



Teacher's Professional Commitment and life satisfaction

Dr. Sushila Sharma

Assistant Professor, Baba Mastnath University, Rohtak

Nitin

Research Scholar, Baba Mastnath University, Asthal Bohar, Rohtak-124021

email:- dnksrtk@gmail.com

Abstract: - Teacher's reaction during teaching activity represents a complex pattern, including specific attitudes and behaviour. A teachers' task is not at all easy unless and until they have a quality of professional commitment, their training work remain incomplete. If there is really a lack of competent and able teachers then even various projects, buildings, equipment, institutional aids and organization cannot make teaching-learning successful process. The professional attitude and the quality of a teachers' work is an indicator of his/her commitment towards the school/ organization in which he/ she is working. Professional commitment plays a vital role in increasing the quality teaching-learning or increasing the viability of a teachers' behavior and giving it a suitable shape. It may be said that if a teacher is committed towards his/her work, he/ she shall always step forward in order to achieve the aims set by that school/ organization. For improving the quality of school education, improvement of the quality of teacher education is the most significant aspect the school has to first address.

Keyword- *Teacher, Professional Commitment, School, Life satisfaction,*

Introduction

Teaching is such an honoured profession as it is not only a mean to earn a livelihood but it actually is a social service aiming at the welfare of the students and hence the whole nation. Teachers' behavior, capabilities, moral character and his/ her devotion and dedication are the things that generally affect the students. For this the teachers' commitment towards work is most important. Having knowledge and skills with no personal like and dislikes is a necessity for this profession. Professional commitment means the feeling of dedication among the individuals of a group towards their profession. Teachers' total involvement and devotion is must for empowering the student during and even after school hours. A teacher who is committed towards his/ her profession will not only come to the class, teach and complete his duty but his/ her mind will always occupy with the problems of his / her students. Teachers will always remain

working towards their own professional growth and improvement of their students' performance. A committed teacher influences the behavior of his/ her students the most, as his/ her dedication will motivate the students to put their maximum efforts to achieve the best in every field. Moreover, teachers being members of modern society have to play diverse role to meet their various needs, obligations and expectations.

Concept of Professional Commitment

The concept of professional commitment signifies an attitude reflecting the strength of the bond between an employee and an organization. According to Mode, Steares and Porter (1979), the identity of an individual to his/her activeness in a particular organization is called organizational commitment. To ensure optimum level of achievement, a committed teacher gives equal chance and importance to all his/ her students at the right time. A committed teacher acts as an active school-classroom manager, leader and organizer of the group activities, builder of pupil's character and is often expected to undertake and promote learner activities.

A teacher is not only a students' guiding light but brings about a change in the society at large. He/ She agitate the mind of his/ her students, explores their potential, analyse it and reshape it for students so that they could use their potential to maximum. He/she is a helper in the process of not only what to think but how to think. It is the teacher in which all aspects of education, knowledge, skills, understanding and value are harmonized. The teaching profession is a profession in which a teacher faces challenges on a daily basis. So, a teacher has to give his/ her body and soul to this profession to understand his/ her students, solve their academic as well as social problems, and maintain a healthy relationship with co- employees and the authorities, only then a school will touch the new heights of success. A student looks upon his teacher for help and support but a teacher who is not entirely committed towards his profession can surely not do all the above functions. The one who is zealous and passionate about his/ her profession would perform better, discharge all his/ her duties well, get engaged with the students and their problem areas and be ready to resolve them always. Hence, understanding the aspects that would stimulate professional commitment teachers is very important. Teachers' commitment not only involves the interplay of personal, work place and education systemic factors but also these factors interplay differently to effect sustained/increased or decreased commitment. 'Love for students' is argued to be a crucial personal factor which counteracts unfavourable external conditions to sustain teacher commitment. There is a very important role of a teachers' achievements, subject related knowledge, educational plan and the art of teaching in making his/ her teacher affective but if the teacher doesn't have any inspiration and commitment, then even a highly knowledgeable teacher may fail to provide a quality education. If a teacher is properly trained, he/ she may do his work happily and with the confidence. The professional commitment

proves to be helpful in providing a strong base to fulfil these objectives. A teacher has to have all these qualities that are helpful to the students in fulfilling their requirement.

Suggestions for the Enhancement in Professional Commitment of Teachers

- (i) School environment should be healthy and favourable for increasing commitment,
- (ii) Social recognition and prestige of the teachers should be increased in order to inculcating more commitment among them.
- (ii) Exploitation should be stopped and this would lead to increment in commitment among them.
- (iii) Privatization of education should be stopped because it leads to erosion in commitment to teachers.

Conclusions

It is quite clear that professional commitment plays a very important role in expansion of teachers' work to provide it a suitable structure. It has been proved by previous researches that if the teachers are not committed towards his/ her profession, students, professional development and school/ organization, it proves to have a negative effect on their work. Administrators and policy makers alike should seek a plan for modalities of making teaching a more attractive career choice to produce sustainable school improvement and continuous teacher commitment. It is also important for stakeholders to know the aspect of the dimension that play an important role in boosting the commitment of teachers. Until this is done, their present commitment level may not be improved upon or sustained.

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