



A STUDY ON JOB INVOLVEMENT OF DIFFERENT CATEGORIES OF TEACHERS WITH REGARD TO THEIR MENTAL HEALTH IN KANCHEEPURAM DISTRICT

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ABSTRACT

*This study examined the relationship between job involvements of different categories of teachers with regard to their mental health in Kancheepuram district. The study adopted survey method of research. Participants were 150 school teachers randomly selected in government, government aided and private schools in Kancheepuram district. The research instrument used for data collection was: job involvement developed by **Blau and Boal & Balay** and Mental Health developed by **V.pramod Kumar**. The findings indicated that there is a positive relationship between job involvements of different categories of teachers with regard to their mental health in kancheepuram district.*

There exist significant impact with respect to the job involvement based on location, fathers' educational qualification, type of management between the job involvement and mental health. There is no significant impact gender, type of management, medium of instruction, type of management, teaching experience, marital status on the job involvement of different categories of teachers with to their mental health.

Keywords: Job involvement, mental health, government schools, private schools, marital status, type of management.

Introduction

Teachers mold the lives that they influence because the lessons learned from teachers remain with their students throughout life. We should always respect our teachers.

The quality of education or learning outcomes is integrally linked to the quality of teachers, especially so for the large number of the first generation learners who won't be able to get any support from their own parents at home. Great teachers can make a huge difference to a child. There are many excellent teachers in India today and they have been doing a great job unsung and unnoticed for years.

"Teacher is a most vital single factor in the system of education. Upon his training, his dedication and his efficiency, stands the whole structure of education. He is the key to the quality of Education". -Prem Kirpal

The teacher acts as the pivot for the transmission of intellectual traditions and technical skills from generation to generation and helps to keep the lamp of civilization burning.

Job Involvement

Job involvement is defined as "psychological identification with a job" Kanungo (1982). This definition implies that a job-involved person sees her or his job "as an important part of his self-concept" Lawler & Hall (1970).

Job involvement is more than working and requires sincerity and dedication for your job. Those who measure success by money are often those who do not rise to levels that wouldn't, have otherwise been a barrier for them. All the successful people that we see around are role models and they have left behind a hint for us to grab and follow.

Mental Health

The term 'mental' usually implies something which is purely

related to the cerebral functioning of a person, and it also stands for one's emotional affective states. The term 'health' refers to more than physical health; it also connotes the individual's intra-psychic balance.

The concept of mental health has been explained in different perspectives, one of which psychoanalytic. The psychoanalytic viewpoint that mental health is a property of individuals and a function of intra-psychic development and dynamics is still dominant.

Statement of the Problem

A study on job involvement of different categories of Teachers with regard to their Mental Health in Kancheepuram District.

Objectives of the Study

1. To find out significant difference between the Teachers Job Involvement and mental health based on their Gender.
2. To find out significant difference between the Teachers Job Involvement and mental health based on their Designation of Teachers.
3. To find out significant difference between the Teachers Job Involvement and mental health based on their Type of Management.
4. To find out significant difference between the Teachers Job Involvement and mental health based on their Teaching experience.
5. To find out significant difference between the Teachers Job Involvement mental health based on their marital status.

Hypothesis of the Study

1. There is no significant difference between the

Teacher Job Involvement and mental health based on their Gender.

- There is no significant difference between the Teachers Job Involvement and mental health based on their Type of Management.
- There is no significant difference between the Teachers Job Involvement and mental health based on their Teaching experience.
- There is no significant difference between the Teachers Job Involvement and mental health based on their Marital Status.
- There is no significant relationship between the Teachers Job Involvement and Teachers Mental Health.

Research Design

Methodology

The study was conducted through survey method of research and it is most suitable for the present study.

Variables

Dependent variables: Job Involvement

Independent variables: Mental Health.

Sample

A sample is the subset of the population and the investigator has taken 150 different categories of School Teachers in Kancheepuram District using stratified random sampling technique.

Research Tools

In this present study, the investigator has chosen the following tools.

- Job involvement scale prepared and validated by **Blau, 1986; Blau & Boal, 1987; Balay, 2000.**
- Mental Health by **Pramod Kumar.**

Statistical Techniques Used

A research should be familiar with principles, procedure, merits and demerits of the statistical techniques, he is going to adopt. For the present study the investigator has used the following statistical techniques. **AM, Standard Deviation, T-Test, F-Test and Correlation.**

Major Finding

- There is a significant difference between Male and Female teachers with regard to their Teachers Job Involvement.
- There is no significant difference between Male and Female teachers with regard to their Teachers Mental Health.
- There exists a significant difference between Governments vs. Aided, Governments vs. Private and Private vs. Aided School Teachers based on their Teachers Job Involvement and mental

health.

- There is a significant difference between Below 5 years and Above 6 years teaching experience with regard to their Teachers Job Involvement.
- There is no significant difference between Below 5 years and Above 6 years teaching experience with regard to their Teachers Mental Health.
- It is observed that there is a positive relationship between Teachers Job Involvement and Teachers Mental Health.

Table – I

Table Shows The Significant Difference Between The Teachers Mental Health Based On Their Gender Using Mean Scores.

Variable	Gender	N	Mean	SD	t-Value	LS
Teacher Mental Health	Male	75	66.84	24.94	0.86	NS
	Female	75	63.37	23.88		

Figure – I

Graph Showing Difference between the Teachers Mental Health Based On Their Gender Based On Their Gender.

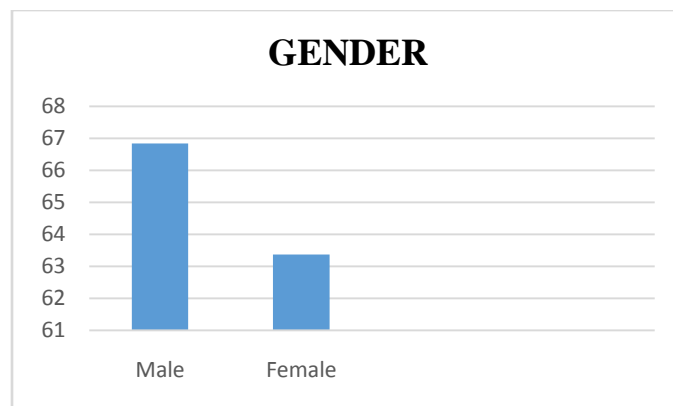


Table – II

Showing the Significant Difference between the Teachers Job Involvement Based On Their Type of Management.

	Type Of Management	N	MEAN	SD	t-Value	LS
Teachers Job Involvement	GOVT	50	86.20	13.544	4.986	0.01
	AIDED	50	72.74	13.450		
	GOVT	50	86.20	13.544	19.034	0.01
	PRIVATE	50	40.74	10.089		
	AIDED	50	72.74	13.450	13.458	0.01
	PRIVATE	50	40.74	10.089		

Figure-II

Graph Showing Difference between the Teachers Job Involvement Based On Their Type of Management.

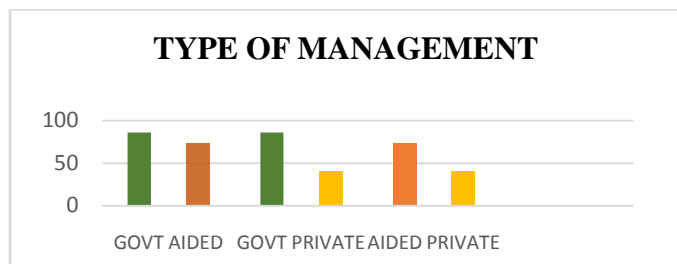
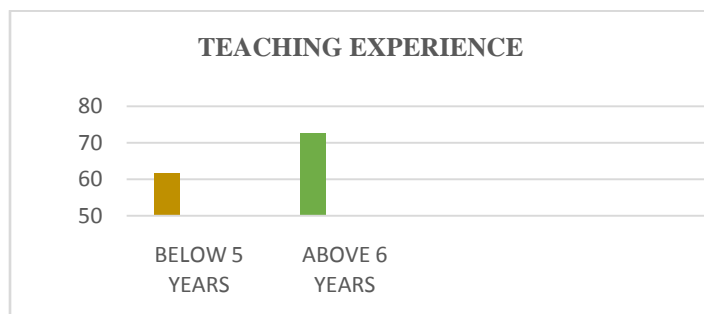
**Table – III**

Table shows the significant difference between the Teachers Job Involvement based on their Teaching Experience using mean scores.

Variable	Teaching Experience	N	Mean	SD	t-Value	LS
Teacher Job Involvement	Below 5 years	84	61.71	22.636	3.017	0.01
	Above 6 years	66	72.73	21.611		

Figure-III

Graph Showing Difference between the Teachers Job Involvement Based On Their Teaching Experience.



Educational Implications

The analysis based on statistical techniques clearly shows that the female teachers' job involvement and mental health is less than that of the male teachers. It has been inferred that the phrase "Fittest man for the Fittest Job" is meant that qualified teachers have to be appointed for each class or each subject. For that purpose the teachers are fully responsible to achieve this objective. All the teachers may be of the same required qualification. They may have difference owing to several reasons such as age, experience, income, sex, environmental conditions, type of work, and the places of their service.

Conclusion

On evaluating the problems related to job involvement and mental health, typically people judge themselves unfavorably with the hope it will motivate them to change. The result of the present study indicates that majority of the teachers or lecturers have a high level of mental health even though they have an average level of adjustment behavior.

The findings of this study may give a clear idea about the psychological concepts of adolescents which are to be addressed in the right time and highlighting the importance of providing ample conditions for them to live their lives with harmonious functioning of their body and mind in order to achieve progress in the future.

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