



PROFESSIONAL COMMITMENT IN DIFFERENT BOARDS

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ABSTRACT:

The aim of this study was to study Professional Commitment of Secondary School Teachers teaching in schools affiliated to different boards (ICSE, CBSE and U.P Board). The sample of this study consisted of 713 Teachers selected from 70 Secondary Schools of Lucknow. The data were collected by using the tool 'Professional Commitment Scale' by Ravinder Kaur, Sarbjit Kaur Ranu and Mrs. Sarvjeet Kaur Brar (2011). Data were analyzed using descriptive and Inferential Statistics (Analysis of Variance). An attempt was made to find out the significance of difference between mean scores of three groups of teachers teaching in different schools affiliated to ICSE, CBSE and U.P Board with regard to all the areas of Commitment and in Overall Commitment. The study revealed that there was significant difference among secondary school teachers teaching in schools affiliated to ICSE, CBSE and U.P board with regard to all the areas of Commitment and also in overall Commitment.

Key Words: Professional Commitment, Areas of commitment, Teachers, Secondary School, Boards.

INTRODUCTION:

Quality education is the need of the hour. The National Policy on Education, 1968, stated that "It is on a teacher's personal qualities and character, his educational qualifications and professional competence that the success of all educational endeavours must ultimately depend." It also emphasized the need for quality education at every level. Teachers well equipped with personal qualities, character, qualifications and competencies will not be able to contribute richly unless they are committed to their job. Commitment and dedication will enable them to be more sensitive towards the needs of the students which will help in improving the quality of education. Teachers who are committed are able to help the learners to be well equipped in terms of knowledge, skills, positive attitude and values. Such teachers' knowledge, approachability and concern towards their students help to bring out the best in them in such a way that even the low performers are able to perform quite well and achieve a higher target for them and reach a much higher place on the ladder of success. Oztug and Bastas (2012), Tamir and Kramer (2011), Cerit (2010), Brown and Wynn (2009), Hulpia et al. (2009), Louis (1998), mentioned that organizational justice & support, input in decision making, autonomy and control, servant leadership, leadership support, quality of work life etc. influenced teacher commitment positively.



OBJECTIVES:

1. To study the different areas of Professional Commitment of Secondary School Teachers with regard to different boards.
2. To study the Overall Professional Commitment of Secondary School Teachers with regard to different boards.

HYPOTHESES:

1. There is no significant difference in the different areas of Professional Commitment of Secondary School Teachers with regard to different boards.
2. There is no significant difference in the overall Professional Commitment of Secondary School Teachers with regard to different boards.

METHOD:

Descriptive and Inferential statistics (Analysis of Variance) were employed to find out the significance of difference between the mean scores of three groups of teachers related to ICSE, CBSE and U.P Board in all the areas of Commitment and in overall Commitment. The sample of this study consisted of 713 teachers from the selected 70 Secondary Schools of Lucknow. 105 teachers (ICSE Board), 139 teachers (CBSE Board) and 469 teachers (U.P Board) were selected for the study. Professional Commitment Scale by Ravinder Kaur, Sarbjit Kaur Ranu and Mrs. Sarvjeet Kaur Brar (2011) was administered to collect the data.

ANALYSIS:

Discussion and Result:

Objective 1: To study the different areas of Professional Commitment of Secondary School Teachers with regard to different boards.

Hypothesis 1: There is no significant difference in the different areas of Professional Commitment of Secondary School Teachers with regard to different boards.

Table 1.1: Analysis of Variance (ANOVA) Professional Commitment's area 'Commitment to Learner' among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------------|----------------|----------------|-----|-------------|-------|-------|
| Commitment to Learner | Between Groups | 291.333 | 2 | 145.667 | 5.758 | .003* |
| | Within Groups | 17960.787 | 710 | 25.297 | | |
| | Total | 18252.121 | 712 | | | |

* Significance level .05 (3.00)



Commitment to Learner:

Perusal of the above table shows that in the ‘Commitment to Learner’ area of Professional Commitment the value of F-ratio 5.758 is greater than the table value (3.00) at 0.05 significance level. The result here indicates that difference between means of three groups of teachers related to ICSE, CBSE & U.P Board with regard to ‘Commitment to Learner’ area is statistically significant.

Table 1.2: Analysis of Variance (ANOVA) Professional Commitment’s area ‘Commitment to Society’ among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------------|----------------|----------------|-----|-------------|-------|-------|
| Commitment to Society | Between Groups | 126.803 | 2 | 63.402 | 3.486 | .031* |
| | Within Groups | 12911.727 | 710 | 18.186 | | |
| | Total | 13038.530 | 712 | | | |

* Significance level .05 (3.00)

Commitment to Society:

A look at the above table shows that in the ‘Commitment to Society’ area of Professional Commitment the value of F-ratio 3.486 is greater than the table value (3.00) at 0.05 significance level. The result here indicates that difference between means of three groups of teachers related to ICSE, CBSE & U.P Board with regard to ‘Commitment to Society’ area is statistically significant.

Table 1.3: Analysis of Variance (ANOVA) Professional Commitment’s area ‘Commitment to Profession’ among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------------|----------------|----------------|-----|-------------|-------|-------|
| Commitment to Profession | Between Groups | 309.555 | 2 | 154.778 | 6.527 | .002* |
| | Within Groups | 16836.860 | 710 | 23.714 | | |
| | Total | 17146.415 | 712 | | | |

* Significance level .05 (3.00)

Commitment to Profession:

A careful glance at the above table indicates that in the ‘Commitment to Profession’ area of Professional Commitment the value of F-ratio 6.527 is greater than the table value (3.00) at 0.05 significance level. The result here shows that difference between means of three groups of teachers related to ICSE, CBSE & U.P Board with regard to ‘Commitment to Profession’ area is statistically significant.

Table 1.4: Analysis of Variance (ANOVA) Professional Commitment’s area ‘Commitment to Attain Excellence’ among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------------------------|----------------|----------------|-----|-------------|-------|-------|
| Commitment to Attain Excellence | Between Groups | 357.420 | 2 | 178.710 | 9.276 | .000* |
| | Within Groups | 13678.557 | 710 | 19.266 | | |
| | Total | 14035.978 | 712 | | | |

* Significance level .05 (3.00)

Commitment to Attain Excellence:

Observation of the above table shows that in the ‘Commitment to Attain Excellence’ area of Professional Commitment the value of F-ratio 9.276 is greater than the table value (3.00) at 0.05 significance level. The result here indicates that difference between means of three groups of teachers related to ICSE, CBSE & U.P Board in Commitment to Attain Excellence area is statistically significant.

Table 1.5: Analysis of Variance (ANOVA) Professional Commitment’s area ‘Commitment to Basic Human Values’ among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------------|----------------|----------------|-----|-------------|-------|-------|
| Commitment to Basic Human Values | Between Groups | 258.671 | 2 | 129.335 | 9.285 | .000* |
| | Within Groups | 9890.143 | 710 | 13.930 | | |
| | Total | 10148.813 | 712 | | | |

* Significance level .05 (3.00)

Commitment to Basic Human Values:

With regard to ‘Commitment to Basic Human Values’ as one of the areas of Professional Commitment the value of F-ratio 9.285 is greater than the table value (3.00) at 0.05 significance level. The result here indicates that difference between means of three groups of teachers related to ICSE, CBSE & U.P Board in ‘Commitment to Basic Human Values’ area is statistically significant.

Objective 2: To study the Overall Professional Commitment of Secondary School Teachers with regard to different boards.

Hypothesis 2: There is no significant difference in the overall Professional Commitment of Secondary School Teachers with regard to different boards.



Table 2: Analysis of Variance (ANOVA) Overall Commitment among ICSE, CBSE & UP Board Teachers of Secondary Schools of Lucknow.

| Areas of Commitment | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------------|----------------|----------------|-----|-------------|--------|-------|
| Overall Commitment | Between Groups | 5987.647 | 2 | 2993.823 | 10.281 | .000* |
| | Within Groups | 206754.836 | 710 | 291.204 | | |
| | Total | 212742.482 | 712 | | | |

* Significance level .05 (3.00)

Overall Commitment:

With regard to 'Overall Commitment' a look at the above table indicates that F-ratio 10.281 is greater than the table value (3.00) at 0.05 significance level. The result here shows that difference in 'Overall Commitment' between means of three groups of teachers related to ICSE, CBSE & U.P Board is statistically significant.

Conclusion: The result of the study shows that there is significant difference among teachers teaching in schools affiliated to ICSE, CBSE and UP Board with regard to all the areas of Commitment and also in the overall Commitment.

The percentage wise distribution of level of Professional Commitment also shows that in the above average level of Professional Commitment which consists of 'Above Average, High and Extremely High Commitment' teachers teaching in schools affiliated to CBSE Board scored higher followed by teachers teaching in schools affiliated to UP and ICSE Board.

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