

Organizational Commitment among Government and Private Secondary School Teachers: A Comparative Study

Bani Bit*

Research Scholar, Bishnupur, Bankura West Bengal, India.

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ABSTRACT: Teachers' organizational commitment plays a significant role in shaping the future of the nation. Committed teacher can change the whole world. So, the present study was an attempt to compare the difference of organizational commitment among govt. and private secondary school teachers. Present study was carried out through descriptive survey method within ex-post-facto research design. A standardized tool "Teacher's Organizational Commitment Scale" was administered on a random sample of 200(100 govt. and 100 private) secondary school teachers of Murshidabad District. It is evident that the private teachers of Murshidabad district are highly committed in all facets of organizational commitment (i.e., Commitment to School (CTS), Commitment to Teaching work (CTW), Commitment to Work group (CWG), and Commitment to Teaching Profession (CTP) as well as Teacher's Organizational Commitment (total) than that of govt. teachers.

Key words: Organizational Commitment, Commitment to Teaching work (CTW), Commitment to Teaching Profession (CTP)

I. INTRODUCTION

APJ Abdul Kalam (2002), said, "Total commitment is a crucial quality for those who want to reach the very top of their profession. Total commitment is a common denominator among all successful men and women; total commitment is total involvement, much more than merely working hard". Commitment is a loyalty to a course of action, a categorical pledging, a clear cut determination to do one's utmost to achieve one's goals. Dictionary of Sociology (1970) defines commitment as "a feeling of obligation to follow a particular courses of action or to seek a particular goal". Longman's Dictionary of Contemporary English (2009) gives the meaning of commitment as a promise to do something or behave in a particular way. The hard work and loyalty that someone gives to an organization/ activity. Something that you have previously arranged to do

at a certain time and that prevents you from doing anything else at that time. Over the years, scholars have defined commitment and measured it in many different ways "Commitment is the process through which individual interests become attached to the carrying out of socially organized patterns of behaviour."

Teachers form the nucleus of any system of education. Their impact on students is deep and long lasting. It is, therefore, necessary that they should be committed and devoted to what they do. Teachers are expected to enrich themselves with knowledge, abilities, capabilities and skills handsomely required for doing justice to the problems of their students. To discharge their responsibilities, they have to be competent, dedicated and committed. In order to perform these roles teachers must be effective. According to Tarter and Kottkamp (1991), effective teachers need high level of organizational Commitment because 3 high levels up student's achievement require dedicated teachers who contribute effectively. The committed teachers usually have the ability to set goals for themselves and recognize their own personal value system. They're supposed to be one of the main pillars of a sound and progressive society. Therefore, all such good working conditions, environment, climate and administrative support must be provided to the teachers which are very important to elicit their commitment and perform their job properly.

Broad Objectives of the Study

Objectives of the study are stated as follows:

- To compare Commitment to School (CTS) dimension between among government and private school teachers.
- To compare Commitment to Teaching work (CTW) among government and private school teachers.
- To compare Commitment to Work Group (CWG) dimension among government and private school teachers.

- To compare the Commitment to Teaching Profession (CTP) dimension among government and private school teachers.
- To compare the overall organizational commitment among government and private school teachers.

Hypothesis of the study:

Ho₁: There is no significant difference among government and private school teachers in the dimension of Commitment to School (CTS).

Ho₂: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW).

Ho₃: There is no significant difference among government and private school teachers in the dimension of Commitment to Work Group (CWG).

Ho₄: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Profession (CTP).

Ho₅: There is no significant difference among government and private school Teacher’s in overall Organizational Commitment.

Sample

A stratified random sample of 200 teachers selected from Govt. And private secondary school of Murshidabad, West Bengal, India, were the source of sample.

Tool of Research

The following research tool was used in the present study for data collection. The tool was selected by applying yardsticks of relevance, appropriateness, reliability, validity and suitability. Brief description of the tool is given hereunder. **Teacher’s Organizational Commitment Scale (TOCS – JSRA):** In the present study, the tool used was, “Teacher’s Organizational Commitment Scale (TOCS – JSRA)” developed by Sajit Jamal and Abdul Raheem. This inventory has 42 items with positive and negative questions of 21 for each. Among them, 14 items are related to commitment to school (CTS). 12 are related to commitment to teaching work (CTW), 08 items to commitment to work group (CWG) and 08 items to commitment to teaching profession (CTP). There are 5 options for each item in the questionnaire as- Strongly agree, agree, undecided, disagree and strongly disagree. The method of answering the questions was according to 5 degree Likert which varies from 1 to 5. Data were collected individually. The scoring of responses was done in accordance with the scoring key given in the manual. Statistical analysis of obtained data was done to find out the different area of commitment of the teachers.

Statistical Techniques

To test the research hypotheses Mean, SD and t-test were applied.

II. RESULTS

“Teacher’s Organizational Commitment Scale” score are presented herewith.

Table-1: T- test result of Teacher’s Organizational Commitment Scale (TOCS – JSRA) of the teachers of Murshidabad District

Table 1

Organizational Commitment	School	N	Mean	Standard deviation	T value(df-198)	Remarks
Commitment to School (CTS)	Govt.	100	54.57	7.32	5.07	Significant
	Private	100	59.52	6.46		
Commitment to Teaching Work (CTW)	Govt.	100	46.70	5.67	4.33	Significant
	Private	100	49.97	4.98		
Commitment to Work Group (CWG)	Govt.	100	30.37	4.12	7.94	Significant
	Private	100	34.80	3.76		
Commitment to Teaching Profession (CTP)	Govt.	100	29.70	3.65	6.16	Significant
	Private	100	33.45	4.87		
Teacher’s Organizational Commitment (total)	Govt.	100	157.45	7.83	12.17	Significant
	Private	100	171.76	8.76		

Table-1 shows mean difference between organizational commitment of teachers working in

Public and Private sector schools. The mean value for govt. school teachers in Commitment to School

(CTS) was estimated to be 54.57 with the Standard Deviation (SD) of 7.32. Similarly, the mean value for the private school teachers was 59.52 with SD of 6.46. The t-value between two means was evaluated to be 5.07 which are significant at 0.01 levels. Again, the mean value for govt. school teachers in Commitment to Teaching (CTW) was estimated to be 46.70 with the Standard Deviation (SD) of 5.67. Similarly, the mean value for the private school teachers was 49.97 with SD of 4.98. The t-value between two means was evaluated to be 4.33. next, the mean value for govt. school teachers in Commitment to Work Group (CWG) was estimated to be 30.37 with the Standard Deviation (SD) of 4.12. Similarly, the mean value for the private school teachers was 34.80 with SD of 3.76. The t-value between two means was evaluated to be 7.94. The mean value for govt. school teachers in Commitment to Teaching Profession (CTP) was estimated to be 29.70 with the Standard Deviation (SD) of 3.65. Similarly, the mean value for the private school teachers was 33.45 with SD of 4.87. The t-value between two means was evaluated to be 6.16. The mean value for govt. school teachers in Teacher's Organizational Commitment (total) was estimated to be 157.45 with the Standard Deviation (SD) of 7.83. Similarly, the mean value for the private school teachers was 171.76 with SD of 8.76. The t-value between two means was evaluated to be 12.17.

III. TESTING OF HYPOTHESES:

Ho₁: There is no significant difference among government and private school teachers in the dimension of Commitment to School (CTS)

It was inferred from the Table No.01 that the calculated t value is 5.07, which is greater than the Table Value at 0.05 level i.e. 1.97 and at 0.01 level i.e. 2.60. Hence, the hypothesis "Ho₁: There is no significant difference among government and private school teachers in the dimension of Commitment to School (CTS)" was rejected.

Discussion: It has been found that there was a significant mean difference in organizational commitment among government and private school teachers in the dimension of Commitment to School (CTS). The commitment of private teachers in this dimension is higher than that of government teachers.

Ho₂: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW).

It was inferred from the Table No.01 that the calculated t value is 4.33, which is greater than the

Table Value at 0.05 level i.e. 1.97 and at 0.01 level i.e. 2.60. Hence, the hypothesis "Ho₂: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW)" was rejected.

Discussion: It has been found that there was a significant mean difference in organizational commitment among government and private school teachers in the dimension of Commitment to Teaching Work (CTW). The commitment of private teachers in this dimension is higher than that of government teachers.

Ho₃: There is no significant difference among government and private school teachers in the dimension of Commitment to Work Group (CWG).

It was inferred from the Table No.01 that the calculated t value is 7.94, which is greater than the Table Value at 0.05 level i.e. 1.97 and at 0.01 level i.e. 2.60. Hence, the hypothesis "Ho₂: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW)" was rejected.

Discussion: It has been found that there was a significant mean difference in organizational commitment among government and private school teachers in the dimension of Commitment to Teaching Work (CTW). The commitment of private teachers in this dimension is higher than that of government teachers.

Ho₄: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Profession (CTP).

It was inferred from the Table No.01 that the calculated t value is 6.16, which is greater than the Table Value at 0.05 level i.e. 1.97 and at 0.01 level i.e. 2.60. Hence, the hypothesis "Ho₂: There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW)" was rejected.

Discussion: It has been found that there was a significant mean difference in organizational commitment among government and private school teachers in the dimension of Commitment to Teaching Work (CTW). The commitment of private teachers in this dimension is higher than that of government teachers.

Ho₅: There is no significant difference among government and private school Teacher's in overall Organizational Commitment.

It was inferred from the Table No.01 that the calculated t value is 12.17, which is greater than the

Table Value at 0.05 level i.e. 1.97 and at 0.01 level i.e. 2.60. Hence, the hypothesis “ H_{02} : There is no significant difference among government and private school teachers in the dimension of Commitment to Teaching Work (CTW)” was rejected.

Discussion: It has been found that there was a significant mean difference in organizational commitment among government and private school teachers in overall Organizational Commitment.. The commitment of private teachers is higher than that of government teachers in all aspect.

IV. CONCLUSION

From the above discussion it is evident that the private teachers of Murshidabad district are highly committed in all facets of organizational commitment (i.e., Commitment to School (CTS), Commitment to Teaching work (CTW), Commitment to Work group (CWG), and Commitment to Teaching Profession (CTP) as well as Teacher’s Organizational Commitment (total) than that of govt. teachers.

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