



Theoretically Study of Teacher's Professional Commitment and life satisfaction.

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Abstract

Teacher's reaction during teaching activity represents a complex pattern, including specific attitudes and behaviour. A teachers' task is not at all easy unless and until they have a quality of professional commitment, their training work remain incomplete. If there is really a lack of competent and able teachers then even various projects, buildings, equipment, institutional aids and organization cannot make teaching-learning successful process. The professional attitude and the quality of a teachers' work is an indicator of his/her commitment towards the school/ organization in which he/ she is working. Professional commitment plays a vital role in increasing the quality teaching-learning or increasing the viability of a teachers' behavior and giving it a suitable shape. It may be said that if a teacher is committed towards his/her work, he/ she shall always step forward in order to achieve the aims set by that school/ organization. For improving the quality of school education, improvement of the quality of teacher education is the most significant aspect the school has to first address. Teacher educators are responsible for preparing quality teachers. Teacher educators can contribute much to the development of quality amongst the teachers by transacting relevant curriculum with modern techniques of teaching. But for this, they need to be satisfied with the life and be professionally committed. National Curriculum Framework (2005) points out that 'a professional challenge of teachers is to transform every single child out of school in to a good student. Professional commitment of teacher educators and their life satisfaction are essential conditions to face this challenge. In this research paper, conceptual analyses of teachers' professional commitment discussed over here are given as following studies points- the concept of professional commitment, the significance of professional commitment in the education field, the factors influencing teachers' professional commitment and suggestions for enhancement of teachers' professional commitment.

Keyword- *Teacher, Professional Commitment, School, Life satisfaction,*

Introduction

Teaching is such an honoured profession as it is not only a mean to earn a livelihood but it actually is a social service aiming at the welfare of the students and hence the whole nation. Teachers' behavior, capabilities, moral character and his/ her devotion and dedication are the things that generally affect the students. For this the teachers' commitment towards work is most important. Having knowledge and skills with no personal like and dislikes is a necessity for this profession. Professional commitment means the feeling of dedication among the individuals of a group towards their profession. Teachers' total involvement and devotion is must for empowering the student during and even after school hours. A teacher who is committed towards his/ her profession will not only come to the class, teach and complete his duty but his/ her mind will always occupy with the problems of his / her students. Teachers will always remain working towards their own professional growth and improvement of their students' performance. A committed teacher influences the behavior of his/ her students the most, as his/ her dedication will motivate the students to put their maximum efforts to achieve the best in every field. Moreover, teachers being members of modern society have to play diverse role to meet their various needs, obligations and expectations. The teacher plays a pivotal role in any educational system and can significantly influence physical, intellectual, emotional, social, moral, cultural and spiritual development of the student. As we know, teaching is considered as one of the oldest professions as well as a noble profession. Professionally a teacher is supposed to have rapport with all concerned with his profession. Hence, he is expected to be committed to his profession, to learner, to society, to school, to parents and to the nation. In fact, the importance of commitment as an essential component of the teaching profession could not be over emphasized. A teachers' work is not only confined in the classroom but outside the classroom also in dealing with a students' parents and other member of the society and to maintain commitment with them. Hence, a teacher has to be trained enough to fulfil these aims and objectives.

Concept of Professional Commitment

The concept of professional commitment signifies an attitude reflecting the strength of the bond between an employee and an organization. According to Mode, Steares and Porter (1979), the identity of an individual to his/her activeness in a particular organization is called organizational commitment. To ensure optimum level of achievement, a committed teacher gives equal chance and importance to all his/ her students at the right time. A committed teacher acts as an active school-classroom manager, leader and organizer of the group activities, builder of pupil's character and is often expected to undertake and promote learner activities. It is the urge of a teacher to update, strengthen and sharpen his professional competencies and to develop understanding and insight in different aspects of a profession, punctuality, positive attitudes towards co-workers, enthusiasm, cooperation, honesty etc. can be viewed as the examples of commitment

to basic human values. Types of Commitment The social scientists have identified certain dimensions of commitment. Some of them are given below: -

Meyer and Allen (1999) have also described three component models of commitment. Which are given as below: -

- i) Affective Commitment
- ii) Continuance Commitment
- iii) Normative Commitment

NCTE (1998) has identified five commitment areas of a teacher. These areas are:

- i) Commitment to the Learner
- ii) Commitment to the Society.
- iii) Commitment to the profession
- iv) Commitment to Achieve Excellence

Commitment to Basic Human Values According to Agarwal (2014) there are many aspects of teachers' commitment and these can be put in six broad areas. which are listed as below:

- i) Commitment to the Learners.
- ii) Commitment to the Profession.
- iii) Committed to the Society.
- iv) Committed to the Institution.
- v) Commitment to Professional Development.
- vi) Commitment to the Professional Ethics.

A committed teacher reflects certain behavioural characteristics. He/ she shows that professional development is a top priority; reflects excitement about teaching and learning; connects with students; shows positive attitude about students; is perceptive about student motives, strengths, need and situation. Factor Influencing Professional Commitment of Teachers There are many factors that influence professional commitment of teachers such as life task characteristics, role stress, leadership, participation in decision making and group cohesion. Savariamnal (2011) found that professional involvement of higher secondary teachers is significantly related to personality traits, organizational climate and leadership behaviour. Raman, Ling and Khalid (2015) also reported that collaborative leadership, teacher's professional behaviour, and working pressure have positive significant relationship with teachers' commitment whereas institutional transparency dimension has no relationship with teacher's commitment. Hussien, Awgichew and Teshome (2016) revealed that teachers' commitment to learning, the community and their profession were low due to low salary, low attitude towards teaching profession, low respect, less motivation and less incentives Teacher' professional behaviour was deemed as the deterrent for teacher's commitment. Katoch (2017) found significant relationship was found between teacher effectiveness and occupational stress of secondary school teachers irrespective of their organizational climate. Kaur and Ranu (2017) reported that there was a

significant effect of school environment, level of college, teachers' effectiveness and class room management on professional commitment. Job satisfaction and professional commitment of teachers are significantly related with each other. Nature of work, salary satisfaction and quality supervision are significant predictors of professional commitment of the teachers. It is quite clear from above discussion on the basis of previous studies that teachers' professional commitment influenced by various organizational and personal qualities. An individual characteristic may affect their work reaction, aspirations, reasons, needs, perceptions, personality, ability to learn, creativity, as well as organizational characteristics, including working conditions, benefits, colleagues, leading style, company's policy, promotion opportunities etc. These factors are interrelated and influence teachers in what concern attitudes and behaviour.

Significance of Professional Commitment in The field of Education

We all know that the teacher is the most prominent person in an educational organization. A teacher is not only a students' guiding light but brings about a change in the society at large. He/ She agitate the mind of his/ her students, explores their potential, analyse it and reshape it for students so that they could use their potential to maximum. He/she is a helper in the process of not only what to think but how to think. It is the teacher in which all aspects of education, knowledge, skills, understanding and value are harmonized. The teaching profession is a profession in which a teacher faces challenges on a daily basis. So, a teacher has to give his/ her body and soul to this profession to understand his/ her students, solve their academic as well as social problems, and maintain a healthy relationship with co- employees and the authorities, only then a school will touch the new heights of success. A student looks upon his teacher for help and support but a teacher who is not entirely committed towards his profession can surely not do all the above functions. The one who is zealous and passionate about his/ her profession would perform better, discharge all his/ her duties well, get engaged with the students and their problem areas and be ready to resolve them always. Hence, understanding the aspects that would stimulate professional commitment teachers is very important. Teachers' commitment not only involves the interplay of personal, work place and education systemic factors but also these factors interplay differently to effect sustained/increased or decreased commitment. 'Love for students' is argued to be a crucial personal factor which counteracts unfavourable external conditions to sustain teacher commitment. There is a very important role of a teachers' achievements, subject related knowledge, educational plan and the art of teaching in making his/ her teacher affective but if the teacher doesn't have any inspiration and commitment, then even a highly knowledgeable teacher may fail to provide a quality education. If a teacher is properly trained, he/ she may do his work happily and with the confidence. The professional commitment proves to be helpful in providing a strong base to fulfil these objectives. A teacher has to have all these qualities that are helpful to the students in fulfilling their requirement.

Suggestions for the Enhancement in Professional Commitment of Teachers

(i) School environment should be healthy and favourable for increasing commitment,

- (ii) Social recognition and prestige of the teachers should be increased in order to inculcating more commitment among them.
- (ii) Exploitation should be stopped and this would lead to increment in commitment among them.
- (iii) Privatization of education should be stopped because it leads to erosion in commitment to teachers.
- (iv) Disincentive to non-committed teachers would also result more commitment among other teachers.
- (v) More salaries and other facilities could enhance commitment among teachers. More attention should be paid to the teachers' fair salaries so that they do not have to work multiple jobs to make a living.
- (vi) Involvement in curriculum decision, make teachers more responsible and hence commitment could enhance.
- (vii) There should be opportunities provided for the teachers to continue their education so that they will have more skills to continue their jobs. Increased competencies and skills also led to increase in commitment among teachers.
- (viii) Program of professional development like seminar, workshops and refresher courses help teachers to become more professionally committed.
- (ix) Politicization and corruption in education were the main barriers for increasing commitment.
- (x) For the increased commitment among teacher's qualitative improvement in the teacher training program is must.
- (xi) If appointment of teachers is done fairly on merit basis, then commitment is also enhanced. (xii) Reforms were required in existing educational system, school climate and management, teachers' competencies and skills and social prestige of the teachers.
- (xiii) There should be more factors reinforced for life satisfaction in the organizations' rules and regulations so that by the reinforcement of life satisfaction, of the teachers, their work commitment can be reinforced too.
- (xiv) There should be appropriate human relations between the teachers and the authorities in every organization so that they can establish mutual trust and willingness to perform their duties.
- (xv) School organizations should have respect for the teachers so that they can work with more interest.

Conclusions

It is quite clear that professional commitment plays a very important role in expansion of teachers' work to provide it a suitable structure. It has been proved by previous researches that if the teachers are not committed towards his/ her profession, students, professional development and school/ organization, it proves to have a negative effect on their work. Administrators and policy makers alike should seek a plan for modalities of making teaching a more attractive career choice to produce sustainable school improvement and continuous teacher commitment. It is also important for stakeholders to know the aspect

of the dimension that play an important role in boosting the commitment of teachers. Until this is done, their present commitment level may not be improved upon or sustained.

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