Co-Teachers	12 (4.0)	42 (12.8)	93 (33.2)	104 (37.6)	49 (15.6)	4.72	0.999
Management	16 (2.4)	56 (14.0)	77 (31.0)	93 (34.7)	58 (16.3)	4.66	1.182
Infrastructure	15 (5.0)	43 (14.3)	94 (31.3)	108 (36.0)	40 (13.3)	4.63	1.033
Teaching	14 (4.7)	44 (14.7)	101 (33.7)	97 (32.3)	44 (14.7)	4.62	1.040
Overall „Performance“						4.62	0.668

Source: Computed data

TABLE NO 2

Note : The values specified in the brackets represent percentages.

The table.2 shows that job satisfaction towards the private school teachers. Respondents are satisfied with salary (mean score 4.89) and increments with mean score 4.86. Moderate mean values are recorded for student co-operation (mean score 4.74 and co-teaches with men score 4.72. Low mean values are observed for management (mean score 4.66), infrastructure with mean score 4.63 and teaching with mean score 4.62. The overall mean for performance is 4.62.

PROBLEMS FACED BY PRIVATE SCHOOL TEACHERS

In this table, the problems so identified and ranked by the respondents were converted into scores by using the Garrett's Ranking Technique. The mean scores were worked out for each problem and arranged in a descending order.

PROBLEMS FACED BY PRIVATE SCHOOL TEACHERS

PROBLEMS	MEAN SCORE	RANK
Unsatisfied Salary	67.55	IV
Workload	83.39	I
Long Hours of Working	80.72	II
Problem with Parents	62.78	V
Problem with Student	50.22	VIII
No Lesser Time	55.63	VI
Co-Teachers	72.49	III
Management	52.03	VII

Source: Computed data

TABLE NO 3

Table.3 shows the problem faced by the private school teachers in Sivagangai district; the problem of workload with a mean score of 83.39 was ranked first, long hours of working with mean score of 80.72 contributed second rank, Problem of co-teachers with mean score of 72.49 contributed third rank, unsatisfied salary with mean score of 67.55 contributed fourth rank, problem with parents with mean score of 62.78 contributed fifth rank, no lesser time with mean score 55.63 contributed sixth rank, management problem with mean score 52.03 contributed seventh rank and problem with students with mean score of 50.22 contributed last place.

6. FINDINGS

- The study expresses that the important factors influencing to join the private school teachers were qualification (7.98), teaching Skills (7.84), Interested in Teaching (6.80), Status (6.73) and good Salary (6.56). Z-test results show that in case of private school teachers, the observed mean value for factors such as qualification, teaching skills, interested in earning, status, good salary, job in nearest place, unemployment and no other work was significantly different from the assumed mean value of 3 at 5 per cent level of significance.
- The study shows that job satisfaction towards the private school teachers. Respondents are satisfied with salary (mean score 4.89) and increments with mean score 4.86. Moderate mean values are recorded for student co-operation (mean score 4.74 and co-teaches with men score 4.72. Low mean values are observed for management (mean score 4.66), infrastructure with mean score 4.63 and teaching with mean score 4.62. The overall mean for performance is 4.62.
- The study reveals that the problem faced by the private school teachers in Sivagangai district; the problem of workload with a mean score of 83.39 was ranked first, long hours of working with mean score of 80.72 contributed second rank, and problem with students with mean score of 50.22 contributed last place.
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7. SUGGESTIONS

- The important suggestions are
- The institutions concentrate and give more importance to improve salary.
- The institutions steps and to reduce work load, reduce external school review and school violence.
- Teachers should receive the moral material recognition appropriate to their responsibilities.
- The management changes the attitudes and reduces more restrictions.
- The principal can implement some motivational programs to cope up the teachers from stress and also pay according to their performance. It will definitely motivate the teachers to do work effectively.
- Teachers should receive in-service training and professional development within the profession in order to keep in touch with new teaching methods.
- The technological infrastructure in the faculties of education should be improved.

8. CONCLUSION

The study concludes that management and principal support towards teachers in enhancing job satisfaction is very important. All efforts should be taken to improve the job satisfaction of teachers. Having inferred from this study that salary and increment is the most sought after characteristic of job satisfaction, management should create self motivated teams at school. Some suggestions towards achieving job satisfaction and overcome the problems are self developmental opportunities, short term courses, seminars, workshops, high appreciation and rewards for commendable work are some of the ways in which job satisfaction can be improved. The major factors creating problem in teaching and learning Limits were materials, methods, level of students and management. Above mentioned techniques can be contextual, behavioral and applicable in almost all of the schools of our country and therefore even in Sivagangai district.

9. REFERENCES

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