

# **Attitude of High School Teachers towards Teaching Profession in Relation to Adjustment.**

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## **INTRODUCTION**

Education is considered to play a very important role in any country both in advanced and backward life. No country can dream of increasing the socio-economic status of its population without a strong educational system. Hence, there is need for improving the quality of primary education. Teacher is the most important factor in the reconstruction of education. But "Teaching is not everybody's cup of tea" as Ruskin say "Teaching is a painful, continuous and difficult work to be done by kindness, by watching, by warning, by perfecting, by praise but above all by exercise."

Based on the commission report, several positive steps have undertaken to improve the quality of teacher education by organizing a suitable climate and improving the socio-economic status of the teacher. But unfortunately these measures have neither helped in improving the morale of the teachers nor enabled them to have a favorable attitude towards teaching profession by upholding the dignity and status of the teaching profession. Hence, improving the quality of education is continuing to be a burning problem. The education has more concentration on secondary and high level of education than on primary education. Several studies may have to be undertaken to arrive at a class concerns on the matter.

## **ATTITUDE**

Attitude is a psychological term which is significantly related to any profession. Attitudes are great driving forces in achieving the goals. The importance of attitude in the life of an individual is universally acknowledged. It determines the action of a person and supplies the code by which behavior of an individual is judged. An attitude is a mental disposition towards an incoming experience or a condition of readiness for certain type of activity. Attitude is more commonly measured through analysis of patterns of response to questionnaires and other self-report techniques.

## **DEFINITIONS OF ATTITUDE**

Yung 1921, "An attitude is a readiness of psyche to act or react in certain way."

"Attitude very often comes in pairs, one conscious and the other unconscious."

Travers 1937, "An attitude is a readiness to respond in such a way that behaviour is given a certain direction."

Mackeachie and Doyle 1966, "An attitude is an organization of concepts, beliefs, habit and motives associated with a particular object."

Worchell and cooper 1976, "An attitude is an expression of the intensity and direction of effects towards psychological objects."

John Dewey 1974, "Scientific attitude was linked with an ardent curiosity, fertile imagination and love of experimental inquiry."

### **ADJUSTMENT**

General meaning of adjustment is the process of living itself or dynamic equilibrium of the total personality. It is a lifelong process in which an individual learns ways of behavior through which he enters into a relationship of harmony with his environment. Psychologists have interpreted adjustment from two points of views: one, adjustment as an achievement and second, adjustment as a process.

Adjustment as an achievement emphasizes the quality of efficiency of adjustment, which means how efficiently an individual can perform his duties in different circumstances. Adjustment as a process describes and explains the ways and means of an individual's adaptation to himself and his environment without reference to the quality of such adjustment or its outcome in terms of success or failure. It only shows how individuals or a group of people cope under changing circumstance and what factors influence his adjustment.

Adjustment ourselves by this means we are changing in some way to adapt or accommodate ourselves in order to fit certain demands of our environment. The conditions in the environment are in a continuous chain of change. We change our nature in order to fit ourselves in the realm of nature.

Thus the process of adjustment is a continuous process. We try to modify our behavior for bringing a perfect understanding between ourselves and our environment.

Adjustment is a person's interaction with his environment. Man is a social animal; he cannot live alone, so he has to make adjustment in his day to day life. Adjustment is a dynamic process, which change from one situation to another. A person may said to be well adjusted, who has no problems that provide undue emotional disturbances and who finds no circumstances that too seriously threaten his activity.

### **DEFINITIONS OF ADJUSTMENT**

H.C. Smith's, "A good adjustment is one which is both realistic and satisfying. At least in the long run, it reduces to minimum the frustration and tensions which a person must endure."

Coleman "Adjustment is the outcome of the individual's attempt to deal with stress and meet his needs, also his efforts to maintain harmonious relationship with the environment."

Shaffer 1961, "Adjustment is a continual process by which a living organism maintains a balance between its needs and circumstances that influence the satisfaction of these needs"

Sharma "Adjustment is satisfactory relationship between the individual and environment in respect of five areas of adjustment, self home, health, social and educational."

Good's Dictionary :(1973) "The review of literature studies in any field forms the foundation up on which all future work will be built".

### **REVIEWS RELATED TO ATTITUDE**

Al-Zaidiyeen et al. (2010) investigated the level of ICT use for educational purposes by teachers in Jordanian rural secondary schools; the study demonstrated the importance of teachers' attitude towards the use of ICT for educational purposes. The findings revealed that teachers' level of ICT use for educational purpose was low although their attitude towards the ICT use was positive.

Samira (2011) studied the attitude of Egyptian teachers towards computer in terms of gender and years of teaching experience. The study revealed that attitude of Egyptian teachers towards computer was positive.

Otaibi (2012) the main purpose of this study was to investigate the relationship between the attitude towards the use of the internet and its cognitive, emotional and behavior components. The study revealed that students have the positive attitude towards the internet. Besides, there is the existence of significant differences at the level (0.01) between high and low internet users in the general attitude towards the internet in favour of the high users of the internet.

Caglar (2013) intended in his study to ascertain the relationship between the levels alienation of the education faculty students, and their attitudes towards the teaching profession. Out of the obtained findings, it was seen that the student's attitudes towards the teaching profession were at high level. Meanwhile, a medium level of negative relationship was found between the level of alienation and the attitudes towards the teaching profession.

Bhargava and Pathy (2014) studied the attitude of student teachers towards teaching profession .The study revealed that the attitude towards teaching profession are a significant predictor of teaching efficiency.

### **REVIEWS RELATED TO ADJUSTMENT**

Poyrazli and Grahame (2007) conducted a study named barriers to adjustment: needs of international students within a semi-urban campus community". This study

revealed that students are more in need during their initial transition after arrival to the U.S. and that they experience a number of barriers in their attempts to adjust.

Goodfellow and Nowicki (2009) studied social adjustment, academic adjustment, and the ability to identify emotion in facial expressions of 7-year-old children". The study found that children who had more difficulty identifying emotion in faces also were more likely to have more problems overall and, more specifically, with peer relationships among boys and with learning difficulties among girls. Findings suggest that non-verbal receptive skill plays a significant role in children's social and academic adjustment.

Shankland et al. (2010) studied student adjustment to higher education: the role of alternative educational pathways in coping with the demands of students life. The quality of adjustment was assessed through academic results, and physical and psychological well-being. Results show that students from alternative schools adjust better to higher education; they report less anxiety and depression symptoms, and show greater life satisfaction and academic achievement.

Devi (2011) conducted a study to find adjustment of students in relation to personality and achievement motivation. It was found that achievement motivation has no effect on the adjustment, Extraversion has positive effect on social, educational and general adjustment and Neuroticism has negative effect on the emotional, social, educational and general adjustments. It was also found that rural students proved better than the urban students on social, Educational and General/Total adjustment in terms of sex and school location.

Ganai and Mir (2013) were found no significant difference between male and female college students in terms of total scores obtained on the adjustment scale. The two groups also do not differ in terms of scores obtained separately on any dimension of the adjustment scale. Furthermore the two groups showed no significant difference in terms of their academic achievement.

### **NEED AND SIGNIFICANCE OF THE STUDY**

The teacher by virtue of his position and role is one of the most important agent of the transmission and enrichment of culture in today's society. Having to deal with human material during the most impressionable period of life, the teacher is bound to make massive impact on the personality, character intellectual growth, attitude and value of the future citizen. In view of their critical role, it is important for the society to provide the adequate equipment to enable them to meet the challenges of their task and Indian society to no expectation to it.

But unfortunately in India, today the socio-economic status and professional status of teacher is low. Specially, at the primary level it falls much below the standards despite, many efforts under taken to improve it. The quality of education as an academic study must be raised which can be one of the influential factors for school teaching to emerge as a profession on primary with other established

profession like low, medicine etc. unless, teaching attains the status of high profession and teachers as professionals. It is vain full to harbor high expectation that we as people have from our teachers and so to have right attitude towards their profession.

### **OPERATIONAL DEFINITIONS OF THE TERMS**

**Attitude:** An attitude is a more or less stable set or disposition of opinion, interest or purpose, involving expectancy of a certain kind of experience and readiness with an appropriate response.

**Adjustment:** Adjustment is the process by means of which the individual attempts to maintain a level of psychological and physiological equilibrium, or more simply, adjustment refers to behavior directed towards tension reduction.

### **OBJECTIVES OF THE STUDY**

1. To find out the relationship between attitude towards teaching profession and adjustment of high school teachers of Ferozepur District.
  - 1.1 To find out the relationship between attitude towards teaching profession and adjustment among the male and female of high school teachers of Ferozepur District.
2. To study the attitude towards teaching profession of high school teachers of Ferozepur District.
  - 2.1 To find out and compare attitude towards teaching profession of male and female teachers of Ferozepur District.
3. To study the adjustment of high school teachers of Ferozepur District.
  - 3.1 To find out and compare the adjustment of male and female high school teachers of Ferozepur District.

### **HYPOTHESES**

1. There is no significant relationship between attitude towards teaching profession and adjustment of high school teachers of Ferozepur District.
  - 1.1 There is no significant relationship between attitude towards teaching profession and adjustment of male high school teachers of Ferozepur District.
  - 1.2 There is no significant relationship between attitude towards teaching profession and adjustment of female high school teachers of Ferozepur District.
2. There is no significant difference in the mean score of attitude towards teaching profession among the male and female high school teachers of Ferozepur District.
  - 2.1 There is no significant difference in the mean score of adjustment among the male and female high school teachers of Ferozepur District.

### **DELIMITATIONS OF THE STUDY**

The study was delimited to:

1. The study was delimited to the 100 high school teachers of Ferozpur District.
2. It was further delimited into male and female high school teachers.

#### **TOOLS USED**

1. Teacher Attitude Inventory by Dr. S.P. Ahluwalia
2. Teacher Adjustment Inventory by Smt. Rashmi Ojha (Agra)

#### **DISCUSSION OF RESULTS**

**HYPOTHESIS 1.** There is no significant relationship between attitude towards teaching profession and adjustment of high school teachers.

**TABLE 1.**

#### **SHOWING THE RELATIONSHIP BETWEEN ATTITUDE AND ADJUSTMENT**

<b>Variable</b>	<b>N</b>	<b>Correlation</b>	<b>Inference</b>
Attitude	100	0.057	Not significant
Adjustment	100		

**Table 1** shows that the co-efficient of correlation between attitude and adjustment of high school teachers of Fzr. Distt. is 0.057. This shows that the two variables are positively correlated to each other. This implies that better the attitude towards teacher profession better would be the adjustment of an individual & vice-verse. This value of r is insignificant at 0.05 & 0.01 levels of significance. So our hypothesis 1 i.e. There is no significant relationship between attitude towards teaching profession and adjustment of high school teachers is not rejected (accepted).

**HYPOTHESIS 1.1** There is no significant relationship between attitude towards teaching profession and adjustment of male high school teachers of Ferozpur district.

**TABLE 2**

#### **SHOWING THE RELATIONSHIP BETWEEN ATTITUDE AND ADJUSTMENT OF MALE HIGH SCHOOL TEACHERS**

<b>Variable</b>	<b>N Male</b>	<b>Correlation</b>	<b>Inference</b>
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Attitude	50	0.210	Not significant
Adjustment	50		

**Table 2** shows that the co-efficient & correlation between attitude towards teaching profession and adjustment of male high school teachers is 0.210. This shows two variables are positively correlated to each other. This implies better the attitude of male teachers towards teaching profession better will be the adjustment and vice versa. This value of r is insignificant at 0.05 & 0.01 level of significance. So our hypothesis 1.1 i.e. There is no significant relationship between attitude towards teaching profession and adjustment of male high school teachers of Ferozpur District is not rejected (accepted).

**HYPOTHESIS 1.2** There is no significant relationship between attitude towards teaching profession & adjustment of female high school teachers of Ferozpur district.

**TABLE 3**

**SHOWING THE RELATIONSHIP BETWEEN ATTITUDE AND  
ADJUSTMENT OF FEMALE HIGH SCHOOL TEACHERS**

Variable	N Female	Correlation	Inference
Attitude	50	0.189	Not significant
Adjustment	50		

**Table 3** shows that the co-efficient of correlation between attitude towards teaching profession and adjustment of female high school teachers is 0.189. This shows that two variables are positively correlated to each other. This implies better the attitude of female teachers towards teaching profession better will be the adjustment and vice versa. This value of r is insignificant at both level i.e. 0.05 & 0.01 level of significance.

So our hypothesis 1.2 i.e. There is no significant relationship between attitude towards teaching profession and adjustment of female high school teachers of Ferozpur District is not rejected (accepted).

**HYPOTHESIS 2** There is no significant difference in the mean score of attitude towards teaching profession among the male and female high school teachers of Ferozpur District.

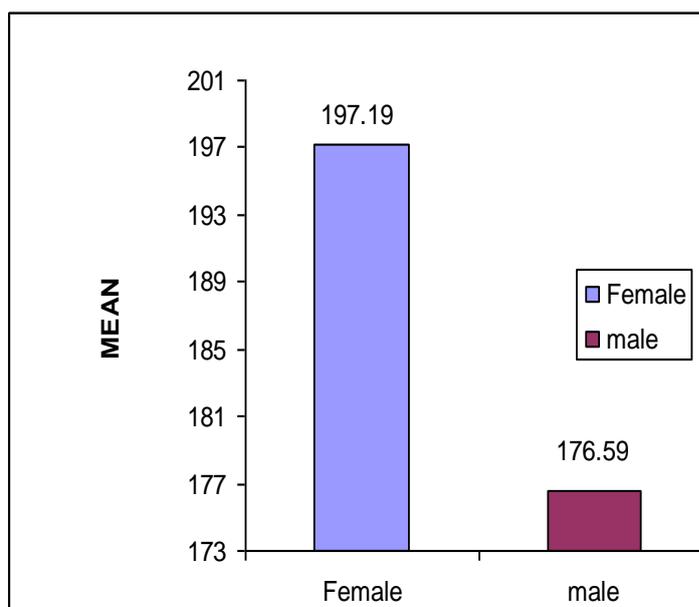
**TABLE 4**  
**SHOWING THE VALUES OF MEAN, STANDARD**  
**DEVIATION, t-RATIO OF ATTITUDE OF MALE AND FEMALE HIGH**  
**SCHOOL TEACHERS**

Variable	Ground	Sample	Mean	SD	t-ratio	Interpretation
Attitude	Male	50	176.59	14.47	0.737	In significant
	Female	50	197.19	33.56		

**Table 4** shows that the mean score of attitude towards teaching profession among the male and female high school teachers are 176.59 and 197.19 respectively. The S.D of male and female are 14.47 and 33.56 respectively. The mean value of female is more than that of male. This shows that attitude of females towards teaching profession is more than that of male. And the value of t-ratio is 0.737. This value is insignificant at 0.05 and 0.01 levels of significance. So our hypothesis 2 i.e. There is no significant difference in the mean score of attitude towards teaching profession among the male and female high school teachers of Ferozepur District is not rejected (accepted).

**GRAPH 1 (a)**

**SHOWING THE MEAN VALUE OF ATTITUDE OF MALE AND FEMALE**  
**HIGH SCHOOL TEACHERS**



**HYPOTHESIS 2.1** There is no significant difference in the mean score of adjustment among the male and female high school teachers of Ferozepur District.

**TABLE 5**

**SHOWING THE VALUES OF MEAN, STANDARD**

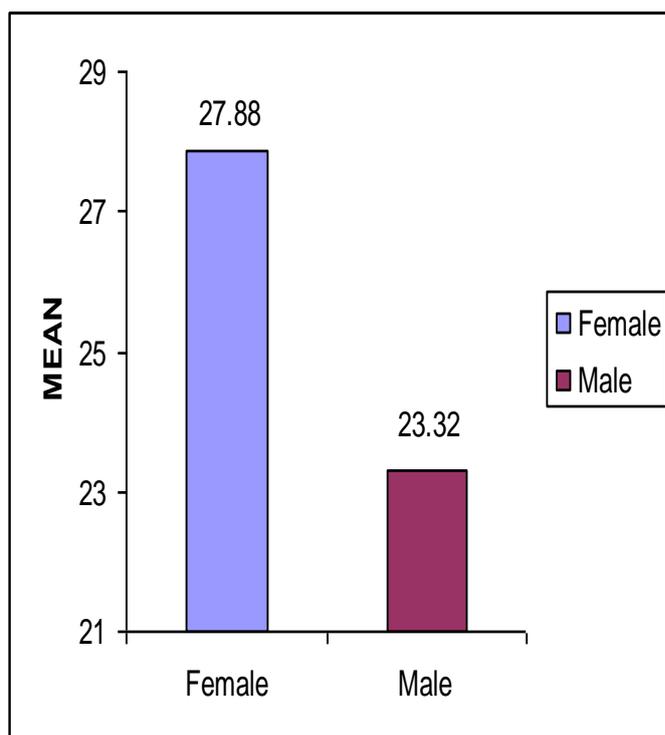
**DEVIATION, t-RATIO OF ADJUSTMENT OF THE MALE AND FEMALE**

Variable	Ground	Sample	Mean	SD	t-ratio	Interpretation
Adjustment	Male	50	23.32	3.98	0.597	Not-significant
	Female	50	27.88	9.50		

**Table 5** shows that the mean score of adjustment among the male and female high school teachers is 23.32 and 27.88 respectively. The value of S.D of male and female are 3.98 and 9.50 respectively. The mean value of female is more than that of male. This shows that adjustment of females towards teaching profession is more than that of male. The value of t-ratio is 0.597 which is insignificant at 0.05 and 0.1 levels of significance. So Hypothesis 2.1 i.e. There is no significant difference in the mean score of adjustment among the male and female high school teachers of Ferozepur District is not rejected (accepted)

**GRAPH 1 (b)**

**SHOWING THE MEAN VALUE OF ADJUSTMENT OF MALE AND FEMALE HIGH SCHOOL TEACHERS**



### STATISTICAL TECHNIQUES USED

1. Mean, SD,  $SE_D$ , t-ratio of the scores of school teachers was calculated.
2.  $r$  was calculated for both variables.
3. Diagrammatic representation of data was there wherever essential.

### CONCLUSION

On the basis of the results the following conclusions have been drawn:

1. There is no significant relationship between attitude towards teaching profession and adjustment of high school teachers of Ferozpur District.
  - 1.1 There is no significant relationship between attitude towards teaching profession and adjustment of male high school teachers of Ferozpur District.
  - 1.2 There is no significant relationship between attitude towards teaching profession and adjustment of female high school teachers of Ferozpur District.
2. There is no significant difference in the mean score of attitude towards teaching profession among the male and female high school teachers of Ferozpur District.
  - 2.1 There is no significant difference in the mean score of adjustment among the male and female high school teachers of Ferozpur District.

### EDUCATIONAL IMPLICATIONS

A teacher is in the central and formal position to the whole education system. Therefore, positive attitude towards profession plays an important role. No doubt, attitude of a person cannot be changed but by providing in-service programme, attitude may be changed or boosted for better adjustment of teacher because attitude and adjustment of teacher are significantly related to each other and are a crucial factor in the success of educational system.

Maximum problems related to teaching-learning can be handled safely without giving too much financial inputs. If teachers possess healthy professional attitude. Lack of professional attitude among this group has made it difficult to ensure uniform standards. The increasing demand for professional service with quality has put the onus on the teaching profession to be responsible and more accountable to the needs and conditions of service. Due to lack of professional attitude among teachers, continuous and adequate efforts are not made to recognize the best ideas in time, practice and role in action for self renewal and sustenance.

### **SUGGESTION FOR FUTURE RESEARCH**

Researches are never complete, one research opens various new directions for further researches and in this way knowledge expands. Thus research is a chain reaction. It is therefore, suggested that further studies in this direction may take up with following suggestions:-

The present study was restricted to the high schools teachers of Ferozpur District, the same can be replicated on a wider sample. So, that the result are more reliable.

It is suggested that similar study may be extended to other part of the country, which may reveal different result.

Further comparison may be made by taking different variable with attitude like school environment, value formation etc.

The study may be made by taking the sample of university or college teachers.

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