IMPACT OF ATTITUDE ON JOB PERFORMANCE OF TEACHING STAFF: A THEORETICAL PERSPECTIVE

Objective of the Study

• To study the attitude of teachers working in higher educational institutions in NCR.
• To find out whether there is significant difference in attitude of male and female teaching staff or not.

Hypothesis of the Study

There is no significant difference between attitude of male and female teachers working in higher educational institutions in NCR.

Research Methodology

• Research Design - Exploratory
• Sampling technique – Random
• Sample size – 336 (166 male teachers and 170 female teachers)
• Sampling Unit – Teachers working in higher educational Institutions in NCR
• Data Sources – Primary and Secondary (teachers’ attitude Inventory by S. K Ahluwalia has been used for primary data collection)

Introduction

Education is considered to play a very important role in any country both developed and developing alike. No country can dream of increasing the socio-economic status of its population with not a strong educational system. Hence, there is need for improving the quality of primary education. But, unfortunately in India, to day, the socio-economic status and the professional status of teachers is low. A teacher having a positive attitude facilitates teaching and creates an impact whereas a negative attitude results in a negative results and effects. The teachers by virtue of his position and role are one of the most important agents 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 a massive impact on the personality, character, intellectual growth, attitude and value of the future citizen. In view of their critical role, it is important to the society to provide adequate equipment to enable them to meet the challenges of their task and Indian society is no expectation of it. The quality of education depends upon the ability and efficiency of teachers. If the teachers are well trained, motivated and committed to their profession learning will be enhanced. One’s behavior, to a great extent depends upon one’s attitude toward the things idea, person or object, in this environment. An attitude is a hypothetical construct to represent an individual’s like or dislike for an item. Attitude a powerful resource of human motivation - is capable out the pattern of life as well as success and happiness. Attitude is a great driving force in achieving goals. The importance of attitude in the life of an individual is universally acknowledged. It determines the actions of a person and supplies the code by which behavior of an individual is judged.

Literature Review

Abhiram S., (2014), has highlighted the affect of attitude of employee of organizational decision making. It further enumerates the effect of different internal organizational factors in formation of attitude. Ahmad I. et al. (2013), have explain the perception of teachers regarding the relationship between teaching attitude and their performance. Awadh A.M. and Ismail W.K.W., (2012), have highlighted and explained several definitions of personality and have further explain the impact of personality traits (the big five model) and work related attitudes on employee work performance. Dave N. and Raval D., (2015), has summarized the work related to the concept of Job satisfaction of teachers and the factors on which they depends. Hettiararchchi H.A.H and Jayarathna S.M.D.Y., (2014), have

Abstract

In competitive globalized era organization needs to concentrate on employee performance to ensure holistic development, the simplest logic which can be given for this could be related to competitive advantage and value creation for Organization. Employees as a factor of production are important but at the same time they are the source to create competitive advantage for the organization, hence their involvement and development is one of the prime duties of organization. The employee performance could be treated as a dependent variable hovering around, structure, strategy and policy followed, physiological and psychological environment, motivational methods, etc. followed by organization as a synchronized tool. The objective of the article is to analyze the attitude of teachers working in higher educational institutions in National Capital Region, India.

Keywords: Employee, Attitude, Job Performance, Motivation

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Abstract

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explained the effect of job related attitude on job performance of employees in tertiary and vocational education institutes in Sri Lanka and it also explain the factors which are relevant from the point of view of Attitude formation. Harthy S.S.H.A., Jamaluddin S., Abedalaziz N.A. (2013), have highlighted the effect of teacher’s attitude towards teaching on their performance. Inayatullah A. and Jehangir P. (2012), have highlights the effect of motivation on job performance in public and private schools of Peshawar city in the Province of Khyber Pakhtunkhwa. Jan F. et al., (2015), have explained and highlight the factors on which the esteem of a teacher depends. He further explained the factors which regulates the relationship of employer and employee. Khan I., Dongping H. and Ghauri T.A (2014) have highlights the different organizational factors (Textile Industry) on which the job performance depends and also the effect of different factors like attitude etc. on job performance. Khan M.S. et al., (2014), have highlighted the satisfaction level of teachers regarding their job at college level. The paper also attempt to explain different factors which can affect the job satisfaction of teachers. Kessuwan K. and Muenjohn N., (2013), have explained the inter relationship between the job satisfaction of employees and their personal factors and also explains how managers can explain the job satisfaction of employees.

Lee C.C. and Chen C.J., (2013), have highlighted the effect of job attitude and commitment of employees on service quality in tourism Industry in their research paper. Lal R. and Shergil S. S., (2012), have highlighted the impact of job satisfaction and attitude of teachers on education and also makes an attempt to explain the attitude of male and female teachers of degree college towards education. Luddy N., (2005), has explained about the factors on which the job satisfaction of employees of public sector enterprise in South Africa depends. He also explained the effect of demographic factors on job satisfaction of employees. Mishra S., Sharma M., Sharma R.C., Singh A., and Thaur A., (2016), have described the entire methodology for the development of a scale to measure Attitude towards Open Educational Resource. Mathur S.M. and Gupta S.K.,(2014), have highlighted the factors Influencing Behavior of Employees in Organizations. They also attempted to know the effect of sustainable positive attitude on organizational success and excellence. Mehmoood T., Akhter M. Hussain A. and Azam R (2013), have explored the attitude of prospective teachers towards their respective profession in Institute of Education and Research, University of the Punjab Lahore and University of Education Lahore. Naefi W.A, (2014), has investigated the evaluative attitudes of the employees towards organizational commitment and change and has also highlighted the preliminary method of assessment of employee attitude in Medicare industry. Punia P., (2012) has examined the correlation between the attitude and performance of employees in a scientific research organization. He also tried to explore the impact of organization culture on performance of employees in his work. Qureshi M.I. et al., (2013), have explains various internal and external factors on which the job performance (A component of Job satisfaction) of an employee depends. They further highlighted the special case of (Educational Sector) private university employees. Ruiz B. and Adams S., (2003), have explained about the impact of new methodologies adoption on attitude and hence on teamwork and team effectiveness in Higher Education. Sandhu R., (2015), has explained the impact of type of college, gender, age, teaching experience, emotional intelligence and attitude towards teaching on the job-satisfaction of teacher educators. Saeed R. et al. (2013), have highlighted the effect of manager’s attitude, organizational culture, personal problems, job content and financial rewards in the banking sector of Pakistan. Singh J.K. and Jain M., (2013), have explained the meaning of job performance for employees and the factors on which it depends. Their work also highlights the impact of job performance on satisfaction level of employees. Susanty A. and Miradipta R., (2013), have highlighted the relationship between attitude and work/Performance and the relationship between organizational commitment and work performance separately.

<table>
<thead>
<tr>
<th>Group</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>SED</th>
<th>Calculated 't' value</th>
<th>Degree of freedom</th>
<th>Table value of 't' at 0.05 and 0.01 levels</th>
<th>Significance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>186.94</td>
<td>31.93</td>
<td>3.56</td>
<td>1.86</td>
<td>333</td>
<td>1.97(.05), 2.34(.01)</td>
<td>Not significant</td>
</tr>
<tr>
<td>Female</td>
<td>180.32</td>
<td>33.41</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Discussions and Result (Application of Statistical Tools)**

The value score obtained after getting the questionnaire filled that is score on TAI obtained from sample of teachers working in higher educational institutes in NCR were tabulated and after that percentile was calculated to categorize the attitude of male and female teachers as High, moderate and low attitude, further standard deviation and t-ratios were calculated to know about the significant difference between attitude of male and female teachers.
Figure – 1

<table>
<thead>
<tr>
<th>Attitude Categories</th>
<th>Male Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>[P25 = 166 &amp; P75 = 185]</td>
</tr>
<tr>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>High Attitude</td>
<td>48</td>
</tr>
<tr>
<td>Moderate Attitude</td>
<td>73</td>
</tr>
<tr>
<td>Low Attitude</td>
<td>45</td>
</tr>
<tr>
<td>N</td>
<td>166</td>
</tr>
</tbody>
</table>

Figure 1 - The statistical calculations indicates that out of the total sample contacted for response (166), 28.91% respondents have high attitude followed by 43.98% respondent teachers having moderate and rest 27.11% respondents have low teaching attitude.

Figure - 2

<table>
<thead>
<tr>
<th>Attitude Categories</th>
<th>Female Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>[P25 = 166 &amp; P75 = 185]</td>
</tr>
<tr>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>High Attitude</td>
<td>41</td>
</tr>
<tr>
<td>Moderate Attitude</td>
<td>89</td>
</tr>
<tr>
<td>Low Attitude</td>
<td>40</td>
</tr>
<tr>
<td>N</td>
<td>170</td>
</tr>
</tbody>
</table>

Figure – 2 - The statistical calculations in figure no – 2 clearly states that 170 female teachers were contacted for response out of which 23.53% respondents have low teaching attitude, followed by 52.35% respondent female teachers who have moderate teaching attitude rest 24.11% respondents have high teaching attitude.

Figure – 3 (Statistical calculation of mean and Standard deviations)

Figure – 3 states that there is no significant difference between teaching attitude Male and Female Teachers in higher educational institutions as the calculated value of t is 1.86, and this value is insignificant at 0.5 level of confidence, Hence the hypothesis has been accepted.

Conclusion

After the study/ based on study it was concluded that both male and female teachers have a positive attitude towards teaching profession and there is no significant observed difference between teaching attitude of male and female teachers working in higher educational institutes in NCR. It is teaching through which good and progressive social environment can be created and improved. It may be concluded that all teachers have positive and healthy attitude for their profession. There are indications that teacher’s attitudes have a positive relation with success in teaching.

References


12) Khan M.S. et al., (2014). The impact of Multiple factors including the demography upon the college teachers
regarding their Job satisfaction. 


16) Luddy N., (2005). Job satisfaction amongst employees at a public health institution in the Western Cape. *Faculty of Management Science Publication*, University of Cape, South Africa


