



**ORIGINAL RESEARCH PAPER**

**Education**

**WORKING ENVIRONMENT AND ITS EFFECT ON TEACHING EFFICIENCY OF PRIMARY SCHOOL TEACHER**

**KEY WORDS:** Environment, Education, Administration, Quality

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**ABSTRACT**

Education is essential for every human being for expression of inherent potentialities and to solve day to day problems successfully. From ancient time teachers are playing very important role in imparting education to students. They are also responsible for bringing needed social change. Success in teaching depends on ideal teacher, active and discipline students and a suitable environment. Now days it is seen that the teachers working environment is not supportive due to which their teaching is affected resulting low achievement of the students. The article is about identifying the major working environmental problems and showing how they are responsible for ineffective teaching. The article is also suggesting some remedial measures to solve these problems.

**INTRODUCTION**

“Education is the most powerful weapon which you can use to change the world’ Nelson Mandela.

Just like food and shelter, education has become basic necessity of life. Educated mind means a open and healthy mind.

Education is a life long journey for every person. From childhood to young age, education never leaves your hand. It walks side by side. To become successful and to make a good carrier, one has to be well educated. Need of education is like watering a plant, one of the important nutrients. If you avoid watering your life, you'll grow but will back in capabilities and fruits of life.

The Following are some reasons why one is required to get educated.

1. To broaden the horizon of your thoughts, views and opinions, one must get educated.
2. Education is required to make the society civilizeazd.
3. Education opens your eyes about how world works and hot to face drastic negative social situations.
4. Technical advancement of science and technology is one good example why education is required.
5. Education gives you a general idea how to live life respectfully and as best as you can.
6. More awareness about healthy life style.
7. Good education means good job in future.
8. Better quality of life.
9. Educated people are placed at better positions.
10. Education enhances problem solving skills and an educated person can handle any situation in a positive manner.
11. Educated families live their lives happily and understand more that how important education is.
12. Education is a means to alleviate poverty in a developing society.

As education leads to individual development, such development automatically helps in social development.

One has to take education as an important necessity of life and to survive in this competitive world. Because without education you'll feel like an empty shell.

**Primary education**

A primary school is a school in which children receive primary or elementary education from the age of about five to twelve, coming after pre-school and before secondary school.

Primary stage is often considered to be the first stage of entire super structure of educational set up in India. It is the primary stage where foundation of child's physical, mental, social, emotional and intellectual development is laid.

'Till independence there was no scope for development of primary

education, but after independence, the people as well as the government of India understood the necessity of primary education and has given stress on establishment of primary schools.

**Working Environment**

The working environment is the totality of conditions under which a person or a group of persons works or performance his/her duties working environment can be in form of physical environment, human environment and relationship with colleagues and administrators, interaction within the system and the general area of the work climate.

**Factors effecting primary school teachers performance.**

There are so many factors effecting performance of primary school teacher. Some important factors are illustrated below.

**Physical Appearance of the school**

School environment should be clean enough to attract even the most unwilling students. Most of our primary schools are very poor and discouraging. Classes are locally made, there is no latrines, laboratories, libraries and desks. Students are not happy with unpleasant appearance of the government primary schools.

**Human environment**

The human environment has to do with the relationship with colleagues, administrators or school as well as the staff of the ministry of education who are the supervisors. Most of the time, school supervisors look down on the teacher on the field any they do not work in cooperative efforts to achieve the goals of the education industry.

**Relationship with other people and colleagues**

The teachers relationship with their colleagues and other people can also influence their level of performance. The close the positive relation between teachers communities and other education stake holders would reduce the challenges that teachers faces on performing their teaching activities.

**Political Environment**

When local government are from the opposition party. Sometimes they discourage some directives from the control govt. and other bodies which in turn lead to poor implementation of the policies.

**Income and Employment as work environment**

When the income earned by the workers is good it will increases the sense of job security and long-term commitment of the teachers. When the teachers have underpaid the level of commitment is reduced.

**Work and living environment of teachers**

The ministry of education and culture (2001), in a section entitled the “service and working environment of teachers” discussed the importance of teachers job satisfaction, irregular salary payment for teachers, lack of proper housing for teachers, the law status accorded to teachers, inadequate teaching facilities and the need to enhance professional and individual welfare of teachers.

The overall quality of the environment in which teachers live and work has powerful influence on level of job satisfaction and motivation. In Odisha the work and living conditions for many teachers are poor, which tend to lower self esteems and in general de motivating.

**OBJECTIVES OF THE STUDY**

1. To identify the influence of working environment on teaching efficiency.
2. To know the causes why teacher of primary schools are facing problem of adjustment and teaching in the school environment available for them.
3. To study the working environment of primary school teachers.
4. To study the physical facilities of school like school building school size etc.
5. To study critically the residential communication and social administrative problem of primary school teachers.
6. To collect information about service condition of the teachers like salary structure, transfer pattern, workload, retirement benefits etc.
7. To study the status of the teachers in primary school.
8. To investigate the availability of teaching materials in primary schools.
9. To identify the problem of primary school teachers related to working environment of Sohela Block.
10. To study the school community relation.
11. To suggest remedial measure to improve the working environment of primary school teachers.

**Research Methodology**

There are 200 primary school in Sohela Block of Bargarh District (Odisha) for the study the researcher had chosen 20 school by simple random sampling methods. Further 20 teachers and 20 students from each school were selected by using simple random sampling methods. Both primary and secondary data were collected. For primary data the researcher had used questionnaire method and for secondary data collection the researcher had followed different books, textbooks, journals, literature review, internet etc. Data collected were analysed qualitatively and quantitatively. The summarisation, coding and analysis were based on statistical package for social science. Before actual analysis data cleaning and data coding were done. All issues related to research ethics were taken into account to ensure that guidelines and procedures were followed according to research protocol in place.

**MAIN FINDINGS**

From the study it is found that in primary school of Sohela Block 60% teachers are male and 40% are female. In age classification it is found that 35% were between 31-40 years and 15% belongs to 51-60 year. Maximum respondents were under married categories. 85% teachers were married and only 15% were unmarried. In the field of professional qualification 50% are trained graduate. In teaching experience field it is found that 45% respondents have 10 years of teaching experience, 35% were under 5-10 years of experience, 20% have below 5 years of experience. In teaching interest filled it is found that 80% teacher have interest in teaching and 20% have chosen this profession due to lake of other employment opportunity.

In the study area 55% students are female and 45% are male. 11% respondents were agreed that their working environment support them to cover the syllabus. Whereas 09 respondents were not satisfied in their working environment. Out of 20 schools only 09 school have adequate no of students classroom.

There is in sufficient chairs and tables 90% school. In 50% school there is no adequate no of taxtbooks. Attractive office and washroom are not available in 90% school. In 85% of schools there is no adequate houses for teaching and non-teaching staff. Everyday 65% teachers travel more than 3 km to reach their school.

In 70% schools there is no social service facility. 55% teacher are not satisfied in present paid salary. In 75% school there is need of more peons. In 80% school there is good relation between society and school. 85% teachers viewed that inspectors and educational officers are not properly solving school related problems.

65% teachers are not getting proper transportation and communication facility. According to some teachers misutilization of Govt. fund, in proper planning, lack of psychological knowledge, lack of good relationship between school and community are the causes of poor working environment. Some teachers come late and dispatching earlier. So they are not taking first and last classes. In school where there is need of teacher they are maintaining with untrained temporary teacher. After school hour some teachers are engaged themselves in private tuition to supplement there salary.

70% teachers are not utilized information technology. According to 80% teachers present education system is going to be corrupted. In 60% school there is need of more study materials. In 80% school of Sohela Block there is need of electricity facility. In 75% schools there is no separate classroom. There is no special fund in 35% school. According to the information of maximum teachers there is need of in-service training, ICT to make teaching learning effective, easy, enjoyable. 60% students informed that some of their teacher coming late some times. 40% students informed that some of their teacher are not bringing books at the time of teaching. According to 50% students sometimes parents behave roughly to teacher in parents teacher meeting. 75% students informed that there is no required no of classroom in their school. 80% students replied that there is no housing facility for the teacher in their school. 65% students informed that there is limited teaching learning materials in their school. 80% students informed that there is no separate quarters for the teacher. 60% students informed that they are not getting notes from their teachers. Because their teachers always busy in others activity.

**RECOMMENDATION**

1. The govt. must provide free quarters within school campus to avoid the residential problems.
2. Separate library rooms should be opened in each school.
3. Computer education should be given in primary schools and well trained computer teachers should be appointed.
4. Adequate number of peon should be appointed in primary schools.
5. All schools should be electrified.
6. The primary school should be provided with special text books and other study materials.
7. Teachers should be avoided from politics.
8. The government must provide salaries and other payments regularly.
9. Due provision should be made in order to maintain a better administration and supervision in the schools.

**CONCLUSION**

Success of democracy depends on education of the citizen. Indian government is taking various steps for the universalisation of primary education, till we are unable to achieve cent percentage result due to various problems relating to successful implication. There is also a problem in providing quality education. To some extent we are increasing our level in extending quantity education but progress depends on qualitative education. Primary education is the root for higher education. If it is strengthen then automatically higher education will be successful. There are some working environmental problems due to which primary teachers are unable to provide quality education. They are just maintaining formalities. The above discussed problems must be solved through governmental initiatives or suggestion from educational research conducting in this field.

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