A STUDY ON TEACHERS ROLE COMMITMENT OF WOMEN STUDENT TEACHERS OF VIJAYAPUR AND GULBARGA CITY

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Abstract: The usefulness and effectiveness of any education system is closely linked to teachers skill and Role commitment. The system has not only take cognizance of our country’s present and future socio-economic needs but also should keep the global scenario in view.

Today’s teacher-students are tomorrow’s teachers in schools and higher education system. The teacher must not only know the most effective methods of teaching and various related strategies but also make the teaching learning process interesting and meaningful for the students. The government, management of schools and several government established agencies are doing their bit to improve the quality and raise the standard of education. But skill a lot more is needed to achieve our ambition and goals.

Key Words: Role commitment, higher education system, management of schools.

1. INTRODUCTION:

The word “school teacher” evokes a variety of images and ideas depending on the experience a person recalls from his school life. These visions will range from a warm, kindly, sympathetic individual with a genuine interest in people, to a tyrannical taskmaster who understands little, and careless about the welfare and development of his pupils. The factors that make a good teacher cannot be categorized. Successful teachers represents a variety of personalities, levels of mental ability, types of training and of course their commitment towards job. Role commitment consists of two words, namely, 'role' and 'commitment'. The role is the expectations of the society from an individual occupying a particular position in the social system. This depend upon the behaviour pattern of an individual on doing his duty and the way of behaving in accordance with the actual status. Thus, role is a set of socially expected behaviour consisting of both duties and privileges associated with a particular position in a group. The teachers role is a dynamic aspect of his/her status. it has been also defined as pattern/sequence of teaching actions performed by a person in an interactive school situation, and the commitment is the proper customary function to pledge or promise or obligation for work. In present situation teachers perform a lots of roles. some of them are as parent surrogate, Ego-supporter, Helper, Resource person, Detective ,Facilitator of learning, Limiter or Reducer of Anxiety, Referee, Group Leader, Inspire and Exemplar, Judge, Friend and Philosopher, Upholder of the Norms and values, Moral Educator, Democrat, Rationalist, Secularist, Initiator, Communicator, Counsellor, Consultant, Cultural Agent, Innovator, Instructor, Model, Monitor, Organizer, Professionalist, Agent for Social Change etc.

2. LITERATURE REVIEW:

A literature review is the summary & critical evaluation of previous published or unpublished researches made by various scholars & researchers. A review of literature tells the researcher knowledge about the topic, their focus upon the specific problem. It provides the bases for the development of theoretical frame work by identifying variables that are very important as determined by the previous research findings.

Keeping in view the objectives of the present investigation the review of literature is present in a chronological order under the following headings:

1) Studies related to Role commitment.
2) Studies related to Relationship among different variables.

2.1] Studies related to Role commitment:-

Silito (1971) Explored relationship between some colleagues related “work experience of teachers & their commitments”. This work reached a major conclusion that colleague related work experience is functional in increasing both satisfaction & commitment, though satisfaction & that high commitment were highly correlated.
Jones (1972) in a study of analysis of behaviourally measured commitment pattern among university teachers & students the results showed that their ability to communicate with others elitism institution to meet the need of the individuals & feeling that other within organizations show responsibility as the best predictors of commitment. Aberman (1991) conducted a study on teacher commitment & job satisfaction the role of school culture & principals actions create distinct working environments within school & these different kinds of environments are highly predictive of teachers satisfaction & commitment. Punia (2000) studied commitment among university teacher in relation to organisational commitment & job commitment the study found that university teachers were more committed towards their job as compared to their organisation. Dhaliwal (2011) carried out a study on teacher commitment & job satisfaction of teachers at various the revealed that:

i) Elementary secondary & college level teachers have above average level of role commitment.

ii) Elementary, secondary & college level teachers do not differ significantly in their teacher commitment.

iii) There is no significant difference in teacher commitment at elementary, secondary & college level teachers in terms of gender.

iv) There is significant difference in teacher commitment at elementary & college levels of locale but no significant difference in teacher commitment at secondary level in terms of locale.

v) The results show that elementary secondary & college level teachers are extremely satisfied with their job.

vi) It is concluded that by increasing the job satisfaction of the teachers, their commitment can be enhanced.

3. OBJECTIVES OF THE STUDY:
   • To assess the difference between moderate variables of women student teachers of colleges of education with respect to their Role commitment scores.
   • To assess the interaction effect of moderate variables i.e types of management, location, streams and medium Role commitment scores of women student teachers of college of education.
   • To assess the relationship between rural and urban Role commitment scores of women student teachers.

4. MATERIALS: Role commitment scale by Dr.Meena Buddhisagar Rathod and Madhulika Varma, Answer sheet, scoring key & Norms.

5. METHOD:
   sample: The study was conducted on a sample of 240 college students of Vijayapur and Kalaburagi city. The sample random sampling technical was adopted for the present study. The sampling design is as follows.

<table>
<thead>
<tr>
<th>SL NO</th>
<th>VARIABLE</th>
<th>SAMPLING</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Institution</td>
<td>Govt/private</td>
<td>240/240</td>
</tr>
<tr>
<td>2</td>
<td>Location</td>
<td>Urban/Rural</td>
<td>120/120</td>
</tr>
<tr>
<td>3</td>
<td>Subject</td>
<td>Arts/Science</td>
<td>60/60</td>
</tr>
<tr>
<td>4</td>
<td>Medium</td>
<td>Kannada/English</td>
<td>30/30</td>
</tr>
</tbody>
</table>

Procedure:-
• The instructions printed on the response sheet are sufficient to take care of the questions that are asked.
• No time limit should be given for completing the scale however, most respondents complete it in about 10 minutes.
• It should also be emphasized that there is no right or wrong answer to the statements. The statements are designed to have differences in individual reactions to various situations. The scale is meant to know the difference between individuals & not meant to rank them as good or bad.
• The three alternative situations were provided in front of each item. The three alternative situations ranged from most committed to least committed situations. For response of most committed situation a score of “3” is given for committed and least committed scores “2” and “1” are given respectively.
6. MAJOR FINDINGS OF THE STUDY:

- A significant difference was observed between women student teachers of government & private colleges of education with respect to Role commitment scores.
- A significant difference was observed between women teachers of Rural and Urban colleges of education with respect to Role commitment scores.
- A significant difference was observed women student teachers of Arts and science steam college of education with respect of Role commitment scores.
- A significant difference was observed between Kannada medium & English medium women student teachers of college of education with respect to Role commitment scores.
- The women student teachers of private college of education have higher Role commitment scores as compared to women student teachers of government colleges of education.
- The women student teachers of urban colleges of education have significant & higher Role commitment scores as compared to women student teachers of rural college of education.
- The science stream women student teachers have significant & higher Role commitment scores compared to arts stream women student teachers of college of education.
- The English medium women student teachers have significant & higher Role commitment scores as compared to Kannada medium women student teachers of college of education.

7. RESULTS:

The means and standard deviations were computed for the selected sub groups. To find out the significant difference between then sub groups t test was employed.

- **Null Hypotheses** 7.1:
  
  There is no significant difference between women student teachers of government and private colleges of education with respect to Role commitment scores.

  To test the above null hypothesis the independent t test was performed & the results are presented in the table given below.

  | Managements | N  | Mean  | SD     | SE  | | value | P-value |
  |-------------|----|-------|--------|-----|--------|---------|
  | Government  | 240| 117.56| 12.61  | 0.81| 3.4418 | 0.0006,S |
  | Private     | 240| 121.55| 12.80  | 0.83|        |         |

  From the above Table, it is clearly shows that the calculated value of t test is 3.4418 & the critical value of t with 478 degrees of freedom at 5% level is 1.9600, it indicates that the calculated value i.e. 3.4418 is greater than 1.9600. It means that significant difference was observed between women student teachers of govt & private college of Education with respect to Role commitment score. Therefore null hypothesis H(0) is rejected & alternative hypothesis H(1) is accepted. It concludes that, the women student teachers of private colleges of education have significant and higher role commitment scores as compared to women student teachers of government colleges of education.

- **Null Hypothesis** 7.2 :-
  
  There is no significant difference between women student teachers of Urban & Rural colleges of education with respect to Role commitment scores.

  | Location | N  | Mean  | SD  | SE  | | value | P-value |
  |----------|----|-------|-----|-----|--------|---------|
  | Urban    | 240| 121.34| 12.6| 0.78| 3.0677 | 0.0023,S |
  | Rural    | 240| 117.77| 13.38| 0.86|        |         |

  From the result of above table, it clearly shows that, the calculated value of t test is 3.0677 & the critical value of t with 478 degrees of freedom at 5% level is 1.9600. It indicates that the calculated value i.e 3.0677 is greater than 1.9600. It means that significant difference was observed between women student teachers of rural & urban colleges of education with respect to Role commitment scores. Therefore, the null hypothesis(H0) is rejected & alternative hypothesis (H1) is accepted. College of education.

  It includes that, the women student teachers of Urban colleges of education have significant and higher role commitment scores as compared to women student teachers of rural.
• Null Hypothesis -7. 3:-
  There is no significant difference between women student teachers of Arts & science stream colleges of education with respect to score.

| Streams   | N  | Mean  | SD    | SE  | | t| -value | P -value  |
|-----------|----|-------|-------|-----|---|--------|---------|
| Arts      | 240| 117.98| 13.07 | 0.84| 2.6962 | 0.0073,S |
| Science   | 240| 121.13| 12.13 | 0.80|        |         |

From the result of the above table, it clearly shows that the calculated value of t test is 2.6962 & the critical value of t with 478 degrees of freedom at 5% level is 1.9600. It indicates that the calculated value i.e. 2.6962 is greater than 1.9600. It means that significant difference was observed between Arts & science stream women student teachers of college of education with the respect to Role commitment scores. Therefore, the null hypothesis (H0) is rejected and alternative hypothesis (H1) is accepted. It concludes that, the science stream women student teachers have significant and higher role commitment scores as compared to Arts stream women student teachers of college of education.

• Null Hypothesis –7. 4:-
  No significant difference between Kannada medium and English medium women student teachers of college of education with respect to Role commitment score.

| Mediums       | N  | Mean  | SD    | SE  | | t| -value | P -value  |
|---------------|----|-------|-------|-----|---|--------|---------|
| Kannada medium| 240| 11.77 | 11.6  | 0.75| 3.0677 | 0.0023,S |
| English medium| 240| 121.34| 13.73 | 0.89|        |         |

From the above cited table it clearly shows that, the calculated value of t test is 3.0677 & the critical value of t with 478 degrees of freedom at 5% level is 1.9600. It indicates that, the calculated value i.e. 3.0677 is greater than 1.9600. It means that significant difference was observed between Kannada medium & English medium women student teacher of college of education with respect to Role commitment score. Therefore the Null Hypothesis (0) is rejected & alternative hypothesis is H(1) is accepted. It concludes that, the English medium women student teacher have significant and higher role commitment scores as compared to Kannada medium women student teachers of college of education.

8. SIGNIFICANT OF THE STUDY:

• The researcher felt the need to study this area. Since last decade, it has been observed that most employees take up job assignment that they are either not qualified for or interested in.
• Some may be qualified, but may not have a proper ‘career fitment’ at the organizations.
• The researcher wanted to study this and see if the employees have the Role commitment to make decisions pertaining to their careers.
• Use the career anchor scale and to see the various career orientations in the chosen sector. The need was then to study all of this under the backdrop of career satisfaction.

9. CONCLUSION :

The women student teachers of Urban Government colleges of education have significant higher Role commitment scores compared to women student teachers of Rural Government colleges of education.

The women student teachers of Urban government & Urban private college of education have similar Role commitment score.

REFERENCES: