



TEACHER EFFECTIVENESS IN RELATION TO TEACHER MORALE OF HIGHER SECONDARY SCHOOL TEACHERS

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Abstract

In this study, an attempt has been made to study the teacher effectiveness in relation to teacher morale of higher secondary school teachers. The Teacher Effectiveness Scale (TES) and Teacher Morale Inventory (TMI) are constructed and validated by the investigator, were used to collect the data from a sample of 400 higher secondary school teachers working in Pudhucherry Region in India. The survey method had been followed and stratified random sampling technique was used in administration of the research tools. The result of the analysis reveals that the average level of teacher effectiveness and teacher morale of higher secondary school teachers, there is significant difference between male and female higher secondary school teachers in respect of their teacher effectiveness and teacher morale, there is significant difference between government and private higher secondary school teachers in respect of their teacher effectiveness and teacher morale, there is significant and positive relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

Key Words: Teacher Effectiveness, Teacher Morale and Higher Secondary School Teachers

1. Introduction

Teacher's effectiveness refers to the effect that the teachers performance has on pupils. It symbolizes the perfection in teaching and the potential of a teacher to bring out the desirable changes in student's behavior. The origin of the word 'effective' comes from the Latin word effectivus, which means creative or effective. It may be labeled as the special quality of a teacher who with his knowledge, experience, potential, tactics and skills leaves a positive impact on student learning, behavior and attitudes.

The theoretical orientation of the present study is to state the basic ideas on the teachers' morale and leaders' behaviour i.e. definition of morale, importance of morale, measurement of teachers' morale,

definition of leader and leaders' behaviour, leadership theories, effects of leadership behaviour on teachers' morale.

2. Need and Importance of the Study

Quality of education must be the main goal of all state education systems. Thoughts and hopes, when faced with existing conditions of education, it seems still far from the expectations that exist. But Teacher's effectiveness is dependent on a number of factors-chief among them being their morale. Morale is one of the major predictors of success in teaching.

3. Review of Literature

Reshu Garg and Sayedil Islam (2018) conducted a study to find out the teacher effectiveness in relation to emotional intelligence of secondary school teachers of Aligarh district. By using the random sampling technique investigators collected a sample of 200 teachers from Aligarh district. The major findings of the study revealed that there is no significant relationship between emotional intelligence and teacher effectiveness of secondary school teachers and there is a significant difference in the teacher effectiveness of male and female secondary schools teachers and female teachers are more effective than male teachers.

Nidhya et al. (2018) investigated is to analyze a teacher morale of matriculation higher secondary schools in Tenkasi education district. The study has taken sample of 210 matriculation higher secondary schools teachers from 14 schools. Simple random sampling method was used From the findings of the investigation, it was recognized that teachers' morale towards opportunity, sufficient teaching material, accurate rules and norms at a low level. Good working atmosphere if given would improve teacher morale.

4. Operational Definitions of the Study

Teacher Effectiveness

Teacher's effectiveness of high school teachers refers to the scores obtained by the subjects on administering the teacher's effectiveness scale developed by the investigator. Teacher's effectiveness means the high level of proficiency, knowledge, personality and productivity on the part of the teacher.

Teacher Morale

Teacher morale as the degree to which the needs of a person are satisfied, and the person's perception of how the job situation brought the state of satisfaction of the worker to fruition.

5. Objectives of the Study

1. To study the level of teacher effectiveness of higher secondary school teachers.
2. To study the level of teacher morale of higher secondary school teachers.
3. To study the significant difference, if any in the teacher effectiveness of higher secondary school teachers based on gender.
4. To study the significant difference, if any in the teacher effectiveness of higher secondary school teachers based on type of school management.
5. To study the significant difference, if any in the teacher morale of higher secondary school teachers based on gender.

6. To study the significant difference, if any in the teacher morale of higher secondary school teachers based on type of school management.
7. To study the any significant relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

6. Hypotheses of the Study

1. The level of teacher effectiveness of higher secondary school teachers is low.
2. The level of teacher morale of higher secondary school teachers is low.
3. There is no significant difference in the teacher effectiveness of higher secondary school teachers based on gender.
4. There is no significant difference in the teacher effectiveness of higher secondary school teachers based on type of school management.
5. There is no significant difference in the teacher morale of higher secondary school teachers based on gender.
6. There is no significant difference in the teacher morale of higher secondary school teachers based on type of school management.
7. There is no significant relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

7 Method of the Study and Sample Used

The normative survey method was adopted in the present study. In order to collect the required data, The Teacher Effectiveness Scale (TES) and Teacher Morale Inventory are constructed and validated by the investigator. Stratified random sampling technique has been employed to collect the data from 400 higher secondary school teachers working in government and private schools of Pudhucherry Region in India..

8. Analysis of Data and Interpretation

The data collected were descriptively analyzed by employing the following statistical techniques:

1. Descriptive Analyses
2. Differential Analyses ('t' test and 'F' test) and
3. Co-relational Analyses (Karl Pearson Product Moment Correlation)

Descriptive Analysis

Result of Hypothesis 1

The level of teacher effectiveness of higher secondary school teachers is low.

Table-1

Mean and Standard Deviation for the Teacher Effectiveness Scores of Higher Secondary School Teachers

Variable	N	Mean	SD
Teacher Effectiveness	400	169.79	24.62

It is evident from the table-1 that the computed mean and standard deviation of teacher effectiveness scores of the higher secondary school teachers for the total sample are found to be 169.79 and 24.62

respectively. Hence the hypothesis 1 is rejected and it is concluded that the higher secondary school teachers is average effectiveness.

Result of Hypothesis 2

The level of teacher effectiveness of higher secondary school teachers is low.

Table 2

Mean and Standard Deviation for the Teacher Morale Scores of Higher Secondary School Teachers

Variable	N	Mean	SD
Teacher Morale	400	175.32	24.12

It is evident from the table-2 that the computed mean and standard deviation of teacher morale scores of the higher secondary school teachers for the total sample are found to be 175.32 and 24.12 respectively. Hence the hypothesis 2 is rejected and it is concluded that the teacher morale of higher secondary school teachers is average.

Differential Analysis

Result of Hypothesis 3

There is no significant difference in the teacher effectiveness of higher secondary school teachers with respect to their gender.

Table-3

Comparison of Mean Teacher Effectiveness Scores of Higher Secondary School Teachers in respect of their Gender

Variable	Gender	N	Mean	SD	't' Value	Level of Significance at 0.05 Level
Teacher Effectiveness	Male	222	172.17	26.45	7.26	Significant
	Female	178	166.32	23.67		

It is seen from the above table that the 't' value calculated is 7.26, which is greater than the table value 1.96 at 0.05 level of significance. Hence, the hypothesis 3 is rejected and it is concluded that there is significant difference between the male and female higher secondary school teachers in respect of their teacher effectiveness. It is also inferred that male teachers are having more effectiveness than the female teachers.

Result of Hypothesis 4

There is no significant difference in the teacher effectiveness of higher secondary school teachers with respect to their type of management.

Table-4

Comparison of Mean Teacher Effectiveness Scores of Higher Secondary School Teachers in respect of their Type of Management

Variable	Type of Management	N	Mean	SD	't' Value	Level of Significance at 0.05 Level
Teacher Effectiveness	Government	198	171.87	25.97	5.98	Significant
	Private	202	167.90	23.79		

It is seen from the above table that the 't' value calculated is 5.98, which is greater than the table value 1.96 at 0.05 level of significance. Hence, the hypothesis 4 is rejected and it is concluded that there is significant difference between the government and private higher secondary school teachers in respect of their teacher effectiveness. It is also inferred that government school teachers are having more effectiveness than the private school teachers.

Result of Hypothesis 5

There is no significant difference in the teacher morale of higher secondary school teachers with respect to their gender.

Table-5

Comparison of Mean Teacher Morale Scores of Higher Secondary School Teachers in respect of their Gender

Variable	Gender	N	Mean	SD	't' Value	Level of Significance at 0.05 Level
Teacher Morale	Male	222	176.76	25.50	4.76	Significant
	Female	178	174.29	23.70		

It is seen from the above table that the 't' value calculated is 4.76, which is greater than the table value 1.96 at 0.05 level of significance. Hence, the hypothesis 5 is rejected and it is concluded that there is significant difference between the male and female higher secondary school teachers in respect of their teacher morale. It is also inferred that male teachers are having more teacher morale than the female teachers.

Result of Hypothesis 6

There is no significant difference in the teacher morale of higher secondary school teachers with respect to their type of management.

Table-6

Comparison of Mean Teacher Morale Scores of Higher Secondary School Teachers in respect of their Type of Management

Variable	Type of Management	N	Mean	SD	't' Value	Level of Significance at 0.05 Level
Teacher Morale	Government	198	177.71	24.73	7.12	Significant
	Private	202	173.98	23.55		

It is seen from the above table that the 't' value calculated is 7.12, which is greater than the table value 1.96 at 0.05 level of significance. Hence, the hypothesis 6(b) is rejected and it is concluded that there is significant difference between the government and private higher secondary school teachers in respect of their teacher morale. It is also inferred that government school teachers are having more teacher morale than the private school teachers.

Correlation Analysis

Result of Hypothesis 7

There is no significant relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

Table-7
Co-Efficient of Correlation between Teacher Effectiveness and Teacher Morale

Variables	N	'r' Value	Level of Significance
Teacher Effectiveness and Teacher Morale	400	0.655**	Significant

** . Correlation at 0.01 level (2-tailed)

* . Correlation at 0.05 level (2-tailed)

Table-7 shows, the co-efficient of correlation between teacher effectiveness and teacher morale of higher secondary school teachers is found to be N=400, r=0.655 at 0.01 level which indicates that there is a positive correlation between teacher effectiveness and teacher morale of higher secondary school teachers scores. Therefore the null hypothesis 9 is rejected and it is concluded that there is significant positive relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

9. Findings of the Study

- The higher secondary school teachers is average effectiveness.
- The teacher morale of higher secondary school teachers is average.
- There is significant difference between the male and female higher secondary school teachers in respect of their teacher effectiveness.
- There is significant difference between the government and private higher secondary school teachers in respect of their teacher effectiveness.
- There is significant difference between the male and female higher secondary school teachers in respect of their teacher morale.
- There is significant difference between the government and private higher secondary school teachers in respect of their teacher morale.
- There is significant positive relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

10. Conclusion

In the present study of the teacher effectiveness in relation to teacher morale of higher secondary school teachers. Findings revealed that the average level of teacher effectiveness and teacher morale of higher secondary school teachers, there is significant difference between male and female higher secondary school teachers in respect of their teacher effectiveness and teacher morale, there is significant difference between government and private higher secondary school teachers in respect of their teacher effectiveness and teacher morale, there is significant and positive relationship between teacher effectiveness and teacher morale of higher secondary school teachers.

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