

# ATTITUDE OF WOMEN TEACHERS IN SCHOOLS

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## ABSTRACT

*The role of a teacher in the educational process is always challenging and dynamic. The teacher's work is not only transmission of knowledge but it is something more. Teachers great task is inspiring and guiding the students towards cherished goals. The teacher in a naturalistic set up is only a setter of the stage, a supplier of material and opportunities, a provider of an ideal environment, a creator of conditions under which natural development takes place. Teaching is the core profession and the key agent of change in today's knowledge society*

## INTRODUCTION

Education is a vital factor, which determines the status of an individual, state and country. Schools are the places where primary, basic and fundamental education is imparted. The values, qualities and techniques are injected into the minds of the students, at this gross root level. School education is a foot step for the overall growth of the children. Employees working in schools are the pillars of the society as they would design the society in such a way that education leads to over all development. They are rewarded for their services. The employees receive financial benefits, thereby they derive satisfaction from performing the job and 'on the job'. Job satisfaction is not only income based but it is also character- based, quality -based, performance -based, and expenditure -based. While an employee derives satisfaction out of the services rendered, he can lead a normal life and produce good citizens. While rendering services, an employee faces many hurdles. So sometimes their attitude becomes negative. The consequences may be many and it may have the impact of poor output, abstaining from discharging the duties, boredom and frustrations. Thus the attitude of the employees may not be described into one or few factors, because it is the outcome of many factors. So it is necessary that the factors which are responsible for their behaviour, consequences and measures to improve them has to be studied and analysed. Hence a study of this nature will be the basis for the good health of the individual, family society and nation. Thus the present study is an attempt to probe in to the factors influencing the attitude of women teachers in schools.

## STATEMENT OF THE PROBLEM

Attitude is a tendency to react favourably or unfavourably towards a designated class of stimuli such as a national or racial group a custom or an institution (Anastasi, 1982). Attitude is an underlying disposition that enters, along with many other influences, into the determination of the variety of behaviours towards the attitude object or class of objects, including state-ments of beliefs and feelings about the attitudes object and approach-avoidance actions with respect to it, Cook and Sellitz (1964).

A teachers attitude is "the relatively stable overt behaviour which affects his status" Bain (1928). When a certain type of experience is constantly repeated a change of set is brought about which affects many central neurons and tends to spread over other parts of the central nervous system. \* (Bain,R. (1928) An attitude on attitude research. American Journal of Sociology, 33, pp. 940-957 )

An attitude is an overall evaluation that expresses how much we like or dislike an object,issue,person or action. Attitudes are learned and they tend to persist over time.Our attitudes also reflect our overall evaluation of something based on the set associations linked to it. Attitudes are important because they are

- 1.guide our thoughts
- 2.influence our feelings
- 3.affect our behavior

Thus,attitudes influence our behavior in acquiring, consuming and disposing of an offering.

### **SCOPE OF THE STUDY**

The approach to the study has been from the point of view of women teachers and their attitude.

This study covers women teachers in schools and it measures their level of attitude.

### **SAMPLING DESIGN**

The sample District,Theni has two educational taluks for higher education namely Periyakulam and Uthama palayam.Among the 31 higher secondary schools functioning in the Periyakulam Educational Taluk, where 810 teachers are working. Out of these, 10 schools were selected at random.The total number of teachers working in the selected 10 schools are285 of which 108 are males and 177 are females. Among the female teachers working, 50 women teachers five each from one school were selected by applying stratified random sampling technique taking in to account the total seniority as strata.

### **METHODOLOGY AND TOOL FOR DATA COLLECTION**

This study is an empirical research,based on the survey method.The data relating to the women teachers were collected with the help of an interview schedule. The Secondary data have been collected from the official records of the District Educational office,Theni.The chief Education office,Theni,The Directorate of Secondary Education,Chennai and the District Collectorate,Theni.Statistical tool - Likert's Scale technique was used for this analysis.

## ATTITUDE OF WOMEN TEACHERS TOWARDS SCHOOLS

Attitude means a kind of feeling or reaction of human beings. The level of attitude of the employees will indicate the extent to which the services rendered is made use of. The attitude may be positive or negative. Thus the attitude is a psychological behavior of human beings towards the services rendered by Educational institutions.

The attitude is an abstract concept and it can not be measured directly in quantitative terms. There is no fixed value or score to measure the attitude level. But attitude can be measured indirectly. The researcher has devised an attitude for measuring the level of attitude of members under study.

There are three principles of education such as Idealism, Naturalism and Pragmatism. The educational institution has been established for the attainment of these principles. But the attainment of the goal depends upon the various mentality of the employees. The extent of attitude differ from employee to employee according to the working environment, the encouragement given by the employer, infrastructure facilities, recognition, the monetary benefits and the employers timely help, financially as well as mentally (redressal of grievances). A comprehensive study has been made to highlight the attitude level of the members.

### ATTITUDE SCALE

In this study, researcher has taken ten statements to measure the attitude. As there is no readymade scale to measure the attitude level, a scale namely Attitude Scale has been developed by awarding scores to the ten statements. With the help of this scale, the extent of attitude has been measured.

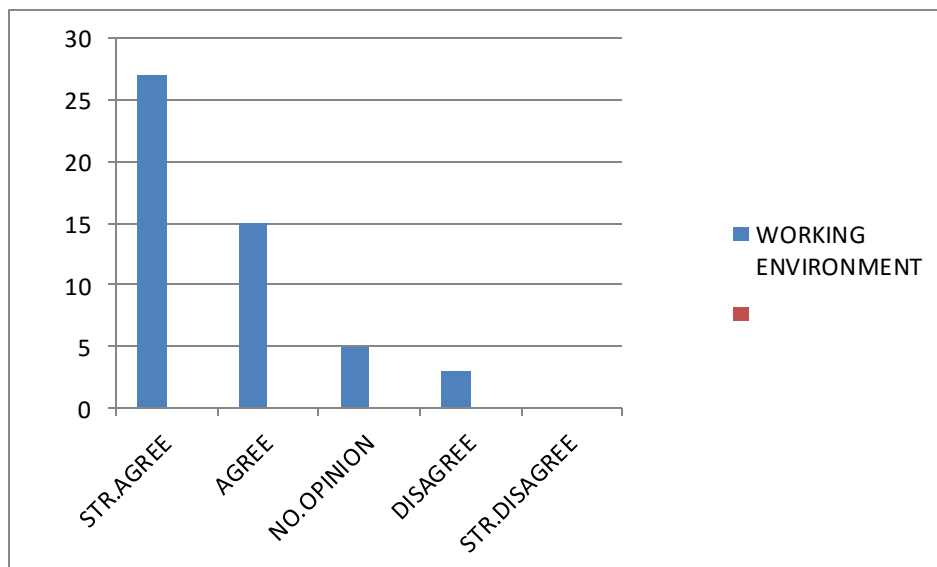
Description of the statements

#### 1. Working environment

To understand the women employees' attitude towards the working environment the researcher has selected the statement "the working environment in the institution is good". Graph 4.2 shows the details of the sample women teachers' attitude towards the working environment in the institution.

GRAPH 1.1

## Employees Attitude Towards the Working Environment



Source:Primary Data

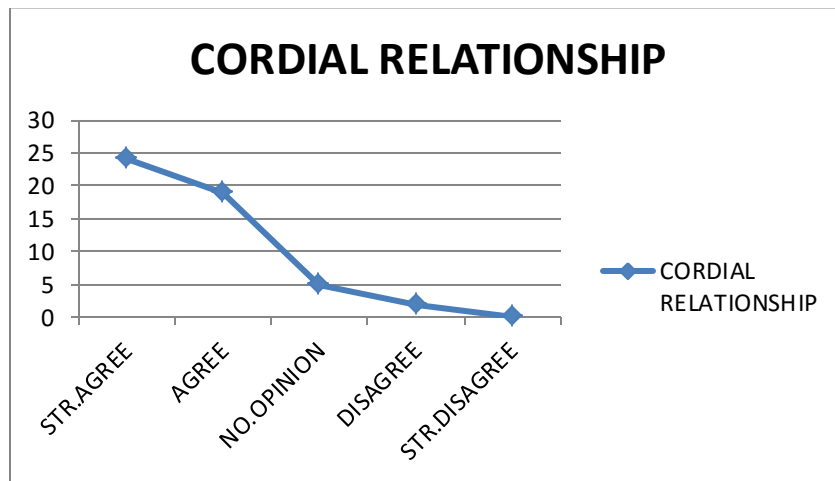
As could be seen from Graph1.1 that 27 (54%) sample respondents have strongly agreed, 15 (30%) respondents have agreed and 5 (10%) have said no opinion. Three(6%) respondents have disagreed and none has strongly disagreed.

## 2. Cordial Relationship

To study the women employees' attitude towards cordial relationship, the researcher has taken the statement "There is cordial relationship between the employer and employee"

Graph 2.2 exhibits the sample women teachers' attitude towards cordial relationship.

GRAPH1.2 Employees’ Attitude Towards Cordial Relationship



Source:Primary Data

It is evident from Graph 1.2 that out of 50 sample respondents, 24 (48%) have strongly agreed, 19(38%) have agreed, five (10 %) respondent said no opinion, two (4%) have disagreed and there is no employee to strongly disagree the statement.

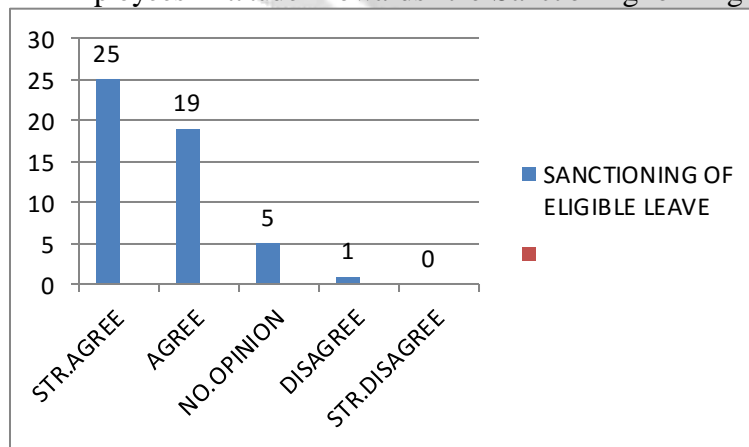
### 3. Sanctioning of Eligible Leave

To find out the women teachers’ attitude towards sanctioning of eligible leave, the researcher has selected the statement “All Kinds of eligible leaves are sanctioned without any hesitation”.

Graph 1.3 highlights the details of sample women teachers’ attitude towards the sanctioning of eligible leave

1.3 GRAPH

Employees Attitude Towards the Sanctioning of Eligible Leave



Source:Primary Data

Graph 1.3 clearly exhibits that out of 50 sample respondents 25 (50%) sample respondents have strongly agreed, 19 (38%) respondents have agreed and 5 (10%) have said no opinion. Only one respondent(2%) respondents have disagreed and none has strongly disagreed.

#### 4. Infrastructural Facilities

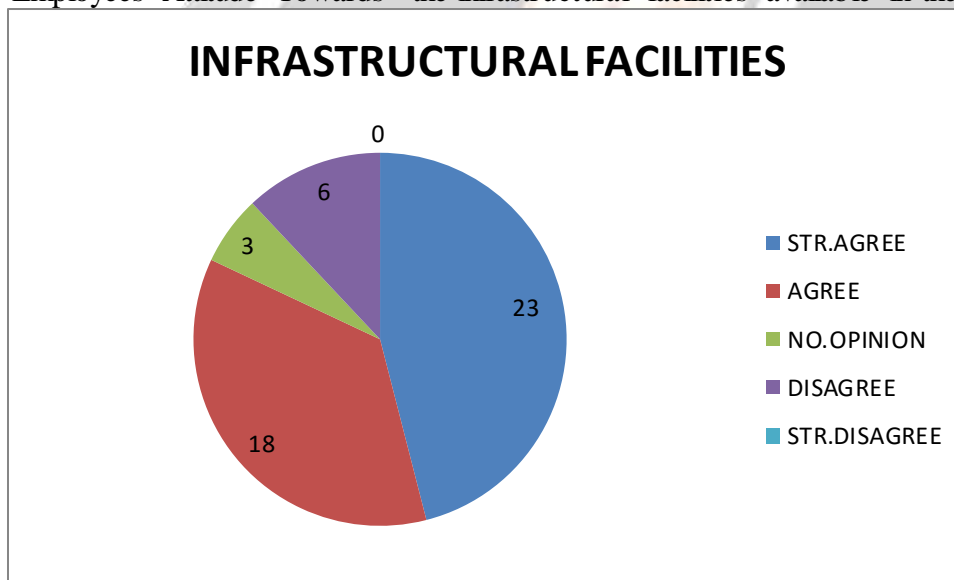
To understand the women employees’ attitude towards the infrastructural facilities ,the researcher has selected the statement as “There is good number of infrastructural facilities in the institution”.

Graph 1.4 shows the details of the sample women teachers’ attitude towards the infrastructural facilities available in the institution.

GRAPH 1.4

Employees Attitude Towards the infrastructural facilities available in the institution

Employees Attitude Towards the infrastructural facilities available in the institution



Source:Primary Data

Graph 1.4 explains that out of 50 sample respondents 23(46%) sample respondents have strongly agreed, 18 (36%) respondents have agreed and 3 (6%) have said no opinion. Six (12%) respondents have disagreed.

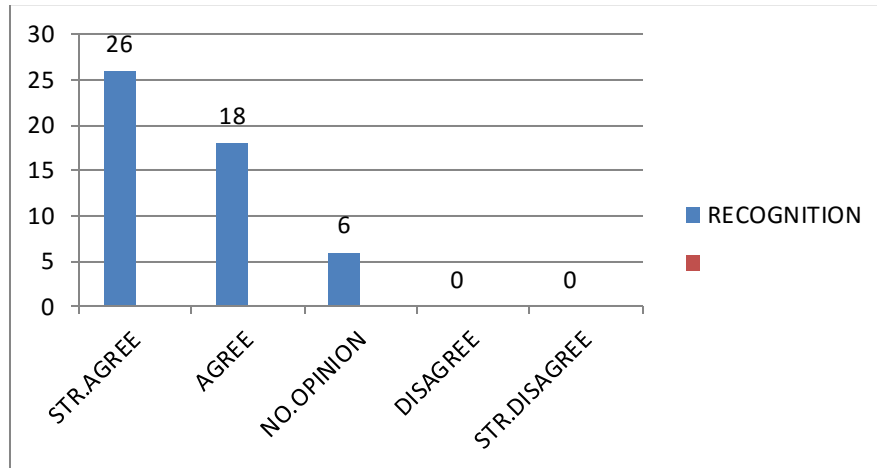
#### 5. Recognition

To study the women employees’ attitude towards the recognition of being an employee,, the researcher has selected the statement “Employees get recognition of being an employee in the institution”.

Graph 1.5 shows the sample women teachers’ attitude towards the recognition of being an employee.

GRAPH 1.5

Employees’ Attitude Towards Recognition of being an employee



Source:Primary Data

It is evident from Graph 1.5 that out of 50 sample respondents, 26 (52%) have strongly agreed, 18(36%) have agreed, six (12 %) respondent said no opinion and no respondent had disagreed and strongly disagreed

#### 6. Hearing of Grievances

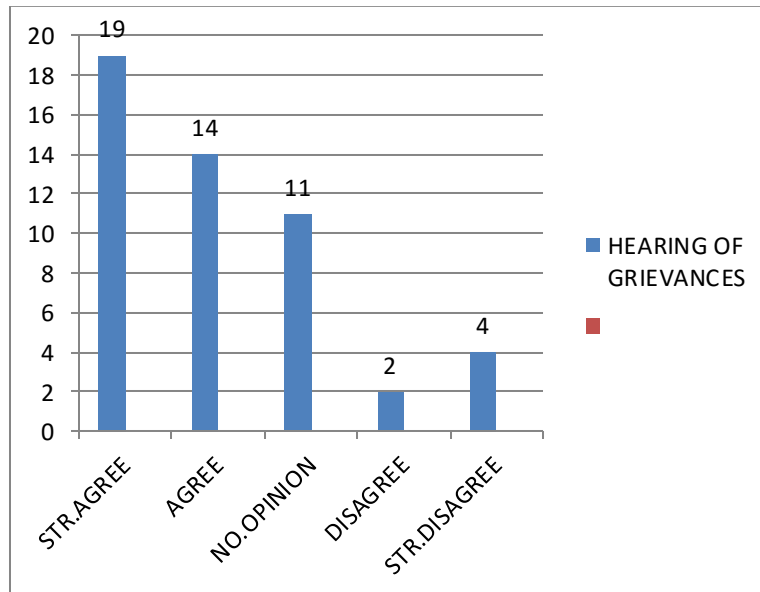
To find out the women teachers’ attitude towards rendering of services, the researcher has taken the statement as “The superiors patiently hear the grienvances of their subordinates”.

Graph 1.6 reveals the sample women respondents’ attitude towards the hearing of grievances



GRAPH 1.6

## Employees' Attitude Towards the Hearing of Grievances



Source: Primary Data

As could be seen from Graph 1.6 that out of 50 sample respondents, 19 (38%) have strongly agreed, 14(28%) have agreed, 11 (22 %) respondent said no opinion. But two (4%) have disagreed and 4 (8%) respondents have strongly disagreed.

#### 7. Disbursement of Monetary Benefits

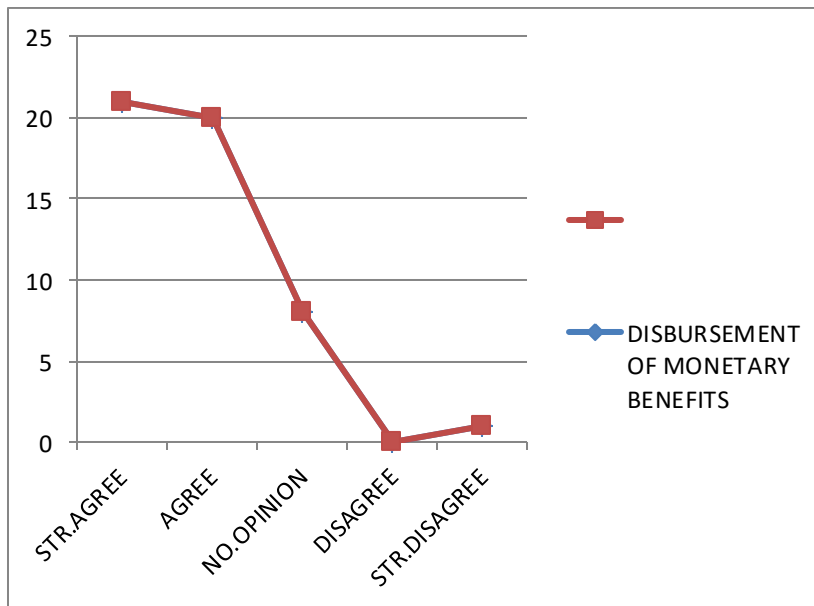
To understand the women employees' attitude towards the disbursement of monetary benefits ,the researcher has selected the statement “ The institution takes necessary steps to disburse all monetary benefits in time “

Graph 1.7 shows the details of the sample women teachers' attitude towards disbursement of monetary benefits



GRAPH 1.7

Employees' Attitude Towards the Disbursement of Monetary Benefits



Source:Primary Data

Graph 1.7 explains that out of 50 sample respondents 21(42%) sample respondents have strongly agreed, 20 (40%) respondents have agreed and 8 (16%) have said no opinion. But only one (2%) respondent has disagreed.

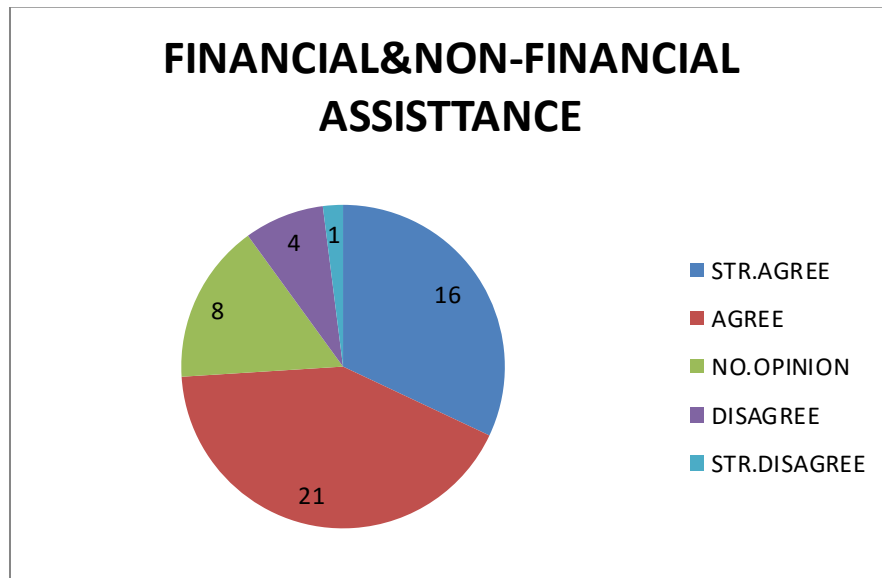
8. Financial and Non financial Assistance

For studying the women teachers' attitude towards the financial and non financial assistance , the researcher has taken the statement "The employer provides financial and non financial assistance to the needy employees".

Graph 1.8 shows the sample women respondents' attitude towards the financial and non- financial assistance among the employees.

## GRAPH 1.8

Employees' Attitude Towards the Financial and Non-financial assistance among the employees.



Source:Primary Data

As could be seen from Graph 1.8 that out of 50 sample respondents, 16(32%) have strongly agreed, 21(42%) have agreed, 8 (16%) respondent said no opinion. While four (8%) have disagreed and only one (2%) respondent has strongly disagreed.

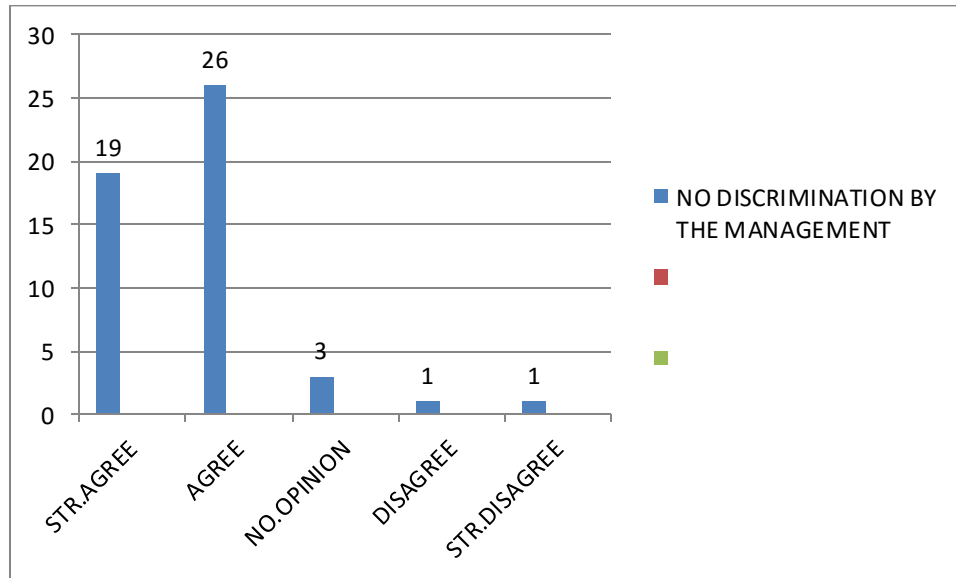
#### 9. No Discrimination by the Management

For finding out the women teachers' attitude towards discrimination by the Management, the researcher has taken the statement "No discrimination is made among the employees by the management which motivates the employees to work sincerely".

Graph 1.9 shows the sample women respondents' attitude towards no discrimination by the Management

GRAPH 1.9

Employees' Attitude Towards No Discrimination by the Management



Source: Primary Data

From Graph 1.9 it is clear that out of 50 sample respondents, 19(38%) have strongly agreed, 26(52%) have agreed, three (6%) respondent said no opinion. However, only one (2%) has disagreed and another one (2%) respondent has strongly disagreed.

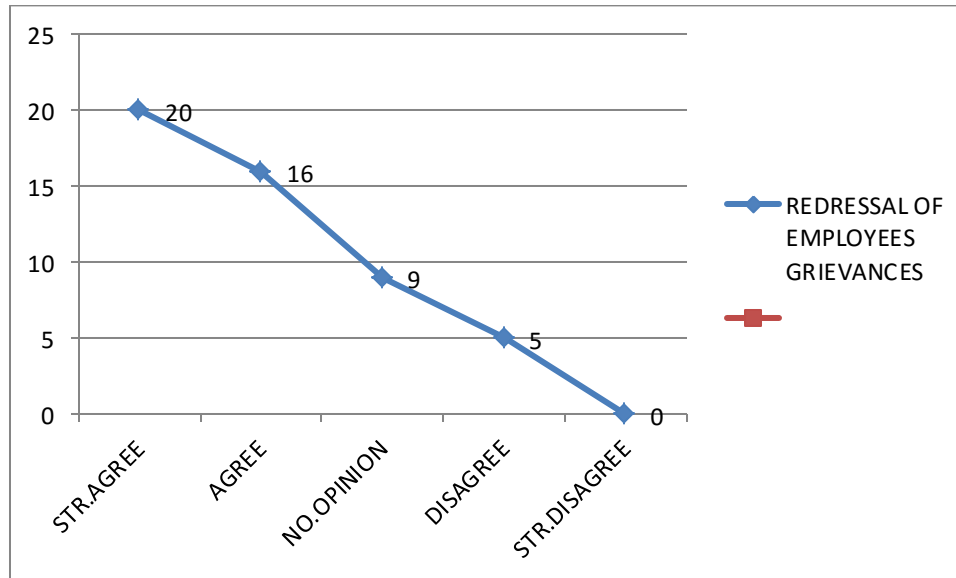
#### 10. Redressal of Employees' Grievances

For understanding the women teachers' attitude towards redressal of employees' grievances, the researcher has taken the statement as "There is every room for redressal of employees' grievances which make them loyal to the institution".

Graph 1.10 reveals the sample women respondents' attitude towards redressal of employees' grievances

GRAPH 1.10

Employees’ Attitude Towards the Redressal of Employees Grievances



Source:Primary Data

As could be seen from 1 Graph.10 that out of 50 sample respondents, 20 (40%) have strongly agreed, 16(32 %) have agreed, 9 (18 %) respondent said no opinion. But five (10%) have disagreed .

TABLE 1.1

Likerts scale- Factors influencing the level of attitude of women sample respondents inSchools.

S.No	Statements	Strongly agree	Agree	No opinion	Dis agree	Strongly dis agree
1.	The Working environment	27	15	5	3	-
2.	Cordial relationship between the employer and employee	24	19	5	2	-
3.	Sanctioning of eligible leave	25	19	5	1	-
4.	Infrastructure facilities	23	18	3	6	-
5.	Recognition	26	18	6	-	-
6.	Hearing of grievances	19	14	11	2	4

7.	Disbursement of monetary benefits	21	20	8	-	1
8.	Financial and non-financial assistance	16	21	8	4	1
9.	Discrimination by the management.	19	26	3	1	1
10.	Redressal of grievances	20	16	9	5	-
	Total	220	186	63	24	7

### EXTENT OF ATTITUDE

The extent of attitude has been measured by applying a scoring scheme. The researcher has taken a hypothetical case and explained how to apply the attitude scale.

Suppose an employee in an Educational institution has chosen “Strongly agree” for the above ten statements, she will be given a total score of 50 at the rate of five scores for each statement. If her choice is “Agree” the score for all the 10 statements will be 40 at the rate of four score each for every statement. If she has chosen the third scale namely “No opinion” the total score shall be 30 for all the 10 statements at the rate of three each for every statement.

If the sample respondents have chosen the fourth scale namely “Disagree” the total scores shall be 20 for all the 10 statements at the rate of two, each for every statement. Suppose her choice is “Strongly disagree”, the score for all the 10 statements will be 10 at the rate of one score each for every statement.

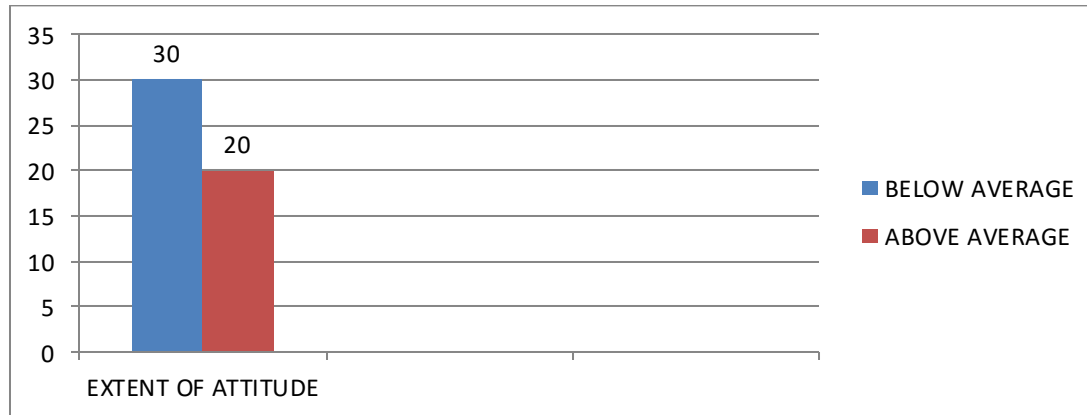
Thus, if the member gets, 50 scores ( $10 \times 5$ ) the response is “strongly agree”, 40 scores ( $10 \times 4$ ) the response is “Agree”, 30 scores ( $10 \times 3$ ) the response is “No opinion”, 20 scores ( $10 \times 2$ ) the response is “” and 10 scores ( $10 \times 1$ ) the response is “strongly disagree”.

The total scores of an individual respondents were added which has come to 2097. In order to find out the average score, the total score is divided by 50 and the average has scored to 41.94 or 42. Based on this average score, all the respondents are divided into two categories i.e., Below average and Above average. If a member gets below 42 scores, she belongs to the “below average” attitude group, on the other hand, if a member gets 42 scores and above, she belongs to the “above average attitude” group.

Table 1.2 reveals the extent of attitude of the 50 sample respondents.

TABLE 1.2

Extent of Attitude by the Sample Respondents of Educational Institutions



1.12 shows that 30 sample respondents (60%) belong to “below average” and 20 (40%) respondents have “above average” level attitude.

### SUMMARY OF FINDINGS

The attitude of employees has been measured with the help of 10 components such as working environment, the smooth relationship between the employer and employee, sanctioning of eligible leave without any hesitation, infrastructural facilities, recognition of employees, hearing of grievances, disbursement of monetary benefits, timely financial and non financial assistance, no discrimination by the management and redressal of grievances of employees. The researcher has developed a scoring scheme to measure each of these statements. The total score of all the 10 statements have measured the level of attitude of employees.

The analysis shows that 30(60%) sample women respondents have below average level of attitude and 20(40%) have above average level of attitude.

### SUGGESTIONS

Based on the findings of the study, the following suggestions have been made.

1. Necessary steps may be taken by the management of the educational institutions to develop the overall personality of the employees.
2. To improve the good health of the employees, the poor sanitary conditions prevailing in the educational institutions can be improved.
3. The management should take all possible steps to grow good relationship with the employees
4. The employees should be allowed and compelled to attend counseling programmes.

5. Compulsory savings scheme can also be forced on employees

## CONCLUSION

As an outcome of the study, it is to be stated that the sample respondents have attained job satisfaction though not at all but atleast a majority of the respondents. Many faced some problems. The researcher has given possible remedial measures to be taken by the management and the women teachers.

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