

# International Multidisciplinary Research Journal

## *Golden Research Thoughts*

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## THE NEED AND IMPORTANCE OF THE TEACHERS



Dr. Shripad Hari Joshi

### INTRODUCTION

The following study will help management and the society to find out sensitive areas of work wherein some sort of changes need to be brought about to help teachers to overcome from dissatisfaction. Today, teachers face conditions of work. Conditions of work imply: -

- (1) Pay scale improvement.
- (2) Elevation of social status.
- (3) Creating conditions for better prospects in the profession.
- (4) Provision of revitalized professional training.
- (5) Provision of social facilities and benefits.
- (6) Provision of security of tenure.

In short, we can say that working conditions of teachers can be illustrated on the following ground.

- (A) Emotions.
- (B) Service.
- (C) Academic.
- (D) Administrative areas.

### Abstract

*The teacher has a great responsibility to fulfill towards society and the human race. The teacher is of vital importance in every aspect of life and sphere of education. This is the responsibility of the teacher but what about society and the conditions that teacher faces in the job.*

**Keywords :** Need and importance of the Teachers, Teaching methods, Training.

### Short Profile

The above-mentioned are few aspects that can be dealt with to enhance the teachers' job and make them feel more content and satisfied with the job. Whatever be the selection process, the teaching profession will not be able to attract and retain a sufficient number of competent teachers unless their service conditions and working conditions are improved.

Education can be both of qualitative and quantitative worth if the teachers are treated in a better manner because it is through the medium of the teacher that education can be worth and prove its quantitative and qualitative value, which is an important factor to determine progress of a country. Thus education contains seeds to inspire and energize people.

Today the teacher occupies no place in the society. His/Her material conditions are low and will continue to enjoy low social status until his/her economic status does not improve.

The profession being monetarily unattractive does not attract the highly gifted people. It is imperative therefore to improve the economic conditions of teachers.

In fact by keeping teachers discon-

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tented, the very wells of learning are being kept dry. The present pay scales of aided school teachers & unaided schoolteachers do not compare favorably with the scales of employees in other departments with similar qualifications and who undertake similar responsibilities.

The extent of dissatisfaction, a teacher faces today in his/her job can be seen in the quotation of the "secondary school commission". Report of the year 1952-53

The commission was painfully impressed by the fact that the social status, salaries and the general administrative and service conditions are far from satisfactory.

The improvement of working conditions will result in attracting more teachers and will also be able to attract the highly gifted teachers too, who can work with more zeal in spreading good education. This will be for life but not time oriented and time limited. Such working condition can be classified into the categories – Monetary & Non-monetary. Monetary condition include attractive salary, increments, perks & perquisites, special pay or increments to award winning teachers etc. while Non-monetary factors include interpersonal relationships, organizational climate, infrastructure nature of work, syllabus, teaching aids etc.

Since the research till date fails to reflect the actual position of teachers in the educational process, this topic is being selected.

The area of research namely behavioristic pattern of teacher and his/her teaching has been comparatively neglected in the educational research. This neglect may be attributed to the complexity of the problem, absence of adequate tools of observation and the high cost involved in observational studies.

Though the order of priority varied regarding difficulties faced pertaining to

- Building
- Equipments
- Syllabus
- Teaching methods

- Examinations
- Training
- Promotion
- Interpersonal relationships, etc.

There was no evidence of any significant statistical differences between most of the rankings.

Majority of the teachers felt keenly and acutely that there was a lack of proper, sufficient working conditions and facilities for library, paucity of literature, difficulties pertaining to laboratories, craft work, drawing rooms, proper classrooms, residential quarters, etc. Here it is worth to note that majority of the schools have focused only on classroom teaching and ignored co - curricular activities or done them half-heartedly which adversely affects teaching learning process.

Lastly teachers will be satisfied by experiencing job satisfaction thereby having a more favorable attitude towards their teaching profession.

As the category of the teachers comes in service sector, so imparting education in the society is the main job of the said community, but offering services at what cost is the main problem. By considering this approach this research can highlight the present working conditions of teachers in western suburbs of Mumbai.

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