

ATTITUDE OF ELEMENTARY SCHOOL TEACHERS TOWARDS TEACHING PROFESSION IN RELATION TO THEIR PERSONALITY CHARACTERISTICS

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Abstract

The progress of a nation largely depends upon the education of masses and teacher is the most important component in education. The schools may have excellence material resources but the whole programme of education is likely to be ineffective and wasteful if the teacher is misfit. Therefore, the conceptual frame work of the study simply considered of one variable in relation to the intra-variable of sex, locality and personality characteristics of elementary school teachers. For this purpose the researcher involved the sample from fifty schools of Sangrur District selecting randomly from 150 teachers of which 75 were male and 75 were females. It was found that teachers who have positive attitude towards teaching enjoy their profession and prefer teaching in spite of other profession. Positive attitude towards teaching leads to teacher's effectiveness. Personality characteristics of elementary school teachers were measured on three dimensions i.e. Psychoticism, Neuroticism and Extroversion. There is significant difference on these dimensions of elementary school teachers. These characteristics of personality have positive effect on the attitude of teachers. There is significant difference between male and female elementary school teacher's attitude towards teaching profession. The female teachers have higher attitude towards teaching than the male teachers.

Keywords : Teaching profession, Personality characteristics

The teachers are the fly wheel of the whole educational machine. The entire education process moves around the teachers. It is a teacher who awakes the sleeping spirit of his students and provides a vision of greatness to them. His qualities, teaching efficiencies, personality, attitude, character and life style help the pupils to become good human beings. He is the real architect of a nation. The personality of students is influenced by the personality of the teacher. A teacher with a balanced personality has a positive attitude towards his profession and can bring the desirable changes in the behavior of students. Teacher's attitude towards their profession has an effect on their performance also. The National Policy of Education (NPE - 1986-92) emphasized mainly on the improvement of quality of education. One of the factor identified as contributing to the improvement of quality of education is competent and dedicated teachers with positive attitude towards their profession and balanced personality. The quality of teacher is assessed by his general and professional education, his knowledge, interests, general caliber, personality and his attitude towards his profession/education. An attitude is an important concept to understand human behaviour. Attitude provide the 'frame of reference' for a person's life; all that he/she thinks, feels, sees and does. Attitude is reinforced by information and often generate strong feelings that may lead

to particular form of response. It is a learned predisposition to respond either positively or negatively to person's situations or things. **According to** Good (1959) "Attitude is a readiness to react towards or against some situation, person or thing, in a particular manner."

Personality is the total integration of physical, intellectual, emotional and character make up of individual which is expressed in term of behaviour, experiences, manners, attitudes, values, beliefs, ambitions, aspirations, interests, habits, sentiments, temperaments and traits. "Personality is the more or less stable and enduring organization of a person's character, temperament, intellect and physique which determine his unique adjustment to the environment." Eysenck (1971). Mouli And Reddy (1990) conducted a study to determine the degree of relationship between teacher's age, sex training and years of teaching experience and attitude towards teaching. It was concluded that there is no difference among teachers on their attitude towards teaching profession. Kapoor and Rana (2000) studied the overall attitude of rural and urban teachers of senior secondary schools of Chandigarh and found that the attitude of teachers teaching in schools of urban areas of Chandigarh showed comparatively favourable attitude than the teachers teaching in schools of rural areas.

OBJECTIVES

- (1) To study the attitude of male and female elementary school teachers towards teaching profession.
- (2) To study the personality characteristics of elementary school teachers.
- (3) To study the attitude of elementary school teachers towards teaching in relation to their personality characteristics.

METHOD

The present study utilized the Descriptive Survey method of investigation in order to know about the personality characteristics and attitude towards teaching profession of teachers of government Elementary Schools of Sangrur District. Mean, Median, Standard deviation, t-ratio were computed.

SAMPLE**Table 1 :** details of Final Sample (N=150)

Sr. No.	Name of Block	No. of Schools	No. of Teachers
01	Lehragaga	22	60
02	Malerkotla	16	48
03	Sherpur	14	42

Measures

- (1) Teaching Attitude Inventory by Ahluwalia (1971).
- E.P.Q-R:- Eysenck Personality Questionnaire-Revised (1978).

Table 2 : Difference between Male and Female Elementary School Teachers in their Attitude towards Teaching Profession.

Variable	Gender	N	Mean	SD	SED	t-ratio
Attitude	Male	75	253.48	27.514	4.027	3.138**
	Female	75	266.12	21.437		

** Significant at 0.01 level

It is clear from the table that there is a significant difference between the mean scores of male and female teachers. The t-value is 3.138 which is statistically significant at 0.01 level of confidence. It indicates that the female elementary school teachers have more favorable attitude

towards teaching than the male teachers. Therefore the hypothesis no. 1 stated that there is significant difference between male and female Elementary School Teachers in their attitude towards teaching profession is widely accepted.

TABLE 3 : Personality Scores on Three Dimensions i.e. Psychoticism, Neuroticism and Extroversion of the Elementary School Teachers.

Variable	Dimensions	Gender	N	Mean	SD	SED	t-ratio
Personality	Psychoticism	Male	75	6.546	2.415	0.386	2.658**
		Female	75	5.52	2.33		
	Nueroticism	Male	75	12.2	2.53	0.467	0.55
		Female	75	12.46	3.18		
	Extroversion	Male	75	14.24	2.377	0.419	2.577*
		Female	75	15.32	2.758		

The mean score of male elementary school teacher is 6.546 with SD as 2.415 and the mean score of female teachers is 5.52 with SD as 2.33 on Psychoticism. The mean score of male elementary school teachers is higher than the female school teachers. So the difference is found to be significant at 0.01 levels as the t-value is 2.658. The mean score of male teachers is 12.2 with SD as 2.53 and the mean

score of female teachers is 12.46 with SD as 3.18 on neuroticism. These scores indicates that mean score of female teachers is slightly higher than the mean score of male teachers. The t-value stands at 0.55 which found that the difference is not significant. The mean score of male elementary school teachers is 14.24 with SD as 2.377 and mean score of female teachers is 15.32 with SD as 2.758 on

extroversion. It is clear that mean score of female teachers is higher than male teachers. The t-value stands at 2.577 which found that difference is significant at 0.05 level of confidence. Hence the hypothesis that there is significant difference

between male and female elementary school teachers in their personality characteristics (Psychoticism, Neuroticism and Extroversion) is partially accepted.

Table 4 : Difference between Personality Characteristics (Psychoticism, Nueroticism, Extroversion))of Elementary School Teachers having Favourable and Unfavourable attitude towards Teaching)

Variable	Dimmensions	Gender	N	Mean	SD`		t-ratio
Personality	Psychoticism	Favourable	36	5.001	1.549	0.417	2.65*
		UnFavourable	37	6.108	2.980		
	Nueroticism	Favourable	36	10.02	3.35	0.69	3.79**
		UnFavourable	37	12.64	2.563		
	Extroversion	Favourable	36	16.44	2.88	0.665	3.488***
		UnFavourable	37	14.12	2.810		

* Significant at 0.01 Level ** significant at 0.01Level *Significant at 0.01 level

It shows that on Psychoticism mean score of elementary school teachers having unfavourable attitude is higher than the teachers having favourable attitude. It indicates that the teacher having favourable attitude towards teaching are less psychotic. The t-value is 2.65 which is statistically significant at 0.01 level. It reveals that the difference between the psychoticism of teachers having favourable and unfavourable attitude towards teaching is significant. It shows that the mean score of teachers having unfavourable attitude towards teaching is higher on neuroticism than the mean score of teachers having favourable attitude towards teaching. It is clear that the t-value stands at 3.79 which is significant at 0.01 level. The elementary school teachers who have unfavourable attitude towards teaching are more neurotic. It shows that the mean score of elementary school teacher having favourable attitude towards teaching are more extrovert. The t-value stands at 3.488 which is statistically significant at 0.01 level. Therefore the hypothesis that there is significant difference between personality characteristics (Psychoticism, Neuroticism & Extroversion) of Elementary School Teachers having favourable and unfavourable attitude towards teaching is widely accepted. Neuroticism.

Results and Discussion:

The total sample of the elementary school teachers in this study yielded positive attitude towards teaching profession. The score on total attitude is higher because they respond positively for the items of attitude scale. This is very positive result for the education system. The attitude of teachers towards their job is very important for their own

performance and for their student's developments. Teachers who have positive attitude towards teaching enjoy their profession and prefer teaching in spite of other profession. Positive attitude towards teaching leads to teacher's effectiveness.

There is significant difference between male and female elementary school teacher's attitude towards teaching profession. The female teachers have higher attitude towards teaching than the male teachers. There is an unwritten claim that teaching is a feminine job. This stereotyping belief can be the reason of such results. Female teachers might feel that this is an appropriate job for them, which affects their attitude. The present study is supported by Naidu (1978), Som (1984) and Asuman Duatepe (2004) who observed that female teachers have more positive attitude than, the male teachers.

Personality characteristics of elementary school teachers were measured on three dimensions i.e. Psychoticism, Neuroticism and Extroversion in the present study. The male elementary school teachers have more psychotic tendencies than, the female teachers. As per the manual norms those who are high on psychotism are aggressive, ego-centric, impersonal, creative and tough minded. There is a slight difference between mean scores of male and female teachers on neuroticism. So the elementary school teachers male as well as female are taken to be as normal individuals. There is difference between mean scores of male and female elementary school teachers on extroversion (Significant at .05 level). The result of present study indicates that female teachers are more extrovert than male teachers. As per the manual norms those who are high

on extroversion are sociable, lively, active and dominant. So the female elementary school teachers are more sociable, lively, active and dominant. These characteristics of personality affect their teaching attitude. So the effective teachers are socially aware, extrovert, emotionally stable, cooperative, more expressive, sober, controlled and relaxed. The present study is supported by Kaul (1972), and Mann (1980) which revealed that personality characteristics such as psychotic tendency, neurotic tendency and extroversion were found to be predictors of teaching effectiveness.

There is also significant difference between personality characteristics of elementary school teachers having favourable and unfavourable attitude towards teaching. It is found that psychotic tendencies of teachers having favourable attitude are less as compared to the psychotic tendencies of teachers having unfavourable attitude towards teaching. Thus psychotic tendencies affects attitude of elementary school teachers. The reason of these results may be that they have to face many social political problems and adjustment problems that is why they are more aggressive, impersonal and tough minded.

There is significant difference on neuroticism of elementary school teachers having favourable and unfavourable attitude towards teaching. It is found that teachers having favourable attitude are less neurotic than the teachers having unfavourable attitude. As per the manual norms those who are high on neuroticism are anxious, depressed, tense and irrational.

The results show that there is significant difference on extroversion of elementary school teachers having favourable and unfavourable attitude towards teaching. Teacher who have favourable attitude towards teaching are more extrovert than the teachers having unfavourable attitude. The teachers, who are high on extroversion, are sociable, lively, active, sensation seeking, carefree, dominant and venturesome. These characteristics of personality have positive affect on the attitude of teachers. This result is concordant with Kuan (1982) who examined that the extrovert seemed to be more satisfied than the introverts.

CONCLUSIONS

1. In the present study, there is significant difference between male and female elementary school teachers on attitude towards teaching. The female teachers have higher attitude than, the male teachers.
2. There is significant difference between male and

female elementary school teachers on personality characteristics i.e. psychoticism, neuroticism and extroversion.

Psychoticism :

The results indicates that there is significant difference between male and female elementary school teachers on psychoticism. The male teachers have more psychotic tendencies than the female teachers.

Neuroticism :

Mean score of male teachers is slightly higher than the female teachers on neuroticism. But the difference is not significant. So, the present study indicates that there is no difference between male and female elementary school teachers on neuroticism.

Extroversion :

In this study there is significant difference between male and female elementary school teachers on extroversion. The female teachers are more extrovert than the male.

There is significant difference between personality characteristics of elementary school teachers having favourable and unfavourable attitude towards teaching. It is found that psychotic tendencies of teachers having favourable attitude are less than, the teachers having unfavourable attitude towards teaching. The present study clears that the teachers having favourable attitude are less neurotic than, the teachers having unfavourable attitude towards teaching. The teachers having favourable attitude are more extrovert than the teachers having unfavourable attitude towards teaching.

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