



A STUDY ON JOB INVOLVEMENT OF SCHOOL TEACHERS IN RELATION TO THEIR MENTAL HEALTH AT HIGHER SECONDARY LEVEL

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ABSTRACT

This study examined the relationship between job involvement and mental health of school teachers Thiruvallur District. This study adopted survey method of research. participants were 150 school teachers at higher secondary level was randomly selected from different schools in Thiruvallur District. The research instruments used for data collection was job involvement scale developed by Blau&Boal (1987), Balay (2000) and mental health scale developed by Pramod kumar .D tested at 0.05 an 0.01 level of significance. the findings indicated that there exists a positive relationship between Teachers Job Involvement and Teachers Mental Health. There exists significant impact with respect to location, types of management. And there is no significant impact on Gender, designation of teachers, teaching experience, marital status on the job involvement and mental health of school teachers at higher secondary level.

Keywords: Teachers, Job involvement, Mental Health, Random, Survey Method.

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. Teachers need encouragement and support from the community to feel that their devotion to students is appreciated. The quality of education or learning outcomes is integrally linked to the quality of teachers, especially so for the large number of 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. Of all the human factors in the school system, the teacher occupies the key position. It is only through him that the ultimate process of education takes place. Without the manpower of teacher no educational system can be conceived.

Job involvement

Job involvement is the internalization of values about the work or the importance of work according to the individual. Job involvement may appraise the ease with which a person can be further socialized by an organization. Organizational socialization is the process by which an individual understands the values, abilities, behaviors, and social knowledge indispensable for an organizational role and for taking part in as a member (Ramsey et al., 1995).

Mental health

Ivey and Simek Dowling (1980) defined a Mentally Healthy Person as follows: The person, who acts intentionally, has a sense of capability. He can generate

alternative behaviors in a given situation and approach a problem from different vantage points. The intentional and fully functioning individual is not bound to one course of action; but responds in a moment of changing life situations and look forward to longer term goal.

Mental health is a very ambiguous term because it is difficult to agree on its general application in a single context. Mental health is not a very precise term and the field of mental health is striving for scientific status while also serving as an ideological label.

Statement of the Problem

Formally the problem can be stated as follow

- A study on Job Involvement of school Teachers in relation to their Mental Health higher secondary level in Tiruvallur District

Objective of the Study

1. To find out significant difference between the Teachers Job Involvement based on their Gender.
2. To find out significant difference between the Teachers Mental Health based on their Gender.
3. To find out significant difference between the Teachers Job Involvement based on their Location.
4. To find out significant difference between the Teachers Mental Health based on their Location.
5. To find out significant difference between the Teachers Job Involvement based on their Designation of Teachers.
6. To find out significant difference between the Teachers Mental Health based on their Designation of Teachers.
7. To find out significant difference between the Teachers Job Involvement based on their Type of Management.

8. To find out significant difference between the Teachers Mental Health based on their Type of Management.
9. To find out significant difference between the Teachers Job Involvement based on their Teaching experience.
10. To find out significant difference between the Teachers Mental Health based on their Teaching experience.
11. To find out significant difference between the Teachers Job Involvement based on their marital status.
12. To find out significant difference between the Teachers Mental Health based on their marital status.
13. To find out significant relationship between the Teachers Job Involvement Teacher and Teachers Mental Health.

Hypotheses of the Study

1. There is no significant difference between the Teachers Job Involvement based on their Gender.
2. There is no significant difference between the Teachers Mental Health based on their Gender.
3. There is no significant difference between the Teachers Job Involvement based on their Location.
4. There is no significant difference between the Teachers Mental Health based on their Location.
5. There is no significant difference between the Teachers Job Involvement based on their Designation of Teachers.
6. There is no significant difference between the Teachers Mental Health based on their Designation of Teachers.
7. There is no significant difference between the Teachers Job Involvement based on their Type of Management.
8. There is no significant difference between the Teachers Mental Health based on their Type of Management.
9. There is no significant difference between the Teachers Job Involvement based on their Teaching experience.
10. There is no significant difference between the Teachers Mental Health based on their Teaching experience.
11. There is no significant difference between the Teachers Job Involvement based on their marital status.
12. There is no significant difference between the Teachers Mental Health based on their marital status.
13. There is no significant relationship between the Teachers Job Involvement Teacher 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.

Sample

A stratified random sampling technique was adopted for the selection of sample 150 school teachers were taken for the study.

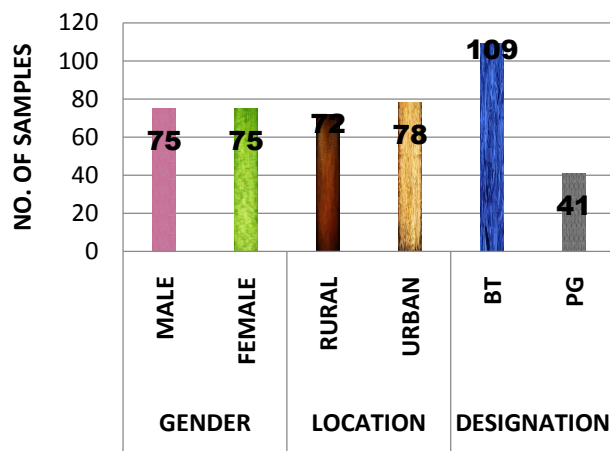
Table - I

The Table Shows the Background Variables of the Samples

VARIABLE		NO.OF SAMPLE	TOTAL
GENDER	MALE	75	150
	FEMALE	75	
LOCATION	RURAL	72	150
	URBAN	78	
DESIGNATION	BT	109	150
	PG	41	

Figure - I

Graph Showing the Background Variables of the Samples



Research tools

To verify the hypothesis formulate in the study, the following tool have been use.

1. Job involvement Scale prepared and validated by **Blau, 1986; Blau & Boal, 1987; Balay, 2000.**
2. Mental Health Scale prepared and validated by **Pramod Kumar, D.**

Statistical Techniques

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.

- Mean
- SD
- Correlation Coefficient
- t Test
- F Test

Major Findings

1. It is found that there exists no significant difference between Male and Female teachers with regard to their Teachers Job Involvement.

2. It is found that there exists no significant difference between Male and Female teachers with regard to their Teachers Mental Health.

3. It is found that there exists a significant difference between rural and urban area teachers with regard to their Teachers Job Involvement.

4. It is found that there exists a significant difference between rural and urban area teachers with regard to their Teachers Mental Health.

5. It is found that there exists no significant difference between under graduate and post graduate Teachers with regard to their Teachers Job Involvement.

6. It is found that there exists no significant difference between under graduate and post graduate Teachers with regard to their Teachers Mental Health.

7. It is found that there exists significant difference between Governments vs. Aided, Governments vs. Private and Private vs. Aided school teachers based on their Teachers Job Involvement.

8. It is found that there exists significant difference between Governments vs. Private and Private vs. Aided school teachers based on their Teachers Mental Health.

9. It is found that there exists no significant difference between Below 5 years and Above 6 years teaching experience with regard to their Teachers Job Involvement.

10. It is found that there exists no significant difference between Below 5 years and Above 6 years teaching experience with regard to their Teachers Mental Health.

11. It is found that there exists no significant difference between Married and Unmarried teachers with regard to their Teachers Job Involvement.

12. It is found that there exists no significant difference between Married and Unmarried teachers with regard to their Teachers Mental Health.

13. It is found that there exists a positive relationship between Teachers Job Involvement and Teachers Mental Health.

Table - II

Table Shows the Significant Difference Between the Teachers Job Involvement Based on their Gender Based on their Gender Using Mean Scores.

VARIABLE	GENDE R	N	MEA N	SD	t - value	L.S
Teachers Job Involvement	Male	75	57.29	20.320	0.649	NS

	Female	75	54.89	24.765		
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Table - III

Table Shows the Significant Difference between the Teachers Mental Health Based on their Gender Using Mean Scores.

VARIABLE	GENDE R	N	MEA N	SD	t - value	L.S
Teachers Mental Health	Male	75	23.43	6.580	0.177	NS
	Female	75	23.68	10.515		

Table - IV

Table Shows the Significant Difference between the Teachers Job Involvement Based on their Location Using Mean Scores.

VARIABLE	LOCATI ON	N	MEA N	SD	t - value	L.S
Teachers Job Involvement	Rural	72	63.06	26.660	3.782	0.01
	Urban	78	49.67	15.701		

Figure - II

Graph Showing Difference between the Teachers Job Involvement Based on their Location Using Mean Scores

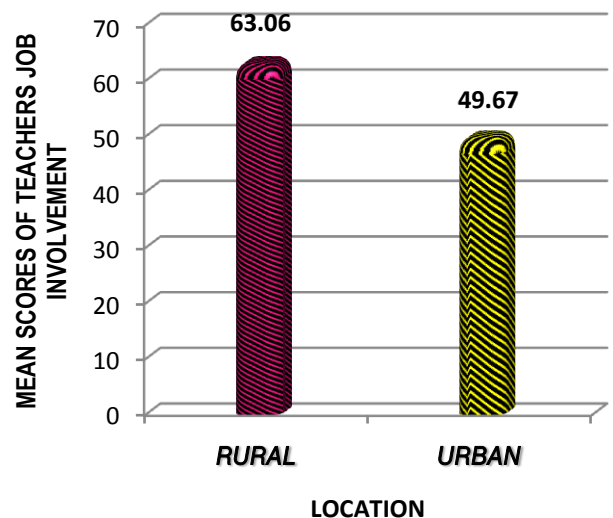


Table - V

Table Shows the Significant Difference between the Teachers Mental Health Based on their Location Using Mean Scores.

VARIABLE	LOCATI ON	N	MEA N	SD	t - valu e	L.S
Teachers Mental Health	Rural	72	25.58	8.636	2.749	0.01
	Urban	78	21.68	8.469		

Figure - III

Graph Showing Difference between the Teachers Mental Health Based on their Location Using Mean Scores

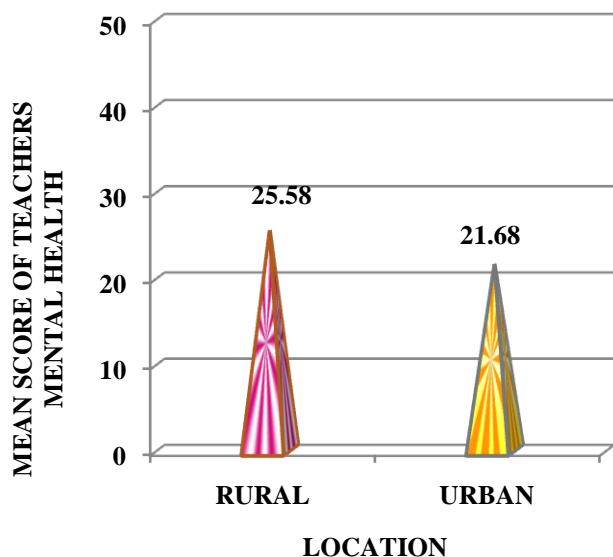


Table - VI

Showing the Relationship between the Teachers Job Involvement and Teachers Mental Health.

Variable	Number	Correlation
Teachers Job Involvement Vs Teachers Mental Health	150	0.623

Educational Implications

Teachers and the Organization are the two sides of a same coin. Without teachers an organization alone cannot run a school. Therefore both the teachers and the organizations are very much interrelated. Teachers are potters whose hands the clay of children are given, they shape and mould them to a better pot to productive and make use of them to a great nation builders. It will not be an exaggeration if I say that the growth of a nation rests in the hand of teachers. To create this sense in the children the teachers and the organization have to work unanimously. Better environment produce better products. The analysis based on statistical techniques clearly shows that the female teachers job involvement is less that the male teachers. It arises because the female teachers have to play different role in different places. Being a home maker they are in a position of maintaining both the family and school with major care. And the same is not observed in the teachers mental health. Both the male and female teachers have no difference in their mental health mean score. Statistical techniques clearly show that the female teachers' mental health is slightly better than the male teachers. Because the female teachers being a soft nature they are not hard towards other and they did not express their feelings to others like the male teachers, finally it affects their mental health totally.

The urban teacher's job involvement is perceived to be less than the rural teachers, because the students from urban areas are more competent and have more awareness than the rural students; hence the teachers from the urban areas are not significant to student because most of the students gain knowledge from tuitions.

It is thought that nothing would be achieved without making the persons who serve (teachers) to have involvement on the work or job they do. 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. But the matter does not seem to end itself. It takes longer time to achieve the goal of making everyone educated. For that purpose the teachers are fully responsible to achieve this objective. All the teachers may be of the same required qualification. But it cannot be expected that they passes the same willingness, ability, attitude towards their Job. They may have difference owing to several reasons such as age, experience, income, sex environmental conditions, type of work are the places of their service. For anyone these reasons mentioned above, the teachers may have more Job satisfaction, less Job involvement or no involvement. Unless the analyses with seems exist is rectified, the Education cannot be put on right rails towards right direction. Hence the researcher concluded her survey having in mind the above elements and concluded the survey after analyzing the data had interpreting it properly. Involvement gives strength to the teachers and it brings victory to the teachers in their achievement in

academic area.

Conclusion

Teachers and the organization should have a very good relationship, where both will be benefited. The motivation by the organization boost the teachers to dedicate themselves in their job, they try to adapt the organizations culture in their life and bare great fruit to the organization and to the society. Teachers are the strong pillars of the nation building. The teacher's contribution for the progress of students and management perspective are vital. It reflect directly and indirectly for the formation of a better organized society which can bare the fruit of growth of the individual, family, society, nation as well as the world at large. Where there is strong culture there shall be strong involvement, whereas weak culture brings weak involvement. Both culture and involvement together bring progress in the organization/educational institution or any, as well as its employee's growth and benefit. The study helps the future researcher to develop the present study in a scientific way. The problems faced by the Teachers in the society must eradicate to develop the educational system of our country. The study shows that most of our teachers are suffered due to several facts.

The study examined Job involvement and Mental Health of school teachers in Tiruvallur District. The appropriate tools were used to secure quantitative data. The findings reached the conclusion that the level of Job involvement and Mental Health were high. The study clearly shows that all the teachers are facing the stress and health problem in their job. This problem obviously affects their attitude towards teaching. The coping strategies are needed to reduce the stress and burnout at all times in any levels. Then only their involvement level and their mental health may improve gradually. All must treat teachers as a human being rather than electronic machine and should respect their feelings.

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