

A Study of Organizational Conflict in Schools of Surat City

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I. INTRODUCTION :

Human being is a social animal. They would like to live either in a Society or Union. They could, thoroughly, complete their work within the union. A union is such where two or more persons come together to fulfill some kind of objective or purpose.

A School also is a union as per the classifications of union which comes under Educational union. Success of this union depends on physical resources (appliances, school building, library etc.). The schools normally, achieved their objectives through favorable utility of these resources. But sometimes for some reasons there arise various mental elements like differences of opinion, disputes, dejection, jealousy due to different type of thoughts and lifestyles of Principal, teachers and student of the schools. The distance amongst them is gradually increasing and pressure is developing because of less co-ordination and mutual understanding ultimately, it creates situations of conflicts in the school. That ends in pollution of educational environment in the school while the objectives (wholesome development) to be achieved become secondary.

The research represents a case study with handful of reasons over conflict in the school.

Objectives of the study:

Main Objectives of the study are as follows :

1. To be acquainted with reasons of conflict amongst units in the selected schools as follows

- (a) Teacher – Principal
- (b) Teacher – Teacher
- (c) Student- Teacher
- (d) Student- Principal

2. To study effect of conflict between above units on the school atmosphere.

3. To seek out expectations and Suggestions to reduce conflict between above units.

Sample : Total 6 schools each 2 were selected from intermediate and higher intermediate level from city of surat where only girls, only boys and

co – education is given. Altogether 6 Principal, 120 teachers and 90 student were selected (as the method of objective sample) from the schools.

Methodology :

Methods : To collect the data procedure of surveying was employed in the study.

Tools : Following tools were used in the study –

(a) **Opinionnaire:** This tool was divided into two parts – part- A consist of reasons of conflicts between teachers and Principal and Part- B consist of reasons of conflicts between teacher and Teacher. Further part –A subdivided into 7 and part B subdivided into 6. These tools were employed for teachers.

(b) **Interview :** These tools were employed for Principal and Students.

The formation of list of views based on 3 points Scale. The formation was finalized after 10 experiments were made by pre survey with help of 4 specialists.

(C) **Statistics :** To analyze and interpret the collected data the figure for directive percentage, grade and dimension were obtained.

Major findings of the Study :

Following are the conclusions achieved after analysis and interpretations of collected data.

1. Reasons of conflicts

(A) Conflict between Teacher and Principal following are the reasons of conflicts between Teachers and Principal as stated by teachers:

1. Differences of thoughts or opinions.
2. Partiality with teachers while dealing.
3. Not to execute ideals in practice.
4. Not to appreciate quality and experience of the teachers properly
5. Teachers involvement in activity like tuition.
6. Practice of appeasement by many teachers.
7. Teachers popularity among the students.
8. Making of improper expenses as one's thought during programs of the school

9. Not to include all the teachers in making of decision.
10. Differences reperi dip taking of Tass/ Hour of period
11. Lacking of mutual understanding.
12. Doubtful attitude of principal.
13. Not to observe rules and regulations of the school by principal while expected from teachers to observe the same one.

The above reasons were also admitted after meeting with principals. following are the reasons of conflicts between principal and Teachers as explain by the principals.

1. In accordance with decision related to the school.
2. Disputes arise from activities regarding co education.
3. Regarding respect toward quality and experience of the teachers.
4. Attitude with partiality.
5. Activity for tuitions.
6. Progress of the Principal.

(B) Conflict between Teacher and Teacher

Following are the reasons of Conflict between Teacher and Teacher in the School as Stated by teacher.

1. Differences of thoughts or opinions.
2. Some of the teacher receive Special encouragement from the Principal.
3. Discrimination with teachers by the Principal.
4. Shirking or not inclined to work by the teachers who are near and dear to the Principal.
5. Progress.
6. Closeness of some of the teacher to the Principal.
7. Teachers popularity among the students.
8. Making of improper expenses in activity for co- education.
9. Discriminated or improper distribution of workload.
10. The Classes are not allotted to the teachers as per their will.
11. Making of negative comments by teachers in front of the student and Principal.

C. Conflict between Student and Teachers

After meeting with student is observed that there is negligible conflict between students and teachers. only sometimes in the school conflict arises between them due to discipline in the school, discriminated attitude by the teachers and related to assessment.

D. Conflict between Student and Principal

Only Sometimes there is conflict between Students and Principal due to discipline otherwise it is not recordable ,only in name. The matter of discipline is also admitted as the reason of conflict by the Principal.

Effect on School

Following points were considered to study about effect on school due to conflict between different units of the school.

A. In accordance with the school

1. There arises disorder during the educational and co –Educational Programs in the School due to conflicts.
2. Degradation of prestige, quality and respect of the school is likely to increase.
3. The discipline of the School is reduced down.
4. The Environment of the School becomes hopeless because of deduction of enthusiasm amongst the Principal, Teachers and Students.
5. Sometimes there formed out two or more groups in the school which transforms the Educational environment into political atmosphere.

B. In Accordance with Educational Achievements by the Student.

1. The annihilation of moral values of the Students is likely to increase.
2. The discriminated attitude with Students also reduced down the levels of achievements by scholar Students.
3. The achievements of the Students are affected because they did not get Proper inspirations.
4. An innocent Student may become victim of rejection for such conflict. it reduces his self confidence.

C. In accordance with Educational Sentiments in the Classes.

1. The Teachers and Students could not focus on Education.
2. Sometimes there formed out two or more groups of Students in the Classes. It increases chances of violation of discipline in the classes.
3. Sometimes Environment of the classes comes under tensions.

Other effects :

1. Progress of the School, Principal, teachers and Students is obstructed.
2. The respect with each other is reduced down and become victim of criticism in the society.
3. It also increases chances of improper attitude with family members.

II. SUGGESTIONS :

Following are the suggestions are received to cut down the conflict between Principal, teachers and Students of the School

1. The Principal has to involve all the capable teachers in the process of decision making.
2. The Principal and teacher has to deal out equally with everybody.
3. The Principal has to give the responsibility to the teacher as per his merits, experiences and interest.
4. The teacher has to undertake the responsibility faithfully and honestly.
5. There must be full freedom to express their views with each other. The Principal and teachers has to become instrumental in progress of each other, not restriction.
6. The Principal, Teachers and Students has to identify each other as the members of one family and must have positive views.
7. The teacher , Student and Principal have to respect feelings of each other and develop relations base on humanity without prejudice.
8. The Students should observe rules and regulations of the schools and maintain Standard of discipline.
9. Instead of personalize feelings there should be development of feelings for interest of masses.

The presentation of the research/ case study will be effective to reduce down conflicts and create an ideal school environment in the schools by necessary changes for the governance and attitude by the Principal and teachers.

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