

Why teaching is a preferred career for women?

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Abstract

A teacher is completely responsible for child's instruction programme in the assessment of his capacity providing new knowledge and evaluating as how much the child has learnt. Who has a positive attitude towards his profession can only bring the desirable change in the child. The establishment of good relationship between instruction and class is vitally important and determines whether the process of learning is going to be a cooperative effort, an uneasy alliance, on a cold war. Teaching is one of the common professions in our society. It is a life time profession and also due to the rapid explosion of knowledge and scientific invention, the attitude of teachers towards their profession is changing rapidly. This profession mostly suited one especially women. The over whelming preference among women for this job was due to silent approval of the society. Unlike other work opportunities like those offered by the IT sector, where women faced discriminations in promotions and associated stress due to job insecurity. Teaching in colleges required fixed working hours and provided equal opportunities in appointments and promotion avenues. Majority of the educated women in cities opted for teaching in colleges as it offered most of the prerequisites of a comfortable and a respectable work option.

Keywords: teaching, women, career, knowledge, preference

Introduction

The teachers are the key to the whole educational process. If the teacher is intellectually alive and socially concerned, he is likely to influence his students constructively. He is the architect of a harmonious society the all-round development of children depend much upon the professional competency and efficiency of teachers. The national council of teacher education (NCTE) document of 1998 stressed that teachers are the torchbearers in creating social cohesion and national integration by revealing and elaborating the secrets of attaining higher values in life. Hence we must be very careful at the time of admission of prospective. Teachers should select these individuals for training, who adopt this profession as their best choice, taking it as a challenge and not as a last resort after losing in other fields of life. He is the most accountable and responsible person of the society. He should feel the importance of his profession. He must be honest, devoted and dedicated to his profession. He must possess the essential zeal required by the teaching profession. He should be component and efficient enough to discharge his ultimate responsibilities towards various groups of society. Professional ethics demands that a teacher does not try to exploit school influence for private gains. If he does it, he signs his moral deaths warrant. A teacher should not select the profession to make his living because nothing else is available. It can be said that instead of being the source of learning experiences, teacher educator would be essentially a supporter, guide, innovator, organizer, researcher and facilitator. The NPE (1986) and review committee more popularly known as Ramamurthy committee (1990) identified some 'should' for a teacher. They have high academic competence, have competence in educational research, have broader understanding of the Indian society, have an integrated view of knowledge and the internationalist

role of education, have personality attributes like ability to think and work with a sense of independence, have to convince and catalyst people to lead them to creative and sustained action, have the capacity of mobilizing resources and work with different segment of society, have high motivation for need achievement and high interpersonal skills. As a whole, it can be said that a teacher has to perform four major roles. These four roles will be given in figure-1.

Role of Teachers

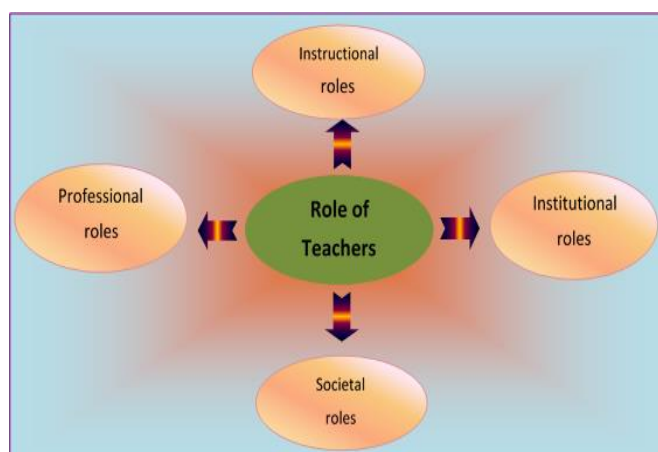


Fig 1

Teaching profession is regarded as the most important profession as its social values lie in its significance contribution to the development in the quality of life and betterment of the society at large. The profession of teachers prepares men to transform the present crisis thicken society in to future utopia.

UNESCO (1996) highlights challenges that are to be responded by teacher and teacher preparation. Teacher education must, therefore, create necessary awareness among teachers about their new roles and responsibilities. The word bank, united nation children’s international emergency fund too had claimed more recruitment of female teachers as women not only made good teachers at the lower levels but were even indispensable at the higher levels where the proportions of girls attending vocational school were on the rise. They tend to be more satisfied with their jobs as compared to male teachers.

Research design and Execution

Research design is actually a plan of action. Decisions regarding what, where, when, how and by- what means enquiry or a research study will be undertaken. In fact, the research design is the conceptual structure with in which research is conducted; it constitutes the blue print for the collection, measurement and analysis of data. Here the steps mentioned which are used in research designing which is helpful for the researcher to reach the conclusion. Why teaching is a preferred career for women? The steps of research design is as follows:-

Objective of the study

After discussion and description of the conceptual framework and related Literature the determined objectives are as follows:-

1. To study the causes behind preferring teaching as a profession by women in reference of their marital status.
2. To study the cause behind preferring teaching as a profession by women in reference to their working status.
3. To study the causes behind preferring teaching as a profession by women in reference to their qualification

Method of the study

On the basis of the objectives on nature of the Problem, the research has come to the conclusion that for the present Study, descriptive survey method. It provides information useful to the solution of the problem. According to E.L.WHITNEY: “The survey is in briefly a method of analysis is scientific and orderly from for defined purpose of given social situation of problem or population.” Survey method is an organized attempt to analysis, interpret and report the present status of social institutions, grouper areas. It requires an imaginative planning, a careful analysis and interpretation of the data, logical and skillful reporting of the finding. The techniques employed in survey usually are questionnaire, record studies and personal interviews recording scale, schedules etc. Considering the above feature of survey method as very useful, the researcher uses it for her study.

Sources of data

The sources of data in the present study are.

- Various working status women (working women and non-working women).
- Marital status (married and un- married women) 42
- Women who have different qualification. (P.G, U.G.,B.Ed. / M.Ed. and Secondary)

Population

Population or universe means, the entire mass of observations, which is the parent group from which a sample is to be formed. The sample observations provide only an estimate of the population characteristics. The term population conveys a different meaning than a traditional one. In census survey the count of individuals (men, women and children’s) is known as population. But in research methodology, population means the characteristics of a specific group. For the present study, populations are all the women who are teachers and no working of kashipur district (Uttarakhand). Therefore researcher selected them as the population of her research, to see their preference about teaching profession for women. The researcher select the this population because it fulfils the objectives of the study and the researcher wants to found that instead of Kashipur district is an industrial area and there were number of working women but rather than preferring other work why they were inclined more towards teaching profession.

Sample and Sampling

Sampling is indispensable techniques of behavioral research, the research work cannot be undertaken without use of sampling. The practical limitation, cost, time and other factors, which are usually operative in the situation, stand in the way of studying the total population. The concept of sampling has been introduced with a view of making the research findings economical and accurate. Sampling means selection of individuals has the equal chance to be taken in to the sample. There are various types of methods for selecting sample. In the present study the researcher has used purposive sampling method. The researcher has used purposive sampling method to select 150 women as sample in which 75 women are working and 75 women are non-working.

Table 1

| S. No. | Status | Total | Total |
|--------|----------------------|-------|-------|
| 1 | Working women | 75 | 150 |
| | Non-working women | 75 | |
| 2 | Married women | 97 | 150 |
| | Un-married women | 53 | |
| 3 | Post graduate women | 36 | 150 |
| | Under graduate women | 47 | |
| | B.Ed qualified women | 43 | |
| | Secondary women | 20 | |
| | | 150 | |

Tool to be used: To carry out any kind of research, one has to collect the information that is relevant to the research question. The varieties of research tools are developed to aid the researcher in acquisition of information or data. These tools are of varied types and are employed in distinct ways of collecting and quantifying the data. The nature of research question, objectives and hypothesis determine the selection of appropriate tools. If the researcher believes that an impersonal interaction will suffice for collecting information about the sample, she puts her question on the paper, submits this to respondents and asks them to place their answer on the given paper. This technique is known as questionnaire. “Questionnaire is a form, distributed through mail or filled out by the respondents under the supervision of investigator or interviewer”. As per the objectives and hypothesis of the

present research study, the researcher has constructed a self-made questionnaire of different items, containing three types of responses to get the information of teaching and all related aspects of it. This questionnaire in the present study, is a means of studying the situation of what, how, where and why as well as the how much and opinion. So to study preference for teaching among working and non working women's. The name of the questionnaire is Teaching Preference Scale (TPS). This scale covered some sections like some general information about teaching, social aspects for preferring teaching and some personal aspects related to preference teaching as a career by women.

Before the final draft of the questionnaire, the field experts were consulted to get their suggestion regarding the content and language of the items, in the questionnaire 35 items included and all the items related to teaching. The questionnaire is finalized.

Exemplar Item

Whether they make out time for themselves while working in teaching profession.

Researcher prepared a self-structured questionnaire *i.e.* Teacher perception scale (TPS) in which preferential scale consisted of three level *i.e.* agreed, undecided and disagreed for samples, as on the basis of this preferential scale they preferred one level as per the consideration of items given in questionnaire. After that researcher converted raw data into simpler and understandable form by putting tallies for each preference based on the items selected by samples and after that counted tallies and put frequencies for the same and than putting percentage analysis the data.

Nature of data

The nature of the data collected in the present study is quantitative.

Analysis Process

In this stage raw data was classified and analyzed according to the objectives of the present research work. The collected data is in numerical form, Data gathered from different schools namely, Gurunank School, saraswati vidya mandir, little scholars and Maria assemnata as per the sample size. In which teachers were provided with the questionnaire with filled it in front of researcher in the same way nonworking women filled the given questionnaire and required information collected. Therefore the data analyzed through 'item analyses. The description, discussion and consolidation of the data have been presented based on item analysis. In this process, the data obtained from a questionnaire. It has been presented based on item analysis. In this process, the data obtained from a questionnaire. It has been used according to the objectives and so the presentation has been done differently. Statistical is a mathematical technique or process of arranging, analyzing and interpreting numerical data. Since the researcher yield the quantitative data, statistics is a basic tool of measurement and evaluation. Following statistic has been used for analyzing the data in the present study. Under descriptive statistics the researcher has used percentage for the analysis.

- **Percentage:** percentage is a short form of the Latin expression "per centum" which means "by the hundred" the expression of the data in terms of percentage is one of

the simplest statistical devices used in the interpretation of the data. The formula of percentage is - Percentage: - secured score/ total score * 100.

With the help of self-structured questionnaire quantitative nature of data was collected, analysis of collected data is analyzed in several steps;

Step 1: According to working status of women their preference for each item was based on agreed, undecided, disagreed separately by converting frequencies into percentage by given formula of percentage *i.e.*

Percentage of frequency for each item

Women preference = preference of women / total no. * 100

Item wise working women

(Note- Same percentage was taken for non-working women also)

Step 2: According to qualification of women their preference for each item was based on agreed, undecided, disagreed separately by converting frequencies into percentage by given formula of percentage *i.e.*

Percentage of frequency for each item

Women preference = preference of women / total no. * 100

Item wise P.G. qualified women

(Note- Same percentage was taken for U.G. qualified, B.Ed qualified and Secondary qualified women also)

Step 3: According to marital status of women their preference for each item was based on agreed, undecided, disagreed separately by converting frequencies into percentage by given formula of percentage *i.e.*

Percentage of frequency for each item

Women preference = preference of women / total no. * 100

Item wise married

(Note- Same percentage was taken for un-married women also)

After tabulated the data frequency has been given to the respective items after that researcher done percentage analysis.

Research Procedure

According to developed research design, the researcher started the research work. The tool that is the questionnaire was developed keeping in mind the various factors. The researcher developed TPS (teaching preference scale) according to the objectives. Then the researcher contacted these schools's principal to get their consent for the administration of the tool. The researcher obtained the authority letter from the dean faculty of education of Banasthali University. So the principals would allow her to administer the tool. The tool was reviewed, revised by the field experts (experience educanistics) and modified accordingly (the experts being the members of faculty of education banasthali university). For administration of the tool, the researcher went to the kashipur district. Before administrating the tools, which is a questionnaire, on the specified sample, the researcher approached the principals of the schools. Researcher discussed in brief about the dissertation, being a part of M.Ed. curriculum, further told about the objectives of the study which would be achieved after the collection of the data. When the researcher approached to the principals of schools firstly they denied as she was busy in conducting pre-board examination. After

building rapport and told about the research purpose all the principals of the specified schools granted their permission for the administration of the tool. But while approaching teacher they were also busy in some or the other task so to remove this constraint researcher went to all the schools at the time of common gathering in the afternoon. The administration process was held from 2nd march to 6th march, 49 2011. Some were suggested to fill the performas by researcher herself; they just provide the necessary information *i.e.* back ground information. But after requesting them and told the purpose of research they agreed for their contribution. It was a tough task to get performas filled by non-working women as the researcher firstly provided all the necessary information regarding her performa and for this purpose roaming so many places. Researcher also went to the selected hours in the evening for collection of data from non-working women's. Some were denied to fill the performas due to time constraint as they were busy in household chores. But finally, they ready to get performa filled. At some places researcher had to filled the performas by her own just taking the information from women as they were busy in other task simultaneously. For finding the preference of the working and non-working women's for teaching profession the entire questionnaires were distributed among all of them, firstly the researcher established a good rapport with them. Then requested them to fill questionnaire and gave the instructions about how to fill up the questionnaire which was already mentioned on the questionnaire? So for gathering information researcher visited the Maria school, kashipur and went three consecutive days to collect data from schools and similarly, she went to other three schools that are (saraswati vidya mandir, Gurunank School, Maria asamta and little scholars) for other four consecutive days and researcher also went different houses to collect data from non-working women at kashipur for other two days. Obtained data has been analyzed using item analysis techniques on the basis of statements given in questionnaire and conclusions have been drawn.

Consolidation

The researcher could draw an overview from the thirty five items, related to preference for teaching as a profession; women have different perception regarding the teaching profession. Some items operate as supportive forces while others operate as hindrance. There is percentage wise difference shown by the women in their preference for these force as supportive or hindrance. Mostly large percentage of women have shown positive preference for factors like while attached with teaching learning knowledge get updated, while teaching students self-satisfaction received, this profession helpful in the personal development. Teaching profession is respectful job in society and this profession is considered noble one by society. Some women have shown negative perception. For adopting teaching as a profession there is a family pressure on them, women adopt this profession due to family tradition. This profession can be adopted without teacher-training from the above items women's' were completely agreed while it has been cleared that for some item they are disagreed also.

Conclusion

There is percentage wise difference shown by the women in their preference for these force as supportive or hindrance. Mostly large percentage of women have shown higher preference for factors like while attached with teaching learning knowledge get updated, while teaching students self-satisfaction received, this profession helpful in the personal development. Teaching profession is respectful job in society and this profession is considered noble one by society. Some women have shown negative perception. The research provides valuable insight in to the field of teaching and the women teachers. Moreover, for adopting teaching as a profession there is a family pressure on them women adopt this profession due to family tradition.

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