

# International Multidisciplinary Research Journal

# Golden Research Thoughts

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**RNI MAHMUL/2011/38595**

**ISSN No.2231-5063**

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## A STUDY ON HIGH SCHOOL TEACHERS' ATTITUDE TOWARDS TEACHING PROFESSION



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### ABSTRACT

Teaching is considered to be the noblest of all the profession. Attitude of teachers towards teaching profession may be considered the most important factor, which may predict the success in that profession. Thus, the investigator felt to make an attempt to assess the attitude of high school teachers' towards teaching profession in relation to some demographic variables i.e. gender and educational level. For that Attitude Scale towards Teaching Profession developed by Dr. (Mrs.) Umme Kulsum and Information Blank for Teachers (Self developed) are administered to a sample of 120 teachers of 14 provincialised high schools of Rangia

sub-division. The findings are (i) attitude of high school teachers' towards teaching profession is average; (ii) there is significant difference between male and female high school teachers with respect to attitude towards teaching profession and (iii) there is no significant difference between graduate and post graduate high school teachers with respect to attitude towards teaching profession.

**KEYWORDS :** *Attitude, Teaching Profession, High School Teachers, Gender, Educational Level.*

### INTRODUCTION :

"Of all the different factors which influence the quality of education and its contribution to national development, the quality, competence and character of teachers are undoubtedly the most significant. Nothing is more important than securing a sufficient supply of high quality recruits to the teaching profession, providing them with the best possible professional preparation and creating satisfactory conditions of work in which they can be fully effective."

-Report of the Indian Education Commission, 1964-1966

Education is conceived as a powerful agency, which is instrumental in bringing about the desired changes in the social and cultural life of a nation. The whole process of education is shaped and moulded by the human personality called the teacher, who plays a pivotal role in any system of education. The preparation of such an important functionary must conceivably get the highest

priority. Teachers has a challenging profession and only those teachers can shoulder the heavy responsibilities of nation building, who are adequately prepared and have sound professional attitude. This adequacy of preparation, of course, signifies development of adequate skills, dedication to teaching and determination for continuous growth and learning. In an educational system and school environment, it is the teacher who is most effective in developing child. Teachers are said to be the builders of nation, it is with this view that the Secondary Education Commission (1952-53) considered teacher as the most important factor in the contemplated national reconstruction.

Teaching is a profession- indeed a noble one, conceptually and ideally. And it is also different from other professions because of its multitude of dimensions. Teachers are the largest professional group engaged in human development activities. Teaching is the core profession and the key agent of change in today's knowledge society. Issue of teacher quality, training and continuous professional development is vital to the improvement of not only our education system but also in achieving the goal of education for all.

#### LITERATURE REVIEW:

There were many studies undertaken abroad and India which reveal the attitude of teachers towards teaching profession. Few of them are mentioned below.

Poozhikuth (1989) found that female teachers have high attitude towards teaching than male teachers and age is not significantly associated with attitude towards teaching whereas length of service is associated with attitude towards teaching. Ispir, Oylum Akkus (2010) conducted an independent study on "Teachers' Burnout levels and their attitudes towards teaching profession". According to the results, the attitudes of those teachers were found as high, whose burnout levels were found as low.

Pushpam (2003) while examining the attitude of women teachers towards teaching profession on a sample of 725 teachers found significant and positive relationship between attitudes of women teachers towards teaching profession and job satisfaction. Parmar, Shalini and et al. (2006) conducted a descriptive study and the major finding of the study was the attitude of student teachers participated in the study towards teaching profession was positive. Suja (2007) in a study found that attitude towards teaching, interest in teaching, and teaching experience have significant main effect on job commitment of teachers. Ghanti, Parvati S. and Jagdeesh conduct a study on teacher's attitude towards teaching profession in the year 2008. The study was concluded that there is no significant difference between male and female teachers in their attitude towards teaching profession.

A lot of research work is available on teaching attitude. But the researchers have focused more on the relationship of teaching attitude with some selected variables such as gender and academic qualification of high school teachers of a particular locality.

#### JUSTIFICATION OF THE STUDY:

The quality of education depends more than any other single factors, upon the quality of teachers. Attitudes, the effective by-product of an individual's experience, have their basis in his/her inner urges, acquired habits and the environmental influences by which he/she is surrendered. It is a part of an individual's own personality but is affected by the attitudes and behaviour of the group and groups with which he is associated. Importance of attitude in work cannot be minimized. Studies have revealed that teachers attitude to be of great significance for the functioning of any organizations. It has been found to be intimately related to morale, is often a factor in work productively, grievances and reactions to working life as a whole, influence the attendance and stability, and is vital to his successful

functioning in work situation. Greater attitude is likely to lead eventually to a more effective functioning of the individual and the organizations as a whole. Attitude of teachers is affected by a number of variables such as gender, educational level etc. In this study an attempt has been made by the investigator to comparatively examine the attitude of high school teachers towards teaching profession in relation to the above mentioned variables in Rangia Sub-division Kamrup district of Assam.

**The study is significant due to following reasons.**

- 1.The study may be helpful in judging the attitude of high school teachers that should be work as criteria to assess the professional attitude along with the academic qualifications.
- 2.The results of the study may helpful in improving the professional attitude of high school teachers.
- 3.Teaching is considered to be the noblest of all the profession. It is termed as the profession of the prophets. A person serving in any profession must have positive attitude and competence in his profession. The study will provide information about difference in attitude due to sex.

### **STATEMENT OF THE PROBLEM:**

Attitude towards teaching profession is a significant predictor of good teaching practices. The purpose of this study is to investigate the attitude of high school teachers towards teaching profession in relation to some variables. Research has proved that teachers with positive attitude towards teaching are able to teach effectively. They manage the process of teaching and learning competently. Therefore, the title of the present investigation is "A Study on High School Teachers' Attitude towards Teaching Profession".

### **OPERATIONAL DEFINITION OF THE KEY TERMS:**

**Attitude:** The term 'attitude' represents individual feeling for or against something. In other words the degree of feeling of favourableness and unfavourableness towards some objects, person, group and ideas is called attitude.

**Teaching Profession:** Teaching profession is a combination of two words: teaching and profession. Gage has defined teaching as a personal relationship between the teacher and the taught causing behaviour modification. Profession may be defined as an occupation which requires specialized knowledge or advance learning. Here in this study the term refers to the profession which is linked with teaching job.

**High School Teachers:** Assistant teachers teaching in classes IX-X of the Government or provincialised high schools established under the rules and regulations framed by the Government of Assam are termed as High School Teachers. These schools are under the administrative control of Directorate of Secondary Education within the state of Assam.

**Gender:** The term gender refers to male and female teachers of Provincialised High schools.

**Educational Level:** Educational levels refer to educational qualification of high school teachers. In this study, the teachers with graduate degrees are considered as graduate teachers, and the teachers with Post-graduate degrees are considered as Post-graduate teachers though they are teaching at the same level.

### **OBJECTIVES OF THE STUDY:**

- 1.To study the attitude of high school teachers towards teaching profession.
- 2.To compare the attitude of male and female high school teachers towards teaching profession.

3.To compare the attitude of graduate and post graduate high school teachers towards teaching profession.

#### HYPOTHESES OF THE STUDY:

1. There is no significant difference between the attitude of male and female high school teachers towards teaching profession.
2. There is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.

#### DELIMITATIONS OF THE STUDY:

The present study is subjected to several limitations:

- As Assam has large number of high schools, it is difficult to cover all of them in a single study like the proposed one. Therefore the researcher selects the sample from the Provincialised High Schools of Rangia Sub-division of Kamrup District of Assam.
- This study will focus on high school teachers only. Therefore, the results may not be generalized to teachers at other levels.
- The outcome of the study will be applicable to the selected areas from where respondents will be taken.

#### Plan and Procedure:

- ✦ Research Design: The descriptive survey method of research is used for conduct of the present study.
- ✦ Population and Sample: All the high school teachers of provincialised high schools of Rangia Sub-division of Kamrup district, Assam constituted the population of the present study. The sample constituted 120 high school teachers (60 males+60 females) selected randomly from 14 high schools of Rangia sub-division.
- ✦ Research Instruments: The following tool is used to collect data for the present investigation.

**i. Attitude Scale towards Teaching Profession:** This tool was developed and standardized by Umme Kulsum in the year 2008. There are five sub aspects in this scale namely academic, administrative, social and psychological, co-curricular and economic. Reliability of this scale is 0.812 (test-retest method) and 0.937 (split-half method). Validity and norms are also high in this scale. Interpretation and remarks are given on the basis of following range of scores

Aspects Ranges	Academic	Administrative	Social & Psychological	Co-curricular	Economic	Total
<b>High</b>	31-40	18-24	84-112	16-20	18-24	165-220
<b>Average</b>	21-30	12-17	56-83	11-15	12-17	110-164
<b>Low</b>	10-20	6-11	28-55	5-10	6-11	55-109

**ii. Information Blank for Teachers:** This blank is constructed by the investigator himself consist some demographic information of the respondents.

**Statistical Support:** Mean and t-test are applied for analysing the data collected for this study.

**Analysis and Interpretation:**

The resulting data are analysed objective wise by using appropriate statistical treatment. The results have been explained below.

**Objective No. 1:** To study the attitude of high school teachers towards teaching profession.

**Table 1: Attitude of High School Teachers towards Teaching Profession:**

Sl. No.	Areas	N	Mean	Remarks
1.	Academic	120	26.80	Average
2.	Administrative	120	14.97	Average
3.	Social and Psychological	120	85.48	High
4.	Co-curricular	120	13.11	Average
5.	Economic	120	15.04	Average
<b>Attitude towards Teaching Profession</b>		<b>120</b>	<b>155.41</b>	<b>Average</b>

The above table revealed that in social and psychological aspect, high school teachers' attitude towards teaching profession is high whereas in other aspects i.e. academic, administrative, co-curricular and economic high school teachers' attitude is average. And overall, attitude of high school teachers' towards teaching profession is average.

**Objective No. 2:** To compare the attitude of male and female high school teachers towards teaching profession.

$H_1$ : There is no significant difference between the attitude of male and female high school teachers towards teaching profession.

**Table 2: Comparison of Attitude of Male and Female High School Teachers towards Teaching Profession**

Sl. No.	Areas of Attitude towards Teaching profession	Male Teachers (60)		Female Teachers (60)		t-value	Remarks
		M	SD	M	SD		
1.	Academic	27.83	6.33	25.78	6.16	1.83	NS
2.	Administrative	15.05	4.04	14.88	3.92	0.23	NS
3.	Social and Psychological	77.76	22.35	93.2	18.41	5.03	S*
4.	Co-curricular	13.2	2.75	13.03	2.67	0.33	NS
5.	Economic	14.46	4.68	15.61	4.85	1.32	NS
<b>Attitude towards Teaching Profession</b>		<b>148.31</b>	<b>25.75</b>	<b>162.51</b>	<b>21.53</b>	<b>3.81</b>	<b>S*</b>

NS= Not Significant; S\* = Significant at 0.01 level



From table 2, it is observed that there is no significant difference between the attitude of male and female high school teachers towards teaching profession in different aspects such as academic, administrative, co-curricular and economic aspects. Again, there is significant difference between the attitude of male and female high school teachers towards teaching profession in social and psychological aspects. As a whole, there is significant difference between the attitude of male and female high school teachers towards teaching profession.

**Objective No. 3:** To compare the attitude of graduate and post graduate high school teachers towards teaching profession.

$H_2$ : There is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.

**Table 3: Comparison of Attitude of Graduate and Post Graduate High School Teachers towards Teaching Profession**

SL No.	Areas of Attitude towards Teaching profession	Graduate Teachers (79)		Post Graduate Teachers (41)		t-value	Remarks
		M	SD	M	SD		
1.	Academic	27.06	6.37	25.17	5.99	1.60	NS
2.	Administrative	14.96	3.98	15.02	4.26	0.07	NS
3.	Social and Psychological	83.77	19.77	84.46	20.93	0.17	NS
4.	Co-curricular	13.31	2.63	13.24	2.51	0.14	NS
5.	Economic	15.24	4.84	14.95	4.79	0.31	NS
<b>Attitude towards Teaching Profession</b>		154.35	22.62	152.85	23.50	0.33	NS

NS= Not Significant

From table 3, it is clearly observed that there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession in different aspects such as academic, administrative, social and psychological, co-curricular and economic aspects. As a whole, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.

#### FINDINGS:

##### Based on Objective No. 1:

- ✦ In social and psychological aspect, high school teachers' attitude towards teaching profession is high.
- ✦ In academic, administrative, co-curricular and economic aspect high school teachers' attitude towards teaching profession is average.
- ✦ And overall, attitude of high school teachers' towards teaching profession is average.

##### Based on Objective No. 2:

- ✦ In academic, administrative and co-curricular aspect, male teachers' attitude towards teaching profession is favourable than female teachers.



- ✦ In social and psychological and economic aspect, female teachers' attitude towards teaching profession is favourable than male teachers.
- ✦ Overall, female teachers' attitude towards teaching profession is favourable than male teachers.
- ✦ In academic aspect, there is no significant difference between the attitude of male and female high school teachers towards teaching profession.
- ✦ In administrative aspect, there is no significant difference between the attitude of male and female high school teachers towards teaching profession.
- ✦ In co-curricular aspect, there is no significant difference between the attitude of male and female high school teachers towards teaching profession.
- ✦ In economic aspect, there is no significant difference between the attitude of male and female high school teachers towards teaching profession.
- ✦ In social and psychological aspect, there is significant difference between the attitude of male and female high school teachers towards teaching profession.
- ✦ As a whole, there is significant difference between the attitude of male and female high school teachers towards teaching profession.

Findings of objective no. 2 reject the null hypothesis i.e. "there is no significant difference between the attitude of male and female high school teachers towards teaching profession". So, it is accepted fact that gender plays an important role in regards to attitude of high school teachers towards teaching profession. The present finding is in agreement of the findings of Sahaya Mary, Manorama Samuel (2011), Mehmet Ustuner, Hasan Demirtas, Melike Comer (2009).

#### Based on Objective No. 3:

- ✦ In academic and economic aspect, graduate teachers' attitude towards teaching profession is favourable than post graduate teachers.
- ✦ In administrative and social and psychological aspect, post graduate teachers' attitude towards teaching profession is favourable than graduate teachers.
- ✦ Overall, graduate teachers' attitude towards teaching profession is favourable than post graduate teachers.
- ✦ In academic aspect, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.
- ✦ In administrative aspect, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.
- ✦ In social and psychological aspect, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.
- ✦ In co-curricular aspect, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.
- ✦ In economic aspect, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.
- ✦ As a whole, there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession.

Findings of objective no. 3 completely accept the null hypothesis i.e. "there is no significant difference between the attitude of graduate and post graduate high school teachers towards teaching profession". So, it is accepted fact that educational level is not an influencing factor in regards to

attitude of high school teachers towards teaching profession. The present finding is in agreement of the findings of Sahaya Mary (2010) and in disagreement with the finding of Devi (2005).

#### RECOMMENDATIONS:

In the light of the findings made in this study, the following recommendations are made:

- In-service training programme should be more effectively conducted for grooming the professional attitude among the high school teachers.
- There should be appropriate decentralization of activities which are counted as extra activities to the teachers like administration work or government work and this way whatever partiality can be minimized.
- Various workshops and seminars can be organized in order to orient, provide latest knowledge and thrust areas to bring changes can be brought for discussion which will help to come with positive changes in the high school education.
- Continuous and sudden inspections can bring some seriousness and further would change the attitude of the teachers over a period of time.
- Reward for better work and supportive climate for academic betterment should be provided timely simultaneously.

#### CONCLUSION:

A teacher who has positive attitude towards his profession can only bring the desirable changes in the child. The teacher should utilize his class as a well organized group for attitude development. The teacher should bring essential and appropriate changes in their methodology for developing favourable attitude towards teaching. There is scope for improvement in teacher education system to inculcate values because this profession is based on values such as professional, social, ethical, etc.

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