



ORIGINAL RESEARCH PAPER

Commerce

“THE REALITY OF THE TEACHING PROFESSION”

KEY WORDS: Knowledge, Problems, Remedies, Teachers

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ABSTRACT

When we were kids we wanted to be a teacher in our future simply because we thought teacher is the best person in this world next to our parents. When we came to college again we wanted to pursue teaching as our career because we thought teaching job is a very simple job; just spread knowledge. Now, that we are actually in the teaching profession we realize that, it's not as simple as it looks. A teacher life is like a roller coaster with lots of ups and down and it's not easy. Through this paper we want to find out the problems faced by the teaching profession and to suggest remedies to make their life better.

Introduction:

Teachers are said to be the second parents of every child. A teacher has to be a mother, a friend, a guide, a support; a leader etc. a teacher shapes the life of a student. Thus, a teacher has to take up different roles to fulfill her professional goals. They have to give preference to a student's emotion rather than their own. They cannot show their negative feelings or lose their temper because it might have an adverse effect on the students. The question here is teacher motivated enough to motivate their students. There are a lot of practical problems which they face which might result in the poor quality of teachers then in this paper, we want to study the teacher's life and suggest educational institution to improve the quality of the life of teachers.

Literature Review:

Gupta (1998) the author emphasises on the importance of the education. He says that it plays a very important role in human society and its progress and in 21st century a teacher has to be a nonstop learner to play his/her role effectively. He /she needs to keep learning. The role of the teacher depends to a large extent on his/her social status. An underpaid, resource less teacher play an ineffective role in social transformation. So it can be said that a teacher is recognised for their work and rewarded they will work with more competency and dedication.

Saran (2012) teaching is one of the oldest professions of the world and is the mother of all professions. Teaching occupies a fundamental position in development of any nation. It also helps transfer the society but unfortunately this profession has not been given due importance because of which there might be no development in the Nation. A good education to teachers helps in improving the quality of education to the students which in turn will help to develop the nation and the world.

Khare (2008) the writer analyses the importance of a teacher in reconstruction of education system. In India a teacher is considered to be a supreme God but in the present day this profession has lost its ancient value. But the society will pay heavily if it stops to hold the teacher in high esteem. A teacher is entrusted with the duty of moulding the character and personality traits of the child. A teacher makes the child achieve higher quality of life. So it is very important that the quality of the teacher's life also should be improved.

Objectives:

- To study the problems faced by the teachers in work place.
- To find out actual working condition.
- To suggest measures.
- To develop the better relationship with students.

Research Methodology:

To realize the objectives of the study, a direct interview is conducted on selected teachers in the Mangalore Region. Both the primary and secondary sources are used for the collection of

data. We have used the random sampling method. The study being a descriptive in nature, an attempt is made to understand the working conditions and the problems faced by the teachers in their professions. The study focuses on the few selected customers in Mangalore city limit.

Findings:

- Almost all the teachers are happy with their jobs only a handful of respondents replied that they are not happy in their profession.
- When it comes to the provision of facilities to the teachers' it is very sad that 40% of the teaching fraternity do not receive any facilities at all. And a mere 10% respondents receive facilities like overtime payment and encashment of leave and the remaining 50% receive the PF facility it is a pathetic to note that 50% of the teacher respondents are not even given the PF facilities.
- When it comes to the involvement of the teachers in the decision making process only 34% respondents replied that their suggestions are considered and 22% of the respondents informed us that their suggestions are not considered for the decision making process and majority of 44% respondent's suggestions were sometimes given consideration and sometimes not. This tells us that the institute does not value the suggestions made by its teaching staff.
- Most of the teachers prepare for their classes even after going home which means their job is not just 9 – 5 but also extends further. They invest a lot of time in improvising their knowledge so that in turn they can improve the knowledge of their students.
- Majority of the respondents were not given to handle the same subjects every year which makes it harder for them to prepare for the classes and there are less chances of their mastering one particular subject.
- 80% of the respondents are satisfied with their pay scale and only 30% of the respondents were not happy with their pay scale and they expected increased payments.
- Majority (77%) of the respondents responded that all the faculty members in their department were given equal opportunity for development whereas the remaining 23% respondents felt that equal opportunities were not provided to all the faculty members and sometimes they were treated partially.
- Surprisingly 80% of the respondents informed us that there were no development programs for the teachers in their institute only 20% institutes have developments programs for their teachers which means the institute dose not considered developing teachers mind is as important as developing students minds.
- It is happy to know that almost all the respondents responded that when face with the problem of student's management always supports them provided that they are on the right side.
- 70% of the institutions does not organise any competitions events or sorts for the teachers they feel these activities are

only meant for the students thankfully at least 30% of the institutions believe that overall development of the teachers is as important as the development of the students. Hence, they organise competitions, events and sports for the teachers.

Suggestions:

- 1. Better pay: Monetary motivation is the best form of motivation. It's a well known fact that the pay of the teacher is really equal to peanuts. Thus the salary scale of the teachers should be increased.
2. Disseminating information: One day every week, all the teachers have to gather together for approx one hour and should discuss the current events. All the teachers have to share their knowledge. This will lead to increase of the knowledge as well as healthy discussion which sharpen the teachers mind.
3. Encashment of EL and CL: As a motivation factor the leaves like earned leave, Casual leave, sick leave should be provided to all the faculty members' right from the joining date and there should also be a provision wherein the leaves which were not used should be encashed.
4. Reducing domination: Usually we see the seniors dominate over the juniors in different ways like, they are not involved in the decision making, favoritism, no freedom, taking the credit for work done by others, de-motivating etc. so, the management and higher authorities should regularly take feedback from all the staff as well as their suggestions should be taken into account and they should be involved in decision making process.
5. Equal opportunity to develop: The birth rights every teacher to gain knowledge and develop their skills. There are lots of opportunities or occasions like paper presentation, attaining seminars, being a resource person, judging events etc. but unfortunately most of the teachers are not given these opportunities because of the selfishness or superiority of the senior or higher authority. Thus, the management should see to it that equal opportunities should be given to every teacher irrespective of their seniority so that everyone can develop their skills.
6. Provision of facilities: Every institute should provide facilities like provident fund, ESI, overtime payment, gratuity, canteen facilities with subsidies food, clean and hygienic washrooms etc.
7. Activities for teachers: All work and no play make Jack a dull boy. Similarly teacher is always involved in intellectual work. So, to freshen their minds and body institute should conduct some activities or competition or games other than the circular. This will develop them physically and mentally.

Conclusion:

Teaching is said to be the noblest profession and also termed as the mother of all professions. But in reality a teacher job is a most complex job wherein both her mind and heart should be distributed among thousands of students. Teacher plays innumerable roles in a child's life and to fulfill these roles they should always have the urge to conquer knowledge, patience, wisdom etc. thus it is a duty of the institute or management to provide required facilities and provide opportunities for development. It is important to keep the mobility and integrity of the noblest profession of the world.

Questionnaire

Dear Respondents,

We ; Mitchell Dias and Seema Pereira are conducting a survey on, "The reality of the teaching profession", We request you to kindly give us your valuable time to this Questionnaire. We assure you that the data provided by you will be kept confidential.

- 1. Name :
2. Age :
3. Gender :
4. Are you happy with your job?

- a) Yes b) No
5. Are you provided with the facilities ?
a) PF
b) ESI
c) Overtime pays
d) Encashment of leaves
6. Are you involved in decision making process by the management?
a) Yes
b) No
c) Sometimes
7. Do you prepare for classes after going home ?
a) Yes
b) No
c) Sometimes
8. Is there any changes in the subjects handled by you every year?
a) Yes
b) No
9. Are you satisfied with your pay scale ?
a) Satisfactory
b) Dissatisfactory
10. Is equal opportunity is given to all the faculty members for development?
a) Yes
b) No
11. Are there any development programs in your institute?
a) Yes
b) No
12. When faced with the problems of students does the management support you or students?
a) Teachers
b) Students
13. Do the institute organize any competition, events or sports for the teachers?
a) Yes
b) No
14. What are the different problems faced by you?
15. What is the best thing you like about your job?
16. Suggestion:

ThankYou

Signature

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