



IMPACT OF CAREER PLATEAU AMONG SCHOOL TEACHERS IN MATRICULATIONS HIGHER SECONDARY SCHOOL WITH SPECIAL REFERENCE TO KANYAKUMARI DISTRICT

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ABSTRACT

Many Employees find themselves in job that offers them limited opportunity in the organization. The objectives of the study were to: To study the present scenario of the teachers among matriculation schools in Kanyakumari district in terms of career plateau. To study the factors leads to the career plateau among the teachers of matriculation school in Kanyakumari district. To analyze the effect of career plateau among the matriculation school teachers in Kanyakumari district. To examine the various strategies of managing the career plateau. This paper focuses on the independence of three dimensions of career plateaus and the impact they have on outcome measures in four areas: job performance, job satisfaction, organizational commitment and intention to quit and also internal & external factors. Multi stage sampling method is used for the study. The target population 30 schools with population 300 teachers for the main study to test the reliability of the questionnaire.

KEYWORDS : career plateau, teachers, job performance.

INTRODUCTION

Career Plateau is defined as that in a competent rare, where the chance of getting advancement is low. The area of the agent turns into dormant with alike and boring job and duties since the method institutions are created, the ranking of the system curtails the chance of agents to increase diagonally later an extremity in slate.

At whole high extent of system ranking, the sum of areas declines so higher the sum of system ranking, the sum of areas decline so higher flexibility turns to crucial with the area not entity to open or with most folks strive for the alike area. When the area not entity to open or with most folks strive for the alike area. When the agents perceive cornered and jammed in such positions, the mortal ability action of the system is dependable to sustain chance for flank immovability to evade a tenderness of immobility between the candidates the present career has to be produced most relevant and attracting and the agents have to be remunerate by another mode in the lack of advancements.

STATEMENT OF THE PROBLEM

Teachers play a pivotal role in shaping the young minds of the society. The jobs satisfaction of the teachers increases the quality of teaching. The Quality of teaching depends on the career growth of the teachers in the organization, appraisals and rewards provided for exceptional service. The Teachers are not given enough recognition for their experience and knowledge. Providing such incentives may increase the quality of the teachers. The problem with the school teachers is that irrespective of their job experience, they are not provided with the appropriate promotions.

SCOPE OF THE STUDY

- The study is mainly concentrating on the analysis the impact of career plateau among the teachers working in matriculation higher secondary schools with special reference to Nagercoil educational zone.
- The study attempted to observe the impact of career plateau related to the external and internal factors.
- The study mainly focuses on job performance, job satisfaction, organizational commitment, intention to quit of the school term and also to overcome.

NEED OF THE STUDY

- To study the majority of the problems of the teachers arise

relating to the working conditions, work stress, job satisfaction, job performance, organizational commitment and intention to quit. In this point of view the researcher has focused a few dimensions on his study.

- To study the teachers working in matriculation school undergo the work pressure due to the working competitions. In addition to that teachers need to increase their performance level.
- To study the impact of career plateau among the teachers. In order to increase the level of performance they should be provided with rewards. They must be provided with awards according to their working capability.

SIGNIFICANCE OF THE STUDY

Job performance and turnover intention are positively related to the career plateau; career satisfaction and organizational commitment are negatively related. This research shows that impact of career plateau affects the job satisfaction of the matriculation teachers. Also, it helps the teachers to perceive about the challenges of career plateau and assess how to handle them.

OBJECTIVES OF THE STUDY

- To study the present scenario of the teachers among matriculation schools in Kanyakumari district in terms of career plateau.
- To study the factors leads to the career plateau among the teachers of matriculation school in Kanyakumari district.
- To analyze the effect of career plateau among matriculation school teachers in Kanyakumari district.
- To examine the various strategies of managing the career plateau.

RESEARCH DESIGN

A research design is solitary that has the attribute of the issue visibility, particular system into collection and examination, schedule involve for investigation forecast and approximate of outlay to be sustained. A research design is entirely and solely the structure or scheme for the learning that escort the group and examination of the information for the coterminous learning the exploration is illustrative in complexion.

DESCRIPTIVE RESEARCH

Descriptive research is the learning that is anxious with relating the attribute of a specific discrete or category. The

opening in detailed learning is to define the aspiration with acceptable care to assure that information possessed is admissible. Descriptive study cause adoption of audit approach in that questioners are worn for gathering the report.

PILOT STUDY

The pilot study was conducted 30 school teachers randomly selected in Nagercoil Educational district using a structured question. Cronbach's Alpha reliability test was used to test the reliability of the schedules. Cronbach's Alpha reliability value was found to be 0.605 which shoes that is dependable due to the fact that the estimation of alpha is more than 0.6.

TOOL FOR ANALYSIS

Chi Square test

The test is too plotted the in valid thesis in which there is no alliance or connection among the unconventional and the conventional volatile. The chi square test is unknew in the research to examine any analytical volatile (unconventional) have and consequence on the result of the achievement and the results of contentment. It is a statistical tool for determining whether two variables are dependent of one other. The chi square test for independent examines whether knowing the value of each variable helps to estimate the value of anther variable. The chi square test is too designed to the null hypotheses that there is no association or relation between the independent and dependent variable.

Factors of Job Performance among the Years of Experiences

Null Hypothesis (H_0): there is no significant association between the experience of the respondents and job performance satisfaction.

Alternative Hypotheses (H_1): there is a significant association between the experience of the respondents and job performance satisfaction.

Table.1. Chi – Square test for Factors of Job Performance among the Years of Experiences

Particulars	Chi – Square value	p value	Inference
I complete my assigned duties	30.198	0.173	Not Significant
I fulfill my job responsibilities specified in my job description	35.645	0.000	Significant
I perform all the tasks expected from me in time	89.997	0.000	Significant
I neglect aspects of my job that I am obligated to	30.262	0.173	Not Significant
I persist with enthusiasm while completing my work	50.053	0.000	Significant

Source: Calculated Primary Data

From the above table, in the case of experiences of the respondents and the factors of job performance "I fulfill my job responsibilities specified in my job description, I perform all the tasks expected from me in time, I persists with enthusiasm while completing my work" the null hypotheses is rejected at 5 percentage level of significance. Since the 'p' value is less than 0.05. Hence it is concluded that there is a significant association between experience of the respondents and factors of job performance.

Factors of Job Satisfaction among the Salary

Null Hypothesis (H_0): there is no significant relationship between the salary of the respondents and job satisfaction.

Alternative Hypotheses (H_1): there is a significant relationship between the salary of the respondents and job satisfaction.

Table.2. Chi – Square test for Factors of Job Satisfaction among the Salary

Particulars	Chi – Square value	p value	Inference
I am interested with the work of teaching itself	45.285	0.000	Significant
I am satisfied with my salary level	65.283	0.000	Significant
I proud to be teacher	5.337	0.804	Not Significant
I am interested in developing skills related to job	37.157	0.000	Significant
I am satisfied with my colleagues	25.067	0.015	Not Significant

Source: Calculated Primary Data

From the above table, in the case of salary of the respondents and the factors of job performance "I am interested with the work of teaching itself, I am satisfied with my salary level, I am interested in developing skills related to job" the null hypotheses is rejected at 5 percentage level of significance. Since the 'p' value is less than 0.05. Hence it is concluded that there is a significant relationship between salary of the respondents and factors of job satisfaction.

FINDINGS

Majority of the respondents are female teachers and only certain of them are male teachers. Plenteous of the respondents are married teachers and some of the respondents are unmarried teachers. Reasonable respondents are less than 25 years, Moderate of the respondents is between 25 – 35 years, not many of the respondents are between 35 – 45 years and a few of the respondents are of above 45 years. Some of the respondents are D.T. Ed, Not many of the respondents have U.G.B. Ed, Moderate respondents have P.G.B. Ed and Reasonable respondents have others. Some of the respondents are less than 3 years, not many of the respondents are between 3 – 9 years, and Reasonable respondents are between 9 – 15 years and a few of the respondents are above 15 years.

Most of the people agree to job responsibility has increased irrespective of career growth. Moderate people agree that they have been same level for too long to their career. Average of them feels that promotion opportunities have been limited. Majority of the people agree that teachers not get easy promotion to higher position. Most of the people agree that they are interested with the work of teaching. Majority of the people not satisfied with their salary level. Many people strongly agree to interest to developing skills related to job. Most of the people ready to change organization in order to chance for promotion. Some of the people agree to definitely quit their job. Most of the people agree that stress is influence their job performance. Moderate of the people agree to organization provide activity for stress relief. Most of the people agree that they have some health problem related to the stress at work. Majority of the people agree that they feel that they are unable to develop their skills due to their job stagnation.

Findings Related to Chi – square test

From the chi – square analysis the researcher finds out the case of experiences of the respondents and the factors of job performance. "I fulfill my job responsibilities specified in my job description, I perform all the tasks expected from me in time, I persists with enthusiasm while completing my work". Teachers are not just exports who implement the educational ideas and approach others, but rather by their experience they able to think about and search for solutions when they face new problems. By seeing this we can say that there is a significant association between experience of the respondents and of job performance.

The researcher finds out the case of salary of the respondents and the factors of job performance "I am interested with the work of teaching itself, I am satisfied with my salary level, I am interested in developing skills related to job". The wage an employee was offered can have a great influence on his career fulfillment in the organization. The employees see it as the valuation of his performance. Thus, there is a significant association between salary of the respondents and of job satisfaction.

The researcher find out in the case of age of the respondents and the factors of job performance "I complete my assigned duties, I perform all the tasks expected from me in time, I neglect aspects of my job that I am obligated to, I persists with enthusiasm while completing my work". The performance of aged professionals will be lower than the young professionals and also aged professional are less adaptable and flexible and they resist change. But the new workers may seek social interactions for information and for better performance. Thus, there is a significant relationship between age of the respondents and of job performance.

SUGGESTIONS

Professional for thinking that, they have limited opportunities for promotion. It was suggested that the candidates should keep themselves regularly aware of latest information and this kind of skills is needed for their career development and also for their organization.

After all the busy and the extra time played, if your effort is not sustained the right accolade then it is an intimation of staying in the same level for too long in one's career. Having their regular role and being in the same profession with very low wage affect your career enhancement. It is suggested that by improving your talent you can satisfy the organization that leads you to earn up and also leads you to a higher position. Keep in mind that to become a specialist in one's career it takes a time and it is suggested that to put same amount of effort to shine higher in your career.

Stress on the career will interfere that your work performance, health or personal life, it is not important that how stressful your job is. There are many suggestions that you can follow to reduce the stress and maintain control at work. It is suggested that share your stress to someone who is very close to you. Also have a strong support at work can help you from the negative effects of career stress. They are very important in managing stress in all areas of your life. Also maintaining your health with good food and exercise helps you to be strong and more flexible to stress. Improving the quality of your sleep also make a great change in managing stress. Finally organize your work and have a good time and task management.

To counter the impact of career plateau on teachers, job satisfaction, intention to quit, job performance among teachers, and several recommendations were made. Firstly, it was suggested that teachers should be promoted regularly and there should be fairness in the promotion process. Promotion was majorly suggested to counteract the negative effects of career plateau such low motivation and less commitment of teachers, job dissatisfaction and low job performance. It was suggested that the promotion process could be improved through formulation of better promotional policies. Secondly, it was suggested that the remuneration of teachers should be improved. It should be noted that promotion of teachers could also lead to increased salaries since teachers are paid according to the various job groups.

CONCLUSIONS

From the findings of this study, the following conclusions were made based on each objective of the study. Career plateau leads to low motivation and less commitment of teachers.

Career plateau leads to low job satisfaction among the teachers. Career plateau affect teacher's turnover through a lower extent, which does not highly contribute to the teacher's intention to quit. Career plateau affect the job performance in that teachers lack Eagerness and dedication in performing their duties. These studies are significant in that they will make the educational policy makers and come up with measures of career plateau so as to reduce its impact of career plateau.

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