
“IMPACT OF DEMOGRAPHIC VARIABLE ON COLLEGE CLIMATE OF TEACHERS WORKING IN HIGHER EDUCATION DEPARTMENT”

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ABSTRACT

The aim of present paper was to explore the Factors and Impact of Demographic Variable on College Climate of Teachers working in Higher Education Department.

Methodology & Selection of Sample: To collect the data regarding College Climate Dr. A.K. Gaur College Climate Questionnaire was used. 40 Teachers of Govt. Degree College Samba was selected for the study. Z Scores, Mean, S.D. and t-test was used to test the hypothesis.

Findings: The findings of the study showed that there is significant difference between Gender on Physical and Administrative College Climate of Teachers.

Limitations: The study is limited to one district only and it only covered Govt. College of Samba District.

Keywords: College Climate, Organisation, College Teachers, Well-being Programmes.

INTRODUCTION

A teacher is a member of the society. A teacher plays his role towards society in two ways (a) inside the college by helping students for effective citizens and outside the college by performing the role of a social worker and an agent of social change. In the college he plays a vital role. In the words of Dr. E.A. Pires “he has to concern himself with the total development of the child and not only with one or two aspects. He must befriend him and help him in his emotional and social development. He must be a philosopher illuminating the way of this intellectual and spiritual progress. He must be his guide in his moral and aesthetic advancement.

In fact, he must be all things to all the pupils – a physician concerned about their physical health, a mental hygienist leading them carefully to sound mental health, a philosopher guiding them painstakingly in their search for truth, a moralist assisting and encouraging them to acquire goodness, an artist helping them to find beauty. In fact he must be a

minister ministering to their every need. Such a ministry calls, for educated service. It is the teacher who knows the background of the child, college, environment, handling behavior problems, providing material and equipment and preparing lesson plans and other necessary things in order to improve teaching learning process.

The role of the present day teacher in colleges becomes very challenging, stressful and multi-faced. Due to the explosion of knowledge and radical changes in the content of sciences and humanities and more over more strength in the classroom with poor infrastructure it is difficult for him to make his teaching effective.

- He has to follow the concepts like micro teaching, programmed learning, individualized instruction, teaching machines, and team-teaching etc.
- He must use mass media technology like power point presentation, edusat lecturer etc.
- He may be in a position to handle the children who comes from low-socio economic groups.
- In present day he has to teach his subject in vast manner. He cannot teach his subject in isolation.
- He must encourage students for work experience and community service. In present scenario, teachers working in higher education sector faces expectation, explosion of technology, explosion of work load, extreme stress and organizational stressors. But in today's scenario we hardly pay any attention towards teacher's contribution for successful learning.

The National Commission on Teachers II 1983-85; "In the eyes of the community recognition of professional competency and increase in the emoluments and benefits were the most salient factors that were expected to enhance the teacher's status". The Commission further noted "Professional Competence having an edge over the economic factor" was necessary to improve the status of the teacher (Aggarwal, 2010).

COLLEGE CLIMATE: Climate can be defined as a measure of perceived quality of interpersonal, academic and professional interaction between staff, administrators and students. Teachers and administrators play an important role in fostering the positive college climate. T. Raymount has said, "Teachers are not only the educators and schools and colleges are not only educational institutions". The other institutions though for good or ill, are unquestionably educational institution".

College is a social institution. It is one of the important formal agencies of education. It plays a significant role, in moulding the ideas, habits, attitude and personality. It is a platform where teacher mould his students according to aims & ideals of education.

According to S. Bala Krishna Joshi writes, “The progress of a nation is decided and determined not in the legislatures where passions and prejudices wrap judgment and initiate the laws that may be framed, not in courts where punishments more often harden, than reforms offenders, not in factories where men become mechanized and think of their individual interests instead of the common, no but in school where the minds of the future citizens are moulded, where the habits, attitudes and outlook of those that are of shape and preside over the destinies of the nation are formed.

REVIEW OF RELATED LITERATURE

Kartz and Kahn (1996) defined, “The climate is an organization which refers work progress, means of communication, reward, attitude of employee towards work, role of authority in the organization. So, College Climate is the workplace environment that implicit or explicit the performance of teachers.

Sharma, (1971), Rao & Metha (1973) Concluded that Indian School have intensive problems of measurement.

Schneider (1980) studied relationship between climate and service related issues. He explained that switching behavior was strongly related to climate perceptions. He also explained organizational dynamics have great impact on employee’s performance.

Nakra, (1971) opined that in India we had lack of well defined policies and mistrust, bullying and patronage in public sector.

In the words Ogburn and Nimkoff; “An organization is an articulation of different parts which perform various functions, it an active group device for getting something else”. If there is lack of congenial environment in the organization it will leads to workplace aggression and violence. Approximately 1.5 million Americans annually become victims of violence on the job it results into direct and indirect costs to the companies of more than 4.2 billion.

Employees spreading malicious rumors about coworkers, talking behind their back, and abuse towards other in organization this lead to workplace aggression. Workplace aggression, stress and overload and under load in the work effects the job performance of an individual.

OBJECTIVES

- To study the effect of gender on physical climate and administrative climate of teachers working in Samba district.
- To find out the physical and administrative College Climate status.
- To suggest wellness programme for the teachers as well as for the organization / colleges.

HYPOTHESES

- There is no significant effect of gender on physical climate of teachers working in Samba district.
- There is no significant effect of gender on administrative climate of teachers working in Samba district.

METHODOLOGY

In the present study descriptive survey method of investigation was employed.

SAMPLE

In the present study convenient sampling method was used.

There was only one Govt. Degree College in the Samba district of J&K State. Sample comprised of 20 male and 20 female teachers. Data was taken from 40 college teachers of Samba.

TOOLS USED

College Climate Questionnaire by Dr. Ashwani Kumar Gaur was used.

STATISTICS USED

Z scores, Mean, S.D. and t-test were used to analyse the data.

DELIMITATIONS OF THE STUDY

1. The data was collected from Samba district only.
2. The study was delimited to male and female college teachers working in Samba district.
3. Results were interpreted from two dimensions of College Climate Questionnaire i.e. Physical College Climate and Administrative College Climate.

RESULTS & DISCUSSION

While finding out the status of physical climate and administrative climate, Z scores had been obtained from the raw Scores. The Z Scores whose range was between +2.01 and

above falls under excellent climate. The scores whose range was between -0.50 to +0.50 fall under Average Climate and Z Scores -2.01 and below falls under very low climate.

Table – I

Total No. of Teachers	30% teachers were falls under excellent climate 5% teachers were falls under average climate
40	Only 5% teachers were falls under very Low Climate.

Table – II

Value of mean, standard deviation and t-ratio showing significant effect of gender on physical college climate.

Physical Climate		N	Mean	S.D.	df	t-value
	Male	20	101.7	5.60		
Female	20	92.2	7.22	38	3.96*	

*** Significant at .01 level**

Results of Table – II showed significant effect of gender on physical climate of teachers working in Samba district as t-value was significant at .01 level ($t=3.96$). Male teachers mean value was 101.7 and female teachers mean value was 92.2, so male teachers scores showed higher on physical college climate. Therefore, hypothesis there is no significant effect of gender on physical climate of teachers working in Samba district stands rejected.

Table – III

Value of mean, standard deviation and t-ratio showing significant effect of gender on administrative college climate.

Physical Climate		N	Mean	S.D.	Df	t-value
	Male	20	109.25	8.61		
Female	20	119.7	5.1	38	5.38*	

*** Significant at .01 level.**

Results of Table – III, showed significant effect of gender on administrative climate of teachers working in Samba district as t-value was significant at .01 level ($t=5.38$). Both teachers had higher mean scores but female teachers mean scores was 119.7 and male teachers mean scores was 109.25. So, female teachers were higher on administrative

Climate. Hence hypothesis, there is no significant effect of gender on administrative college climate of teachers working in Samba district stands rejected.

Institutions and Higher education department should imply wellness programmes for teachers as well as for organizations:

- Those Teachers who had higher performance, good delivery, command over subject matter and fruitful for the organization should be given appreciation in the form of rewards and awards.
- Research and Development activities should be promoted in the organizations.
- Employees should know best use of time management. Stress management and life skill sessions should be conducted in the organizations.
- There should be trust worthy relationships and integrity between Principals, Head of the Departments and Staff.
- Seminars, programmes and workshops & presentation programme should be organized by Human Resource Development and Academic Staff Colleges for the proper training of teachers.
- Yoga activities should be introduced in the institutions.

SUGGESTIONS

1. The study can be undertaken for other districts also.
2. More work can be done in this area by using different samples and sampling techniques.

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