

TEACHER'S ATTITUDE TOWARDS TEACHING JOB: STUDY OF PERSONALITY ADJUSTMENT IN SENIOR SECONDARY SCHOOL TEACHERS

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Abstract

The study was designed to study the personality adjustment among senior secondary teachers working in Dehradun. Total 360 senior secondary teachers from private and government schools were assessed. While selecting samples, equal numbers of male and female senior secondary teachers are selected from equal number of private and government schools. C.P. Sharma's Personality adjustment inventory was used to measure levels of personality adjustment. χ^2 test were applied for statistical analysis of data and to find out significant difference among senior secondary teachers. Out of 360 teachers, 73 are having poor personality adjustment, 129 are at average level and 158 are at good level. 48.89% female senior secondary teachers are having good personality adjustment as compared with 38.88% males. While 28.33% male senior secondary teachers have shown poor personality adjustment as compared with 12.22% females. It is observed that high number of senior secondary teachers is less satisfied and have high job anxiety with lower personality adjustment. Senior secondary teachers working in private schools face low level of job satisfaction and high job anxiety as compared with those working in government schools.

Key words: *Senior secondary teachers (SST), Personality adjustment, Private schools, Government schools.*

1. INTRODUCTION

A well adjusted teacher will be able to achieve successes that are needed by the nature of his job to his strenuous life to work and study. Adjustment refers to such abilities as of making decisions of assuming responsibilities in accordance with one's capacities of finding satisfaction success and happiness. "Both personal and environmental factors, work side by side in adjustment, the senior school teachers achieved well when the environment yields constructive activities", Symonds P.H. (1946).

As the children are influenced by the personality of teachers, so they should have high emotional maturity and moral character. They should possess loving and affectionate attitude towards children and should enjoy teaching profession.

2. OBJECTIVE OF THE STUDY

Considering the important role of the teachers in the school, the investigator is interested to study personality adjustment profile of male and female senior secondary teachers working in private and government school because both groups of teachers have the same responsibilities, accountabilities and obligations to be performed towards education.

1. To undertake a study of personality adjustment of senior secondary school teachers working in Dehradun.
2. To find out difference in the personality adjustment of male and female senior secondary school teachers.

3. HYPOTHESES OF THE STUDY

1. Level of personality adjustment of male female senior secondary school teachers is high.
2. There is no significant difference in the degree of personality adjustment of male and female senior secondary teachers.

4. RESEARCH METHODOLOGY

4.1 Population

For the present study, the population is the senior secondary school teachers working in private and government schools located in Dehradun city.

4.2 Lay Out of Sample

From North, South, East and West of Dehradun two private and two government schools were selected. In this way total 20 schools were selected. Researcher has randomly selected 360 senior secondary school teachers from these schools. Out of 360 senior secondary teachers, 180 are selected from 10 government schools and 180 from 10 private schools. From each school 09 males and 09 female senior secondary teachers are selected.

4.3 Procedure of Data Collection

The collection of data was spread over a period of 60 days (July to August 2019). The researcher sought the permission from head of the school for administering the scales. On the schedule date the researcher met the teachers and cleared the purpose of research. The instructions were explained and they were assured that their response will be used for research purpose only and will be kept confidential. They were suggested to give free frank and honest responses without any hesitation. The scales were collected only after responded by the subjects.

4.4 TOOLS USED

To measure the personality adjustment of senior secondary school teachers, personality adjustment inventory was used which was developed by C.P. Sharma (1977).

4.5 DESCRIPTION OF PERSONALITY ADJUSTMENT INVENTORY

Personality adjustment inventory was constructed and standardized by C.P.Sharma. The present test contains 59 items to measure the maladjustive, adjustive behavioral reaction of the individual occurring in different dimensions of personality manifestations. Proper care was taken from different field of human operations as social educational, health and emotions. In this inventory, the two category response type 'Yes' and 'No' was used. Scores are divided into three categories as in Table 1.

Table: 1 Interpretation of Raw Scores of Personality Adjustment Inventory

Range of Scores	Interpretation
Above 18	Good personality adjustment
16-18	Average personality adjustment
Below 16	Poor personality adjustment

4.6 Statistical Techniques Used

In order to know the degree of personality adjustment, the researcher used percentage for descriptive analysis and χ^2 is used for inferential analysis also to find out the significant difference.

4.7 Administration, Scoring and Interpretation of Personality Adjustment Inventory

After the subjects were seated then the inventories were distributed to them. The subjects were asked to fill up the columns of name age, sex, class etc. printed on the cover page. To ensure careful reading of the instructions appearing on the cover page, the researcher read them loudly and subject read them silently. After the subjects read out instructions, their doubts were cleared. The subjects were then asked to turn the page and to begin answering the items. No time limit was imposed, ordinarily not more than fifteen to twenty minutes were required for all subjects to complete the inventory. In this inventory the two category response type 'Yes' and 'No' was used 'Yes' responses were considered to the correct answers, i.e. the individual shows the neurotic tendency and the 'no' responses show otherwise, one mark was given to the 'yes' answer and zero to the 'No' answer. The sum of scores shows the degree of neurotic tendency of the individual.

5. Results and Interpretations

5.1 Statistical analysis of scores obtained for personality adjustment of senior secondary school teachers

Table 2 reveals that out of 360 senior secondary teachers, 158 senior secondary teachers have good personality adjustment, 129 have average personality adjustment and 73 senior secondary teachers have poor personality adjustment. Therefore, 43.89 % teachers have good personality adjustment. 35.83 % teachers have average personality adjustment and 20.28% school teachers have poor personality adjustment. Among male and female senior secondary teachers, more females have good personality adjustment (48.88%) as compared to males (38.88%). While male senior secondary teachers score more in poor category (28.33%) as compared with female senior secondary school teachers (12.22%). In the average category of personality management, male and female senior secondary school teachers have very less difference.(Figure 2)

Table: 2
Scores for Personality Adjustment of Senior Secondary School Teachers

Adjustment Category	Total No. of SST*	%	SSTs*			
			Male	%	Female	%
Good Personality	158	43.89	70	38.88	88	48.88
Average Personality	129	35.83	59	32.78	70	38.89
Poor Personality	73	20.28	51	28.33	22	12.22
Total	360	100	180	100	180	100

*Senior Secondary School Teachers

Calculated χ^2 value is 14.5092, which is greater than p-value 0.000707 at 1% level of significance. So χ^2 value is significant. Hence null hypothesis is rejected. So it can be concluded that there is a significant difference in the degree of personality adjustment of male and female senior secondary teachers (Table 3).

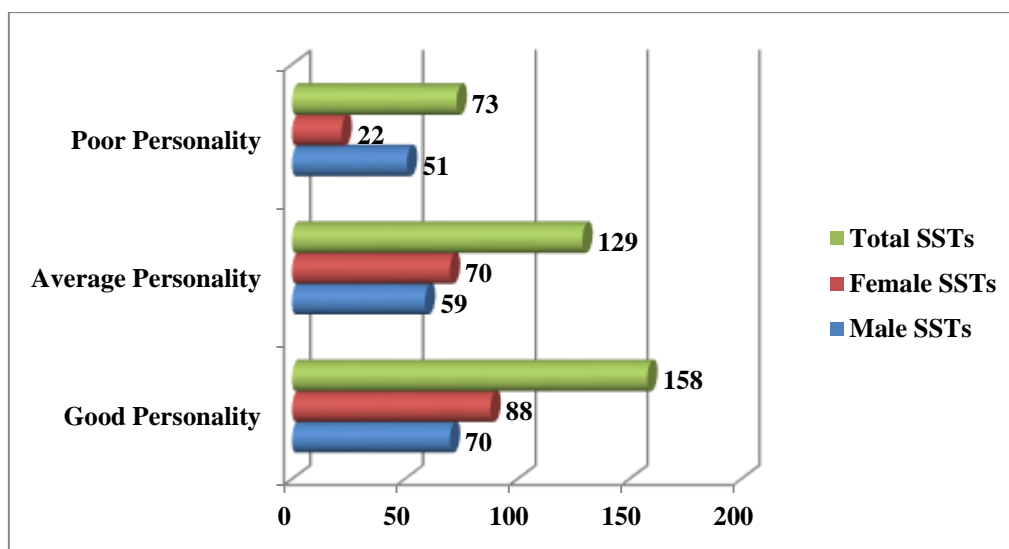


Figure: 1 Distribution Of SSTs According To Personality Adjustment Scores

Table: 3 Comparison of Personality Adjustment of Senior Secondary School Teachers

*SSTs	Personality Adjustment			χ^2 -value	Result
	Good	Average	Poor		
Male	70	59	51	14.5092	Significant at 1% level
Female	88	70	22		

*Senior secondary teachers

6. DISCUSSION

The following findings were drawn on the basis of analysis and interpretation of the data:

1. More female SSTs have good personality adjustment as compared with male SSTs and difference is very high.
2. More male SSTs are at low level of job satisfaction.

7. MAJOR FINDINGS OF THE STUDY

There is a significant difference in the personality adjustment relating to gender type. Female senior secondary school teachers have better personality adjustment as compared with male senior secondary teachers working in private and government schools in Dehradun.

8. CONCLUSION

All the teachers had not enjoyed the higher level of satisfaction in their job. Therefore, necessary facilities should be made available for increasing well satisfied quality teachers and creating an effective teaching-learning environment in every institution of the state.

9. DELIMITATIONS

1. Study is limited to 360 senior secondary teachers working in private and government schools located in Dehradun.
2. TGTs could have been assessed to make it a comparative one.

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11. CONFLICT OF INTEREST

Author has declared that no competing interest exists.

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