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A Study of Effectiveness of Secondary School Teachers in relation to Their Attitude Towards Teaching And Adjustment in Teaching Profession

The present study is aimed primarily at studying the level of teacher's effectiveness, their adjustment, their attitude towards teaching and the relationship of the two variables with the effectiveness of secondary school teachers working in government schools of Delhi. Earlier, traditional methods of teaching were adopted by teachers in the classrooms. But with the explosion of knowledge and changes coming at a very fast pace, it became difficult to fulfill all the requirements of the teaching profession. There have been very fast changes coming in the pedagogy to fulfill the demands of the new generation students and the evolving society. Due to all these factors various modifications have been designed and framed at higher levels by various educationists, but have we really been successful in changing the old mindset of a conventional teacher or has changed tremendously in terms of his attitude, adjustment? These two variables are crucial deciders of an effective teacher.

Though various research studies have been done from time to time but in the light of the rapid changes having ramifications on every sphere of life, the most important crusade of a researcher would be to inspect the potential of a teacher and examine the actual approach to the education system in the government schools of Delhi which especially caters to the task of educating children of common masses, inclusive of all sections of the society.

OBJECTIVES OF THE STUDY

- To study the teacher effectiveness in terms of certain demographic variables.
- To study the adjustment of teachers in teaching profession in terms of certain demographic variables.
- To study the attitude towards teaching of teachers in terms of certain demographic variables.
- To study the levels of effectiveness, adjustment in teaching profession, and attitude of teachers towards teaching,
- To study the relationship between effectiveness and adjustment of teachers in their profession,
- To study the relationship between effectiveness and attitude of teachers towards teaching,
- To study the relationship between attitude of teachers towards teaching and their adjustment in teaching profession.

METHODOLOGY: The **population** for the present study comprised of all the Secondary School Teachers teaching in government schools of Delhi. **Sample** for the present study comprised of one thousand secondary school teachers (approx.) teaching in government schools of South Delhi (Zone=25) and North East Delhi in total. The study was delimited to few government schools of two districts of Delhi and their TGTs.

CONCLUSION:

Effectiveness and demographic variables- Male teachers are comparatively more effective than female teachers in their own perception. Teachers from evening shift show more perceived effectiveness than their counterparts. The teachers working in North East district were found to be more effective than those working in South Delhi in their own perception about themselves. General and OBC categories showed higher mean scores on perceived effectiveness of teachers than the mean scores of perceived effectiveness of SCs. It was found that attending INSTEPs have nothing to do with perceived effectiveness of teachers.

Adjustment and demographic variables- Male teachers were less adjusted in teaching profession than female teachers. teachers from morning shift showed higher adjustment in teaching profession than their counterparts. Teachers from north district were found to have high adjustment than teachers from south district. OBC group was comparatively more adjusted than SC and ST categories of teachers. attendance of in-service courses played a decisive role in the adjustment of teachers.

Attitude and demographic variables- Female teachers had comparatively increased attitude than male teachers. teachers from morning shift showed higher levels of attitude towards teaching than their counterparts. Attitude towards teaching was found to be independent of the district of schools where the teachers were working. Caste played a major role in determining the attitude of teachers towards teaching. Attended teachers exhibited more favourable attitude towards teaching than those who did not attend.

Levels- Overall, most of the government school teachers were found to be **very effective** in their perception in their own teaching. Most of the government school teachers have **above average adjustment** in their profession in their own opinion. It implied that the government TGTs were fairly adjusted in their profession. A large number of teachers of government schools of Delhi are moderately adjusted in their profession and **most of the government school teachers were possessing favourable attitude towards teaching.**

Relationship among independent and dependent variables- All the demographic variables have a significant influence on the variables perceived effectiveness of teacher, adjustment in teaching profession and attitude towards teaching except attendance of INSTEPs and perceived effectiveness of teacher, and the district and the attitude of teachers towards teaching. Also, these variables are **positively related** with each other except attitude towards teaching and perceived effectiveness of teachers.

EDUCATIONAL IMPLICATIONS

It requires immediate, planned and sustained effort by the planners and implementers of policies of education to take urgent remedial measures to bring about a positive and dynamic change in the attitude of vast multitude of secondary teachers having unfavourable attitude towards teaching and improper adjustment in their profession. Rigorous research should be done to find out the ways and means to solve this menacing problem in education of secondary level. The sooner it is done the better will be the chance of salvage the debilitating and debunking attitude and feelings of these teachers towards teaching.