A STUDY OF ATTITUDE AND WORK COMMITMENT OF TEACHERS
TOWARDS TEACHING PROFESSION

Introduction:

“GURU BRAHMA GURU VISHNU, GURU DEVO MAHESHWARA,
GURU SAKSHAT PARABRAHMA, TASMAYEE SHREE GURUVE NAMAH.”

The Indian tradition accords the highest place of respect and status to the guru who is the remover of darkness, enlightens the individual and society and is considered to have wisdom coupled with spirituality. He is capable of leading humanity to divinity. The tradition of teachers of India and the indigenous education system of this country generated, created and disseminated knowledge and wisdom much ahead of others.

The Indian concept of Guru and Gurukul receives admiration from even those who are not fully familiar and aware of its philosophies, practices and significance. The transition from the guru to the teacher is an indicator of the change. Teachers are prime agents of the change.

There are several aspects of critical concern in the context of teacher and teacher education in India. Inevitable expansion and growth of school education system has enhanced the number of schools, institutions, teachers, teacher educators and other functionaries. As it invariably happens, large scale expansion often leads to dilution in quality when necessary precautions are not in built in the process of growth. Needless to say quality of teacher preparation, teaching and professionalism in teacher education have caused concern in the past couple of decades.

“The destiny of India lies in its classroom”- Kothari Commission

This implies that teacher, who is the organizer and the controller of the classroom is mostly responsible for the future of India. He is building future citizens of the country. As he moulds the children so the country will be molded. From this point of view, a lot of responsibilities lie with the teacher. Therefore, the teachers must be properly equipped to deal with the children. They should develop necessary knowledge, skills and attitude to perform their duties effectively. It is in this context that teacher training becomes most
important in any country. It is so worthwhile to raise some issues in this regard and think of their solutions.

The term quality is in itself a great virtue, the presence of which a person makes him a model for the whole community, the spark of it in a object makes it no less than a diamond and the essence of the virtuous term in work gives life to it. If this virtue is attached to the work of the teacher, then it signifies a great responsibility borne upon the shoulders of those who are nation builders, the architects of destiny, occupying the place just next to the Almighty.

It is firmly believed that quality teachers are the need of the hour if the country has to compete with the best in the world. A teacher has been worshipped and respected throughout human history because of his/her noble mission. “**Good education requires good teachers**”. Professionalism in teacher education refers to commitment to excellence.

Teachers are said to be the builders of nation. It is with this view that the **Secondary Education Commission** considered teacher as the most important factor in the contemplated national reconstruction. A teacher through an interactive process shapes the personality of the students and attempts to make them citizens. Thus he shares the responsibility of shaping the destiny of our country. A positive favorable attitude makes the work not only easier but also more satisfying and professionally rewarding. A negative unfavorable attitude makes the teaching task harder, more tedious and unpleasant. In addition a teachers’ attitude not only affects his behavior in the classroom but also influences the behavior of his student. Moreover effective and productive learning on the part of the pupils can be achieved by employing teachers with desirable attitudes by shaping their attitudes in the desired direction.

**The Indian Education commission (1966)** described teacher as one of the most important factors contributing to the national development. He is the pivot around which all the educational programs such as curriculum, syllabus, textbooks evaluation etc rotate. The best system of education may fail to achieve the desired ends in the absence of sincere, competent and professionally aware teachers. **National Policy on Education (1986)** rightly stated, “No people can rise above the levels of its teachers”. As a person imbibes, interprets and disseminates the relevant items of culture and traditions of the
past, he creates new knowledge, promotes innovations, critically appraises the past and its traditions and cultures sifts the grain from the chaff and strengthens social and economic fabrics of the nation. Education is basically the influence which the teacher exerts on the students entrusted to his care. Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher.

Development of the country requires a high rate of production and fullest possible utilization of both human as well as material resources. Nowadays, there is however a general feeling that the teachers do not have proper attitude and commitment in their job. There seems to be growing discontentment towards their job as a result of which standards of education are falling.

Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. Higher academic and professional qualification of the teachers, no doubt can raise the standard of education as well as of nation, but dissatisfied teachers in spite having a good and sound academic career and professional training, will do much harm than good because they will neither work wholeheartedly nor will they try to contribute anything to education.

The quality of the teacher, his general and professional education, knowledge and interest, personality, character and attitude towards work and pupils are highly significant in the total educational situation. A teacher is an individual who knows how to deal different situations in a professional manner; competence comes in the way how the teacher handles his roles both in the classroom and outside the classroom.

It is sometimes presumed that success of a teacher depends in part on the ability of the teacher to get along with the pupils in interpersonal relationships. There is also another assumption that a successful teacher is the one who is to some degree satisfied with teaching as a profession. Teaching profession demands a clear set of goals, love for profession, good interpersonal and intrapersonal skills and obviously a favorable attitude towards the profession. As teachers they will be required not only to acquire proficiency in planning of the lessons and delivery but also must have good personality and good attitude towards their teaching.
The researcher feels that the future of the country lies in the hands of the teachers. They are responsible for molding the students as true citizens by inculcating the right values in their minds. This is possible only if the teachers have a positive attitude towards the students and only if there are truly committed to the profession. Hence the researcher feels that some studies have to done at the grass root level i.e in the school teacher’s attitudes and work commitment which they show for their profession.