

Comparison of Adjustment of School Teachers of Below 35 Years of Age with the Teachers of 35 Years of Age or Above

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Abstract

Teachers are the agent of social change in any society. They have to cope with various pressure during their job which may have effect on their adjustment level. Teaching profession has attracted lot of young peoples. Our schools have lot of teachers of different age groups. Present study tries to find out whether there is any difference in the adjustment level of the young or the not so young teachers teaching at secondary level. Finding suggested that both group of teachers are at average level of adjustment and the adjustment level of both group of teachers does not differ significantly.

KEYWORDS: adjustment, mature teachers, secondary school teachers, teacher adjustment, young teachers.

INTRODUCTION-

Adjustment, according to Dictionary of education, is the process of finding and adopting modes of behaviour suitable to the environment or to the change in environment. The term adjustment often include the accommodation and adaptation. it seems very similar to term adaptation often used in biological literature in the context of evolution. biologist used the term 'adaptation' strictly for physical demands of the environment but psychologist use the term 'adjustment' for the varying condition of social or inter-personal relation in society.

According to Gates and others,

"The term adjustment has two meanings. In one sense it is a continuous process by which a person varies his behaviour to produce a more harmonious relationship between himself and environment.....in another sense adjustment is a state i.e. the condition of harmony arrived at by the person whom we call adjusted"

Thus, adjustment can be viewed from two angles. First, as an achievement and secondly, a process.

Teachers role in the society is of prime importance. There are lot of expectation from a teacher. He is considered to be a agent of social change. A well adjusted teacher is necessary to fit in that role. But we should not forget that he/she is also a human. He has to bear lot of burden in the schools specially private schools and has to work under meagre salary in private schools. It is well known that there are lot of difference among the working conditions and benefits of the private and government school teachers. As our country has lot of youth population in a working age group. Teaching profession has also been affected with this phenomenon and we can see lot of young teachers in our schools.

We can see teachers of different back ground, age groups etc. in our schools. Different age may cause them to at different level of their family and social pressure. These factors along with others may also be affecting their ability to cope

with the pressure of the school environment. Present study tries to delve in the minds of secondary school teachers of the government and private schools and find out if there is difference in the adjustment level of young and not so young teachers or somewhat mature teachers.

OBJECTIVES-

Following were the objectives of the present study:

- 1- To find out the adjustment level of the male and female teachers of 35 years of age or above and teachers of below 35 years of age.
- 2- To compare the adjustment of male teachers of below 35 years of age and the male teachers of 35 years of age or above.
- 3- To compare the adjustment of the female teachers of below 35 years of age and the female teachers of 35 years of age or above.

HYPOTHESES-

- 1-There is no significant difference between the adjustment level of male teachers of below 35 years of age and the male teachers of 35 years of age or above.
- 2- There is no significant difference between adjustment level of the female teachers of below 35 years of age and the female teachers of 35 years of age or above .

DEFINITIONS OF THE TERMS USED-

Teacher adjustment- It refers to the score obtained on the short form of Mangal Teacher Adjustment inventory (MTAI) developed by S.K. Mangal.

Secondary school teachers- They are those teachers of government and private schools who are teaching up to class 6 to 10.

Government schools teachers- These are those teachers who are teaching in the government aided schools affiliated to state board of education.

Private school teachers- They are those teachers who are teaching in the various private sector schools affiliated to CBSE, ICSE.

DELIMITATIONS-

The study was limited to secondary school teachers of various government and private schools of Rishikesh and nearby area schools. And study was confined to single variable i.e. Teacher adjustment.

REVIEW OF RELATED LITERATURE-

Sinha and Agarwal (1971) found that job satisfaction and adjustment among white collar workers were significantly related. They also found that home, social and emotional adjustments were also significantly related with the job satisfaction.

Samantray (1971) in his studies could establish a positive relation between teaching adjustment and teacher efficiency.

Gupta (1978) while making a study of successful teachers found that success in teaching was significantly related to the area of home, health, social, emotional and total adjustment and to professional attitude, but had no relationship with academic environment.

Mangal, S.k. (1979) analyzed common factors in the teacher adjustment and found five dimensions of teacher adjustment

- Adjustment with academic and general environment.
- Professional relationship.
- Socio-psycho-physical dimension
- Financial adjustment.
- Personal life adjustment and job satisfaction.

Goyal (1980) in his doctoral research “Relationship attitude, adjustment, job satisfaction and professional interest of teacher educator in India” found that men and women differ significantly at 0.05 level in their social adjustment.

Vashistha, A.C. (1981) conducted study of alienation level in relation to adjustment, authoritarianism and conservation. He found that poor adjustment contribute to the growth and development of feeling of powerlessness and social isolation.

Prasad, P. (1985) studied the aspiration adjustment and role conflict of the school teachers and also analyzed the effect of the sex of teacher and level of school on these dimension. He found a relation between the adjustment of teacher was related with sexes and males are better adjusted than females.

Singh, V.P. (1987) studied the extent and pattern of reaction to frustration and professional adjustment of secondary school teachers and found following points among other things:

- The occurrence of frustration in sample was normal while adjustment was not normal.
- Teacher of the upper age group were found to be more frustrated than the lower age group.
- Male teacher were more aggressive than female teachers.
- No significant affect was found on aggression pattern due to age, status location of the residence and academic stream of teachers.
- Teachers having less teaching experience showed greater rationalizing tendency than teachers with more experiences.

METHODOLOGY-

In light of various related studies, objective of the study and the nature of the problem the researcher has chosen the normative survey research or descriptive survey for the present study.

Sampling

Method of Multistage sampling is used in the present study. Some schools were selected at random from the Rishikesh tehsil of District Dehradun. Then at second stage some teachers were selected at random from those schools and they were given the tool to be completely filled. Final sample comprised of 67 male teachers and 49 female teachers.

Tool

In the present study, short form of the Mangal Teacher Adjustment inventory (MTAI) developed by S.K. Mangal has been used. It has got 70 items. And there are five categories of adjustment viz. A,B,C,D and E ranging from very good adjustment to very poor respectively.

Data collection procedure-

The researcher personally visited various schools and then got the inventory filled up. Some subjects had to be approached personally to get the inventory filled up properly and on time.

ANALYSIS AND INTERPRETATIONS-

Average total adjustment of the different group of teachers according to their scores on the MTAI.

TABLE-1: Adjustment score with interpretation of the teachers

Group of teachers	Average adjustment scores on MTAI	Interpretations
Male teachers of 35 years of age or above	45.67	Average adjustment
Male teachers of below 35 years of age	44	Average adjustment
Female teachers of 35 years of age or above	52.05	Average adjustment
Female teachers of below 35 years of age	51.76	Average adjustment

Testing of hypothesis-1

Two tailed significance test ('t'- test) was used here as follow:

TABLE-2: 't' test for hypothesis 1

Teachers	N	Mean	SD	't' Ratio	Degree of freedom	Table value at 0.05 level

Male teachers of 35 years of age or above	24	45.67	9.66	0.7500	65	2.00
Male teachers of below 35 years of age	43	44	8.19			

Interpretation

It is evident in the table that the calculated value (0.7500) is less than the table value (2.00). And we can say with 95 per cent confidence (0.05 level of significance) that the total adjustment level of male teachers of 35 years of age or above does not differ significantly from male teachers of below 35 years of age.

Null hypothesis is not rejected.

Testing of hypothesis-2

Two tailed significance test ('t' - test) was used here as follow:

TABLE-3: 't' test for hypothesis 2

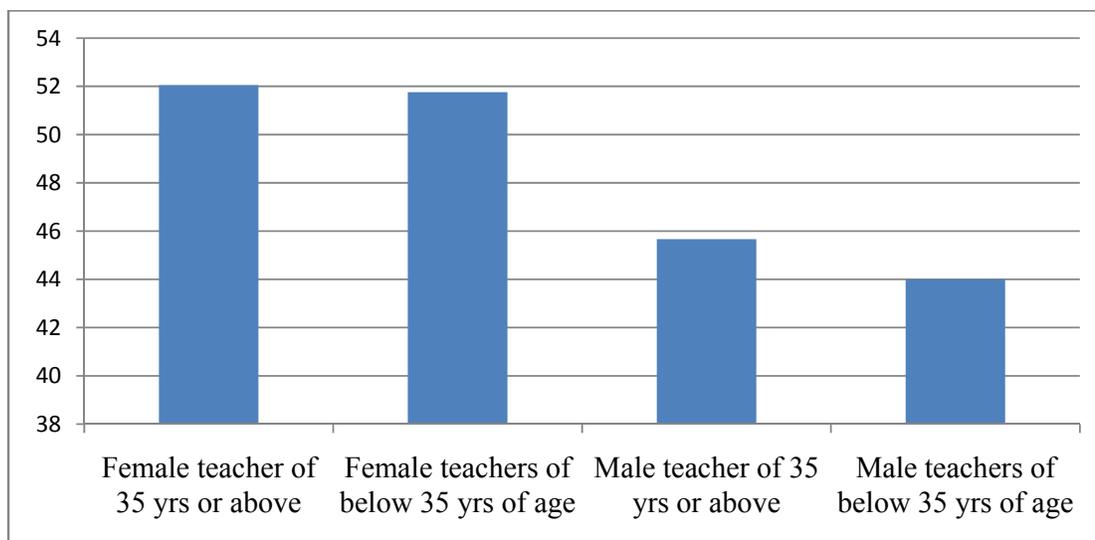
Teachers	N	Mean	SD	't' Ratio	Degree of freedom	Table value at 0.05 level
Female teachers of 35 years of age or above	20	52.05	7.07	0.1507	47	2.01
Female teachers of below 35 years of age	29	51.76	7.46			

Interpretation

It is evident in the table that the calculated value (0.1507) is less than the table value (2.01). And we can say with 95 per cent confidence (0.05 level of significance) that the total adjustment level of female teachers of 35 years of age or above does not differ significantly from female teachers of below 35 years of age.

Null hypothesis is not rejected.

GRAPH-1: Adjustment level of teachers of various age group



CONCLUSIONS-

- 1- Though both group of teachers are falling in the average adjustment level, but the score of the male and female teachers point out that female teachers are better adjusted as compared to male teachers.
- 2- The adjustment level of the male teachers of 35 years of age or above is not different significantly from the adjustment level of the male teachers of below 35 years of age.
- 3- The adjustment level of the female teachers of 35 years of age or above is not different significantly from the adjustment level of the female teachers of below 35 years of age.

A close look at the interpretations of the hypotheses suggest that the adjustment level of the secondary school teachers, whether they are 35 years of age or above or they are of below 35 years of age, is same. The fact is that some of those in the higher age group range (age of 35 years or above) might be having enough teaching and life experience as compared to their younger counterparts but perhaps that is not affecting the adjustment level.

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