

# IMPACT OF GENDER ON ORGANIZATIONAL COMMITMENT AMONG TEACHERS

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## Abstract

Growth of education sector can be expanded, if the faculties; teaching in the education sector are satisfied and committed. They are the asset to the organization. They are the one who can bring and responsible for bringing the positive changes in the society. They act as a powerful tool for moulding the behaviour of the students. They instruct, guide and give direction to the students so that the students can have healthy growth and stable life. They provide the creativity, innovative ideas for growth of the students and provide necessary knowledge not only relevant to the subjects but also give knowledge for their social and economical development. The present Study has attempted to investigate the relationship between Teacher Commitment of secondary school and age, sex and marital status. The Study was carried out on a selected sample (614) secondary school teachers drawn from various secondary schools. Based on the data analysis major findings and conclusion were drawn.

**Keywords:** *Organizational Commitment, Secondary Schools, Education, Teachers etc.*

## 1. INTRODUCTION

Education is the important part of the society and for the human development. It is essential and plays significant role in growth and development of the country. Without education there will be no value of life. It is necessary for enhancing the knowledge and skills of the employees. It makes you to understand and have the knowledge of things in a different perspective where you can understand the problems of the others and contribute to more developed society and nation. The prime objective of education is; development of the human resources in a way so that more skilled and knowledgeable human resource capital can be produced. It makes mandatory for the teachers to be more satisfied and happy at the workplace. If the teachers are satisfied at the workplace then it is obvious that they would put their entire energy and efforts towards giving and providing sufficient amount of knowledge to the students. The job satisfaction of the employee reflects the attitude of the employees and it has been proved by number of the research studies.

The types of the environment where the employees are working determine the attitude of the employees towards the work and towards its organisation. If the environment is friendly then it would be reflected in the attitude of the employee working in the organization. The friendly environment results into the positive attitude of the employees towards its superiors, subordinates and organisation. The negative atmosphere at the workplace would result into the negative behaviour of the employee towards the work. He would not like to complete his tasks, duties and responsibilities at time. Sometimes it is possible that he would show the negative attitude towards the way of working by showing the frustration and anger; or by giving some excuses for not completing the work. This frustration may further lead to stress and would affect the productivity of the employee. Therefore, it becomes necessary for the employees to be happy and satisfied at workplace. They would show the positive behaviour and attitude in the organisation.

Job satisfaction of the faculties working in the education sector may be reflected by the perception of the person towards its profession. The way an individual perceives his profession also measures his satisfaction level. For example, teaching, whether in the schools or giving lectures in the colleges, it is always perceived as a respectful job and the people in the society also have positive attitude towards the people working in the education sector. They know that they are the one who are putting their every effort towards the betterment of the society by providing the quality

education. This automatically gives a lot of satisfaction to the individuals who are contributing towards this field.

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Teachers satisfied with their job are said to be committed to the organisation. Various researchers have found that there is strong association between job satisfaction and organizational commitment. Sometimes, Commitment of employees towards particular organisation arises as they think that it is their moral duty to do so. Sometimes they have this feeling that if they would leave the organisation, it might be possible that they would not get the same salary, good supervisors or friendly environment at some other work place. The feeling of an individual about his / her organization varies from person to person.

For giving the quality education, practical knowledge related to the theoretical concept of the particular subject, a number of the private colleges, universities as well as the government universities are opening up. They have the highly qualified teachers who are capable of providing not only the subjective knowledge but also give practical knowledge to the students. They bring creativity and innovative views to the subjects. Now days the colleges and universities are having better infrastructure, new technologies, providing internet facility to the students as and when required; contributing to high standard of teaching; and the quality of education is also improving

## **2. ORGANIZATIONAL COMMITMENT**

Organizational Commitment is psychological attachment of people towards organization .Job Satisfaction may be defined as likeness of the employees towards their work. Various researches have been done to find out the various dimensions of job satisfaction, various factors which affects the job satisfaction; to know correlation between job satisfaction and organizational commitment. Job Satisfaction has also been examined under various demographics factors such as gender, age, education, and race and work experience. It is been considered as an important area of research because one of reasons for employees to leave the organisation is job dissatisfaction.

Success of educational institutions not merely depend on how much and to what extent they can make use of competencies of its faculties in order to teach the students but also depend on how much efforts an educational institution or university is making in order to stimulate the commitment in its faculties. Commitment is necessary to motivate the employees. Organizational commitment plays an important role in order to develop the feeling of belongingness in its employees which will make them to work harder for the growth and success of the organisation. It brings the security in the employee which is very must at the workplace. Job security will motivate the employees to concentrate on their work. Greater commitment also results in increased efficiency, career advancement, increase in the intrinsic awards and compensation etc.

If the faculties would remain committed to its institutions then it would benefit the organisations in many ways. Faculties are switching their jobs from one institution to another quite often. Commitment will bring the stability in the organisation. It will increase employee tenure. It will reduce the labour turnover. Whenever the institutions or universities hire the employees, they spend a lot of money in the recruitment and training of the employees. It requires investing a large amount of time along with money. If the faculties leave the organisation then it becomes the cost for the organisation if the human capital is not utilised properly. Commitment brings the satisfaction which would help the employees to stay longer which means reduction in the cost of the organisation.

In today's environment, there are so many changes taking place whether it is technological, social, political or any other. These changes affect not only the corporate sector but also have an impact on the education sector. The retaining of the employees and sustaining them in the organisation has become a quite difficult task. It has become necessary for the organizations to have a regular check on the need of the employees and to have continuous feedback about the working of the organisation. If the needs of the employees are met then they remain happy and committed towards the organization. Beside this, changes keep taking place in the institutions or any other organization. These changes can be related to anything. The organizations should communicate to the employees about these changes, should clearly define the main reasons behind changes and the importance of the changes to be introduced in the workplace. It becomes necessary to provide the better training to implement the changes. If the individuals remain concentrated on their work then it becomes easier for them to face any challenges and survive in any circumstances.

#### 4. RESEARCH METHODOLOGY

##### 4.1 Research Design

The present Study is a descriptive in research, where in normative survey method was used to obtain data of different secondary schools.

##### 4.2 Sampling Design

- Sample Technique: The sample was drawn using the stratified random sampling approach by the current researcher. This is a technique that uses random selection within each subgroup to ensure a representative sample and avoid bias.
- Sample Size: A sample of 614 teachers was chosen from Government and Private schools.

##### 4.4 Collection of Data

After all of the essential tools were standardised, the data collection process began. The researcher gathered data by visiting all of the selected schools in the Delhi NCR. All of the teachers were given specific instructions to reply precisely. The chosen instructors were asked to complete the Teacher Commitment Scale, Leadership Effectiveness Sale, and Organizational Culture Scale, among other instruments. On average, the Researcher spent 1.5-2.0 hours getting all of the selected teachers to reply to the scales.

##### 4.5 Statistical Techniques

- Percentage
- Frequency
- t-test

#### 5. ANALYSIS AND INTERPRETATION OF DATA

##### 5.1 Descriptive Statistics

**Table 1: The table shows sample distribution over Sex**

Sl. No.	Group	Frequency	Percentage
1	Male	354	57.7
2	Female	260	42.3
	Total	614	100.00

Table 1 shows the number of secondary school teachers in the study. There are 172 (35.00%) of male secondary school teachers and 442 (65.00%) of female secondary school teachers.

##### 5.2 Hypothesis Testing

To examine the effect of background and independent variables on the **dependent/criterion variable 't' test was used. The 't' test shows the effect of** selected background and independent variables on Teacher Commitment of secondary school teachers.

**Hypothesis 1: Gender has a significant impact on organizational commitment**

**Table 2: Table showing size of sample, mean, standard deviation and 't' value of Teacher Commitment of secondary school male and female teachers.**

Variable		N	Mean	S.D.	't' value	Level of significance
Sex	Male	354	196.047	19.645	0.47	NS
	Female	260	196.678	18.022		

<sup>NS</sup> Not Significant

The above Table 2 shows a comparison level of Teacher Commitment of male and female secondary school teachers. The mean scores of male and female teachers are 196.047 and 196.678 and their standard deviations are 19.645 and 18.022 respectively.

**The obtained 't' value 0.47 is less than the table value 1.97 (df=898)** required to be significant at 0.05 level and it is not found to be statistically significant even at 0.05 level of significance. This indicates that level of teacher commitment of both male and female groups is similar hence the null hypothesis is accepted. Thereby there is no significant difference on this variable on the basis of sex.

## 6. CONCLUSION

According to the findings and conclusions of the study, it is necessary to work together in structuring the school organizational culture, rewarding excellent teachers either by the school or by the Department of Education, and improving teachers' ability in terms of moral hierarchy levels in order to increase/improve level of teacher commitment in schools. According to the study's findings, there is no significant difference in total commitment among secondary school teachers for all evaluated variables. People with more experience become more committed to their pupils, institution, society, and students because they have a better understanding of their field and understand the worth of their profession. Teachers were studied in this study, and it was shown that more experienced teachers are more aware of situations, and they have the ability to change students and make a nation great.

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