Morale among School Teachers in Coimbatore District

A. SIVAKUMAR*[1] AND A. ARUN[2]
[1]Assistant Professor and [2]Ph.D. Scholar
[1]KSR College of Education, Tiruchengode (T.N.) India
[2]Department of Education, Bharathiar University, Coimbatore (T.N.) India

ABSTRACT

This study tried to find out the morale among the school teacher in Coimbatore district. **Objectives of the study: 1.** To explore the level of morale among school teachers in Coimbatore district. **2.** To examine the morale among school teachers in Coimbatore district. **Methodology:** The investigator adopted survey method for the study. **Sample:** Four hundred and twenty (420) school teachers were selected as sample for the study. **Tool:** Teacher morale scale developed by Prof. Dr. S. Sathiyagirirajan was used for the study. **Findings:** The results showed that the level of morale among school teachers is average.

Key Words : Morale, Teachers, School

INTRODUCTION

This study examines the morale of government school teachers. Teacher morale, in human assets, is defined as the job pride, outlook, and emotions of nicely-being a teacher has within a place of workplace setting. Confirmed to have an instantaneous effect on true scholar, it's far one of the corner stones of schools. A measure looking for fine, assured and happy teachers. Includes the general standpoint of teachers at the same time as at paintings within the work environment. Includes instructors emotions, mind-set and pride. Disillusioned and terrible personnel portray negative, low employee morale spoil the surroundings. Advantageous or tremendously confident employees who might be glad and effective at paintings are stated to have high morale. Teacher morale is the overall point of view of people within the place of work, inclusive of emotions, attitudes, outlook, and pleasure level. It's the result of running situations and attitudes, in preference to the motive. Right morale amongst body of workers results in high quality, confidence, and glad staffs, while low morale can be found in poor, irritated, and uncaring body of workers who fail to keep productiveness and safe business practices. Hence the researcher made an attempt to the study of morale among school teachers in Coimbatore district.

Definition of terms used:
Morale:
Refers to zeal, zest and enthusiasm within which one plays one's role in one's organization (Sathiyagirirajan, n.d.).

Teachers:
Refers to those who are handling Middle and High school classes in Government schools (Sivakumar and Arun, 2018).

Objectives of the study:
The specific objectives of the study are
1. To find out the level of teacher morale among school teachers.
2. To find out whether there is any significant difference of the school teachers towards teacher morale between
A. Male and Female (Gender)

B. Rural and Urban (Locality of the School)

C. Rural and Urban (Locality of the Teacher)

D. UG and PG (Educational Qualification)

E. Unisex and Mixed (Nature of School)

F. Arts and Science (Major Subject)

G. Middle and High (Type of School)

H. Married and Unmarried (Marital Status)

I. Below 5yr and Above 5yr (Year of Experience)

J. Daily and Occasionally (Reading Newspaper)

3. To identify the background variables which are contributing to the school teachers towards teacher morale.

Hypotheses of the study:

The hypotheses formulated in this study are as follows

1. The level of teacher morale among school teachers.

2. There is no significant difference of the school teachers towards teacher morale between

A. Male and Female (Gender)

B. Rural and Urban (Locality of the School)

C. Rural and Urban (Locality of the Teacher)

D. UG and PG (Educational Qualification)

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3. The background variables which are contributing to the school teachers towards teacher morale.

Delimitations of the study:

The present investigator has involved the Middle and High School Teachers. It does not involve Higher Secondary Teachers and Primary School Teachers. Another delimitation of the study is coverage of Middle and High School Teachers of Coimbatore District only.

METHODOLOGY

The selected problem had been dealt significantly by using survey method. The data on the samples' teacher morale were obtained, analyzed statistically and interpreted.

Sample:

A simple random sampling technique was adopted for the selection of 420 Teachers from the Coimbatore district.

Tool:

Teacher Morale Scale developed by Prof. Dr. S. Sathiyagirirajan, Retd. Professor of Education, DDE Fromer Director, UGC Academic Staff College, Madurai Kamaraj University was used.

Statistical Techniques:

– This study utilizes descriptive and differential analysis.

Reliability of the tool :

Test-Retest Method	Reliability Co-Efficients
Teacher Morale	0.72

Validity of the tool:

Tool validity						
High Group			Low Group			
N	Mean	SD	N	Mean	SD	't'
50	84.35	28.77	50	60.45	22.40	4.63

't' is significant at 0.01 level.

RESULTS AND DISCUSSION

From the Table 1, the low, high and moderate groups were categorized in teacher morale. The value of Q1 and below was considered as low group, the value Q3 and above was considered as high group and the value in between Q1 and Q3 was considered as average group.

Table 1 : Descriptive Indices of morale on teacher			
N			420
Mean			67.26
Std. Deviation			18.612
Percentiles	Q1	25	53.00
	Q2	50	56.00
	Q3	75	85.00

The mean score of morale on teacher 67.26. The mean score fall between Q1 and Q3. Hence, the school teachers have an average level of morale.

Table 2 shows the calculated 't' value of Gender, Locality of Teacher, Major Subject, Marital Status, Year of Experience and Reading Newspaper are 6.10, 7.99, 2.29, 3.86, 8.50 and 4.12 are higher than the table value 1.96 at 0.05 level. Hence the null hypotheses Gender,

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Table.2.'t' test and results of the Teacher Morale and Sub-Variable Wise

Variables	Sub-Variables	N	Mean	Std. Deviation	't'	P Value
Gender	Male	280	63.50	18.785	6.10	0.00*
	Female	140	74.79	15.824		
Locality of School	Rural	130	68.62	20.160	0.99	0.31
	Urban	290	66.66	17.877		
Locality of Teacher	Rural	250	61.68	16.711	7.99	0.00*
	Urban	170	75.47	18.262		
Educational Qualification	UG	230	67.65	20.136	0.47	0.63
	PG	190	66.79	16.621		
Nature of School	Unisex	230	68.17	20.078	1.10	0.27
	Mixed	190	66.16	16.652		
Major Subject	Arts	210	69.33	19.979	2.29	0.02*
	Science	210	65.19	16.931		
Type of School	Middle	120	68.00	18.471	0.51	0.60
	High	300	66.97	18.690		
Marital Status	Married	210	70.71	18.249	3.86	0.00*
	Unmarried	210	63.81	18.371		
Year of Experience	Below 5yr	280	62.21	16.936	8.50	0.00*
	Above 5yr	140	77.36	17.733		
Reading Newspaper	Daily	270	70.00	18.936	4.12	0.00
	Occasionally	150	62.33	16.991		

* The mean difference is significant at the 0.05 level

Locality of Teacher, Major Subject, Marital Status, Year of Experience and Reading Newspaper are rejected. The calculated 't' value of Locality of school, Educational Qualification, Nature of and Type of School are 0.99, 0.47, 1.10 and 0.51 are less than the table value 1.96 at 0.05 level. Hence the null hypotheses Locality of school, Educational Qualification, Nature of and Type of School are accepted.

Step-wise regression is performed on the background variables to find out the degree of contribution of background variables on school teachers towards morale. In the process of treatment of step-wise regression analysis it was found that only four out of ten background variables were contributed significantly to the school teachers towards morale such as Locality of the Teacher,

Marital Status, Year of Experience, and Reading Newspaper (Table 3).

Findings:

1. It was found that the level of morale among school teachers is average.

2. There is a significant difference of the school teachers towards teacher morale between

   A. Male and Female (Gender)
   B. Rural and Urban (Locality of the Teacher)
   C. Arts and Science (Major Subject)
   D. Married and Unmarried (Marital Status)
   E. Below 5yr and Above 5yr (Year of Experience)
   F. Daily and Occasionally (Reading Newspaper)

3. There is no significant difference of the school

Table 3 : Regression Co-efficient of Contributing Variables for Teacher Morale

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	43.427	5.828		7.451	.000
Locality of the Teacher	11.681	2.561	.308	4.562	.000
Marital Status	8.784	2.573	.236	3.414	.001
Year of Experience	14.289	2.301	.362	6.209	.000
Reading Newspaper	-6.876	2.588	-.177	-2.657	.008

* Significant at the 0.05 level

teachers towards teacher morale between

    A. Rural and Urban (Locality of the School)

    B. UG and PG (Educational Qualification)

    C. Unisex and Mixed (Nature of School)

    D. Middle and High (Type of School)

    4. It was found that only four out of ten background variables were contributed significantly to the school teachers towards morale. They were Locality of the Teacher, Marital Status, Year of Experience, and Reading Newspaper

Conclusion:

    Teacher morale refers to healthy interpersonal adjustment, involvement in one's job, a pre-disposition to give one's best and a positive attitude. Teacher morale is an acid test for institutional climate. Teacher morale facilitates institutional climate which, in turn, facilities realization of institutional objectives. Job satisfaction, positive personality factors, mental health of teachers are likely to boost teacher morale. Burnout, stress, frustration, conflict, alienation and anxiety are likely to affect teacher morale. The study revealed that the majority of the school teachers have an average level of teacher morale. It is referred that there is a significant difference between the school teachers' morale on the basis of Gender, locality of the teacher, marital status and year of experience. The results reported that there is no significant difference between the school teachers' morale on the basis of type of school, locality of the school, nature subject, reading newspaper and educational qualification. The positive teacher morale helps the teachers to be a role model for the future generation of students.

Suggestion for the further research:

    Following are few areas of research related to the present study, which deserved further investigation.

    – The same study can be conducted among higher secondary school teachers.

    – It is suggested that a nation or statewide study can be carried out.

    – The ongoing Research programmes in the State and Central Universities may be studied.

    – A Replica of the present study may be conducted among private school teachers.

    – The similar study can be conducted of faculty members of the University and Colleges.

    – In the present study questionnaire survey was used. Consequently, for future studies another instrument such as interview, experimental and observation schedule can be used, in order to understand more clearly about the teacher competency.

    – Research Bodies (e.g., NCERT, UGC, ICSSR, CSIR, DST, NUEPA and University) have a significant influence on individual to engage in research activity. Hence, the influence of research bodies could be isolated and tested in future research.

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