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**A RESEARCH STUDY ON SCHOOL TEACHERS MORALE ON TAMILNAD AT TAMIL NADU  
Presented**

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**INTRODUCTION**

The topic chosen for the study on 'Improve Teachers morale through motivation, school teacher Motivation act as a. Important tool for

Improve the teacher's morale and increase the good student of the school. The survival of the school is fully depends upon its quality of management, so the school give much concentration for maintaining the teachers morale in a work place, than only the company can achieve it's entire goal with economically.

The laziness is a nature of the human being. So the schools should take necessary steps to avoid the laziness during the working time.

Motivation in the form of monetary and non-monetary some respondents are satisfied through monetary motivation and remaining teachers are satisfied only through non-monetary motivation the motivation helps to school for maintaining the cordial relationship between the teacher and student and also it helps to maintaining the peaceful atmosphere in the school.

**Teachers morale**, in human resources, is defined as the job satisfaction, outlook, and feelings of well-being an teachers has within a workplace setting. Proven to have a direct effect on good student, it is one of the corner stones of schools.

- 1.1 A measure seeking positive, confident, satisfied teachers. Involves the overall viewpoint of employees while at work in the work environment. Includes employee emotions, attitude, satisfaction. The morale of the employees directly effects productivity. Dissatisfied and negative employees portray negative, low employee morale about their work environment. Positive or highly confident employees that are happy and positive at work are said to have high morale.

**What is Staff Morale?**

**Staff morale** is the overall viewpoint of individuals in the workplace, including emotions, attitudes, outlook, and satisfaction level. It is the result of working conditions and attitudes, rather than the cause. Good morale among staff leads to positive, confident, and satisfied staffs, while low morale can

be observed in negative, angry, and uncaring staff who fail to maintain productivity and safe business practices.

Morale, whether positive or negative, can influence a number of areas, including:

- Staff attitude
- Productivity
- Daily decisions
- Workplace safety
- Relationships with co-workers and management
- Attendance and punctuality

When staff feel good about their work environment, can achieve their goals and objectives and are treated with respect and care, morale is high. If employees are unhappy or feel unappreciated, cannot meet their objectives or clash with management or other co-workers, morale may be low. The importance of positive morale in the workplace cannot be diminished.

### **Importance**

High morale in the workplace is important to a teaching' overall success. teachers who rank high on the morale scale generally exhibit their positive attitude in a number of ways:

- Better student
- More focused on student or Environments
- Increased communication between co-student and teachers
- Better work attendance and timeliness
- Enhanced care about the student
- Fewer workplace-related injuries or accidents

Teachers morale describes the overall outlook, attitude, satisfaction, and confidence that teachers feel at work. When teachers are positive about their work environment and believe that they can meet their most important career and vocational needs at work, teachers morale is positive or high.

Like teachers motivation, you can't give an teachers positive morale. As an teachers, though, you do control large components of the environment in which teachers work each day.

Consequently, you are a powerful contributor to whether an teacher's morale is positive or negative.

Portions of the environment that you control that have an impact on employee morale include such issues as the effectiveness of our Headmaster , the quality of their interaction with the people you employ, and the way teachers interact with each other in the day-to-day workplace.

You create the environment or culture in which these as positive factors are valued. You reward and recognize the Headmaster who best display the characteristics you want to see in their interaction with teachers.

### **What Contributes to Positive Teachers Morale?**

When Teachers have confidence in the capability of their instition leadership they tend to have positive morale. When they share a vision for where the company is headed and are positive about the direction, employees have high morale.

Feeling part of goals that are bigger than themselves and their job contributes to positive teachers morale.

Many teachers want to feel as if they are part of a larger picture and contributing to success for the greater good. A deep focus on serving the needs of their students, their reason for existing at all, also promotes positive teacher morale.

Communication is another significant factor in positive teachers morale.

Teachers want to feel as if they are part of the in-crowd and that they are privy to all of the important information about their school, their students.. They need current information so that the decisions they make are congruent with their success in the school..

The interaction of teachers with their immediate Headmaster and coworkers plays a role in teachers morale. Effective, harmonious interpersonal relationships bolster teachers morale and make teachers feel that coming into work in highly in worthwhile for reasons in addition to collecting a paycheck.

The relationship with their immediate Asst Headmaster and their communication and interaction with the Headmaster are also significant. teachers want to feel as if they are valued equally with other and held in serious regard by the senior teacher. This is evidenced in information flow, interaction, and recognition.

### **What Detracts from Positive Teachers Morale?**

If teachers are negative and unhappy about their workplace and feel unappreciated and as if they cannot satisfy their goals and needs, teachers morale is negative or low. If teachers dislike their headmaster and compete with co-teachers for attention and appreciation, morale is generally low.

If teachers lack confidence in the school leadership and direction, morale is affected. When an teachers is not sure what is expected from him or her, so they never feel a sense of accomplishment, morale is low.

Teachers morale is defined by the teacher's outlook, optimism, self-concept, and assured belief in themselves and their school, its mission, goals, defined path, daily decisions, and teachers appreciation. Faith in self and faith in their school are both important factors in positive teachers morale.

### **Improve Teachers Morale**

Factors that can contribute to positive teachers morale include, but are not limited, to these. Almost anything you do that contributes to a positive work environment for teachers helps to build teachers morale.

When you take care of factors such as these, teachers' morale can remain high even in turbulent, uncertain times. But, if you fail to pay attention to these morale boosters, your organization will never experience the success it deserves.

provide reasonable, supportive management and leadership personnel who have integrity and will treat teachers fairly and consistently, treat employees with respect, treat employees as if they matter as your organization's most significant resources.

provide regular teacher recognition to make decisions about their job, offer open and regular communication about factors important to teachers, provide feedback and teaching, offer above school average benefits teachers the opportunity to develop their professional skills and their careers,

provide teachers perks and school activities, and manage teachers within a positive success framework of goals, measurements, and clear expectations.

You can measure your organization's success in developing and fostering positive employee morale by using the methods described in measuring employee satisfaction. Building positive employee morale is not difficult in most organizations, but it does take desire, commitment, and attention to the tiny details on the part of management and the organization. Get started today to build a workplace that fosters positive employee morale.

### **7 Ways to Foster teachers' moral - Today**

**1. Keep employees feeling their work is more than just a job.**

Everyone wants to feel that his or her work has a higher purpose. Sometimes, though, that purpose gets lost in the day-to-day grind.

**2. Take time to creatively celebrate accomplishments.**

It's natural to focus on what's ahead rather than reflect on how much has been achieved.

Taking time to reflect, though, helps employees appreciate how much they have done.

All departments at Acuity, a financial-services school in Wis., are asked each year to recognize their own work by providing a list of significant accomplishments of their team. The lists are reviewed by Acuity officers,

**3. Grant time off to teachers to pursue projects they are passionate about.**

Personal projects can provide an energizing break from regular responsibilities and can serve as a source of innovation for a school.

**4. Mix up the school's usual way of doing things.**

**5. Don't forget to have fun.**

**6. Encourage school teachers to develop positive attitudes.**

**7. Offer time away from the office to do some good.**

### **OBJECTIVES OF THE STUDY**

To Determine the designation impact on **employees morale**.

To Determine the employees contribution towards the organization as per their designation.

- To identify the morale level of the staffs.
- To know the attributes that influence their morale

### **SCOPE OF THE STUDY**

The top management can use the information obtained through the study in the following areas:

To identify the drawbacks in the existing system.

- Adopt as a tool to

To enhance the opportunities for improvement and self development

To provide creative job to the employees.

To Improve participative management techniques.

To improve the system in human resource development

### **RESEARCH DESIGN:**

A research design is the specification of methods and procedures for acquiring the information needed. It is the overall operational pattern or framework of the project that stipulates what information is to be collected from which source by what procedures. The researcher used Descriptive Design which aims at portraying accurately the characteristics of a particular group or situation.

### **QUESTIONNAIRE DESIGN**

The structured questionnaires that were framed and designed consist of ended questions, multiple choice questions.

### **SAMPLING METHODOLOGY**

Sampling method used in this research is. In simple random sampling, the sample units are chosen primarily on the basic of the randomly to the researcher

### **TYPE OF RESEARCH DESIGN**

Research design is the plan structure and strategy of investigation concerned so as to answer to research questions and to control variance. It is an arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

In this research study, to determine the effectiveness of stress management among employees a descriptive research design is followed. A structured questionnaire is used as a basis for data collection

### **TYPES OF DATA COLLECTION:**

For the purpose of the study the necessary data has been collected from primary and secondary methods.

- ❖ Primary Data: Primary data required for the study was been collected through interview and questionnaire method
- ❖ .Secondary Data: It was collected published books, journals, company records, files.

### **DATA SAMPLING:**

Data sampling process includes the following steps that are sequentially shown

- Define the Target Population.
- Determine the sample size.
- Execute the sampling process.

### **SAMPLE SIZE DESIGN**

It refers to the number of elements to be included in the study. A sample design is a definite plan for obtaining a sample from a definite population. It refers to the technique or the procedure the researchers would adopt in selecting items for the sample. It is determined before data is collected.

### **SAMPLE SIZE:**

120 respondents were selected for the survey in the various subject teachers.

### **SAMPLING PROCESS:**

Convenience Sampling: A convenience is obtained by selecting 'convenient' population units. The method of convenience sampling is also called the chunk. A chunk refers to that

fraction of the population being investigated which is neither by probability nor by judgment but by convenience.

**SAMPLING TECHNIQUE:**

The sampling technique used in this study is simple random sampling

**LIMITATIONS**

Due to the time constraint the study is made only among 120 respondents

There is a chance of personal bias which affects the original data.

Cannot able to get exact information because some of the teachers are reluctant to share the information.

Most of the teacher were busy with their tight work and they don't want to be disturbed

**Table**  
**COMPARISON BETWEEN EXPERIENCE AND DIFFICULTY IN MORAL AND JOB**

EXPERIENCE	RESPONDENTS OPINION ABOUT DIFFICULTY IN MORAL AND JOB					
	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	
0 to 10	30	12	2	0	0	44
11 to 20	20	6	2	2	0	30
21 to 30	14	8	0	2	0	24
Above 30	8	4	0	9	1	22
<b>TOTAL</b>	<b>72</b>	<b>30</b>	<b>4</b>	<b>13</b>	<b>1</b>	<b>120</b>

**Null hypothesis:**

There is no significant relationship between experience and difficulty in moral and job.

**Alternate hypothesis:**

There is some significant relationship between experience and difficulty in moral and job

**chi-square Test**

Calculated $\chi^2$ Value	=	35.176
Degree of freedom	=	12
Table value	=	21.026
Significant level	=	Significant at 5% level

**Inference**

It is observed from the above table that the calculated value of chi-square is greater than the table value. Hence the null hypothesis is rejected and it is concluded that there is some significant relationship between experience and difficulty in moral and job

**FINDINGS**

1. Majority of the respondents are satisfied with working environment health, security, safety, welfare measures and leave and holidays facilities.
2. Majority of the respondents are having very good relationship with fellow workers Head master and staffs of school.
3. Majority of the respondents have opinion that they are not getting recognition from their Head master when they are fulfilling the work. It is may demotivated to employees in the organization.
4. Majority of the respondents expressed that they have heavy work load in the school.
5. Majority of the respondents are happy to work as an employee in the school. It is shows there level of morale.

**SUGGESTION**

To improve the level of teachers Morale, it is better to consider following suggestion.

1. Management should reduce the work load of the employees.
2. It will be more effective if the management take the steps to introduce suggestion scheme system for the employees..
4. It is better the management should recognize the needs of employees and encourages employees special talents.
5. It will be better if the management provides incentives to employees so it will boost in their



morale and productivity.

6. Head master should maintain cordinal relationship with teachers and offers recognitions of the teachers..

7. It will be better if management provide performance and potential appraisal in regularly.

8. The management should provide opportunities for career development.

9. It will better if management given performance awards to teacher.

### **CONCLUSION**

Morale is psychological concept. Morale is not a cause but rather the effect or result of many going awry. Morale drifters from person to person, school to school, level of education age, nature of work etc. Morale may be range from very high to very low.

By this study it is clear that various faction which influences morale and productivity of the teachers each as Social Security measures, welfare facilities, salary status, Bonus, heath condition and recognition of work are getting much importance.

To conclude teacher's morale plays very important role in every school. Good teacher morale helps to success of the school. Unless an teachers has poor morale if always a possibility of teachers disharmony and also affect smooth running of the school.