

PROFESSIONAL COMMITMENT AMONG SECONDARY SCHOOL TEACHERS OF GURUGRAM DISTRICT IN RELATION TO PERSONAL STRESS IN COVID-19 PANDEMIC

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ABSTRACT:

Teacher education is no longer a training process but an education strategy for enabling teachers to teach and concern for their well-being. The role of teacher is assuming new dimensions due to technological progress and new vistas of knowledge resulting from scientific innovations. The role became more challenging when pandemic situation arise. Covid -19 has shattered all the Professions. Way of performing work has changed. The purpose of this study was to assess both direct and indirect relationship between Professional Commitment and Personal Stress in secondary school teachers of Gurugram district.. The study was conducted on a sample of 200 secondary school teachers from govt. secondary schools of Gurugram district. Professional Commitment scale by Sharma and Malik(2006) and Personal Stress questionnaire developed by the investigator were used to assess Professional Commitment and Personal Stress of secondary school teachers. Causal comparative method of Research and Random sampling technique was used in the study. The result indicated that Professional Commitment is influenced by the Personal Stress of a teacher. Secondary school teachers with Low Personal Stress were having less Professional Commitment as compared to Secondary school teachers with High Personal Stress of Gurugram district. The study further reveals that Professional commitment is influenced by personality, teaching attitude, sense of humour , occupational stress, self-efficacy, teacher freezing and in return influences the teaching effectiveness of teachers.

Key words: Professional Commitment , Personal Stress, Secondary school teachers

INTRODUCTION

The word Professional has implications for an individual at the organizational and occupational level. A level of behaviour is expected by the organization employing like Professional , as well as by the external peer group that makes up the Profession. Teacher is an instructor , organizer of educational activities, a therapist, a guarantor of happiness, an engineer of warm personal relationship in which none shall feel the draught of his disapproval . They have responsibility of dealing with so many diverse children on a daily basis and that too through online mode with rules, regulations, guidelines and performance expectations. All around teachers can have very high level of stress. The results of stress of teachers can be serious and costly to the individual , pupils and the institution. Some effects of stress are

positive but most of the stress consequences are disruptive, counter productive and even potentially dangerous. In pandemic situations like Covid-19 ,it is more dangerous. So a study of Professional commitment and Personal Stress is a right direction effort.

PROFESSIONAL COMMITMENT

The shapes of Professional Commitment and accordingly of Organizational Commitment represent behavioural predictors of work achievements,absenteeism,fluctuation,but also of the professional satisfaction. The concept of Professional Commitment signifies an attitude reflecting the strength of the bond between an employee and an organization. Thorton (1970) revealed that extent to which one perceives organizational professional experiences and an organizational situation as affirming and exemplifying certain principles of Professional determinism. Professional Commitment is influenced by the health of teachers (U Kieschke, Uschaarschmidt 2008).

PERSONAL STRESS

It has been found that teaching effectiveness and teacher stress are strongly correlated ,as the amount of stress and degree of effectiveness experienced by teachers influences the quality of life in teachers. Stress is the abnormal reaction that the organisms displays against threatening environmental elements (Luthans,1994). DRU. Malik, Leena (2019) found that, ``Personal Stress have a significant effect on Job satisfaction score of senior secondary school teachers and gender also has a significant effect on job satisfaction of senior secondary school teachers''. According to American Psychological Association (APA),there are three different types of stress-Acute Stress, Episodic Stress and Chronic Stress.

STATEMENT OF THE PROBLEM

Professional Commitment among Secondary School Teachers of Gurugram District in relation to Personal Stress in Covid-19 Pandemic

OPERATIONAL DEFINATIONS OF THE TERMS USED :

Professional Commitment:

Professional Commitment refers to one's dedication,devotion,whole hearted attempts towards the realization of organizational goals,a feeling of involvement and belongingness,a complete blending or fusion of personal goals with organizational goals ,utmost efforts to meet job requirements and total absorption in the job. In the present study Professional Commitment of secondary school structures is considered with the help of Professional Commitment Scale of Sharma and Malik(2006)

Personal Stress:

It is a condition or feeling experienced when a person perceives that demands of the time exceed the personal and social resources the individual is able to mobilize ,may be due to physical ,mental or emotional strain. In Covid -19 pandemic situation Acute Stress of

secondary school teachers is considered with the help of Personal Stress questionnaire developed by the investigator.

OBJECTIVES OF THE STUDY

O1 To study and compare Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress

O2 To study the relationship between Professional Commitment and Personal Stress of secondary school teachers.

HYPOTHESIS OF THE STUDY

Ho1 There is no significant difference in Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress

Ho2 There is no significant relationship between Professional Commitment and Personal Stress of secondary school teachers.

VARIABLES IN THE STUDY

Dependent variable- Professional Commitment

Independent variable- Personal Stress

DESIGN OF THE STUDY

Causal Comparative method of research was used.

POPULATION

A population is any group of individuals that have one or more characteristics in common in the area of the interest to the investigator . It may be all the individuals of a particular type or a restricted part of that group (BEST, 1997). All the secondary school teachers teaching secondary classes in the Govt. schools Gurugram Distt of Haryana state constitute the target population for the present study.

SAMPLE

Measuring the entire population is impracticable , though not entirely impossible be drawn for the purpose. Therefore a sample from the concerned population may be drawn for the purpose of data collection. In the present study Random sampling technique was used to select the sample of 200 secondary school teachers.

TOOLS USED IN THE STUDY

Professional Commitment Scale by Sharma and Malik (2006)

Personal Stress Questionnaire was developed by the investigator.

DELIMITATIONS OF THE STUDY

- 1 The study is delimited to 200 secondary school teachers.
- 2 The study is delimited to only Govt. secondary schools situated in Gurugram district of Haryana state.
- 3 The study is delimited to only one dependent variable i.e Professional Commitment and one Independent variable i.e Personal Stress

STATISTICAL TECHNIQUES

Mean,S.D, t-test and Pearson co-efficient of correlation were used.

ANALYSIS AND INTERPRETATION

The collected data were analysed both quantitatively as well as qualitatively .In order to verify the objectives and to test the null hypothesis ,the present study has been analysed as given below.

O1 To study and compare Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress

Ho1 There is no significant difference between Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress

Table -1

Descriptive statistics related to Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress

Dependent variable	Groups	N	Mean	S.D	t-value	Level of significance
Professional Commitment	High Personal Stress	69	60.01	10.17	6.13	Significant at .01 level
Professional Commitment	Low Personal Stress	65	71.98	12.32		

To test the null hypothesis Mean, Standard deviation and t-value were calculated from the Professional Commitment score with respect to High Personal Stress and Low Personal Stress. The results are presented in table 1. From the table 1 it can be observed that the t-value 6.13 for Professional Commitment of secondary school teachers of Gurugram District with respect to High Personal Stress and Low Personal Stress is found significant at 0.01 level leading to the inference that there exists a significant difference in Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress. Thus ,The null hypothesis ,`There exists no significant difference in Professional Commitment of secondary school teachers in relation to High Personal Stress and Low Personal Stress “ is not

retained. From the comparison of mean scores ,it can be seen that mean Professional Commitment score of secondary school teachers with Low Personal Stress(71.98) is greater than the mean Professional Commitment score of secondary school teachers with High Personal Stress(60.01).Therefore it can be concluded that there is difference between Professional Commitment of secondary school teachers having High Personal Stress and Low Personal Stress .

O2 TO STUDY THE RELATIONSHIP BETWEEN PROFESSIONAL COMMITMENT AND PERSONAL STRESS OF SECONDARY SCHOOL TEACHERS

Ho2 There is no significant relationship between Professional Commitment and Personal Stress of secondary school teachers

Table 2
Co-efficient of co-relation between Professional Commitment and Personal Stress of secondary school teachers

Sr.No	Variables	N	Coefficients of Correlation (r)
1	Professional Commitment	200	-0.55**
2	Personal Stress	200	

** Significant at .01 level

The table 2 reveals that coefficient of correlation between Professional Commitment and Personality of secondary school teachers is - 0.05 which is significant at 0.01 level. Thus the null hypothesis, "There is no significant relationship between Professional Commitment and Personal Stress of secondary school teachers "is not retained. The magnitude of `r` indicates that there is negative correlation between Professional Commitment and Personal Stress of secondary school teachers.

The findings of both the tables suggests that Professional Commitment is directly related to Personal Stress. If Personal Stress of Secondary school teachers increases then Professional Commitment decreases and when Personal Stress decreases Professional Commitment of secondary school teachers increases. This is a serious trend because now a days Gurugram secondary school teachers are playing multiple roles like of Teacher, parent, son ,daughter, sister, brother, colleague,IT expert and many more in this covid-19 pandemic situation. The teacher have to look towards the safety of his family from Covid-19 and at the same time has to look towards the online classes of students .During online classes many factors like network connectivity, electricity supply,communication problem during class time ,individual needs of the students etc hinder the teaching-learning process. These factors increases the stress and thereby decreases Professional Commitment .DRU Malik,N Madan(2020)found a "positive correlation between Personality and job satisfaction of private school teachers of both rural and urban teachers".Kuei-Yunlu-et .al (2007),"demonstrate a significant ,direct and positive effect of professional commitment on job satisfaction as well as a significant inverse influence of job satisfaction on work stress". Social expectations also raise the Personal Stress which ultimately effect Professional Commitment (DK Sharma(2018).The researches shows that job satisfaction should be there and job satisfaction is related to working environment, finance, Personality, Mental fatigue and these are important tributaries in increasing Personal Stress

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