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RESEARCH ARTICLE

MENTAL OUTLOOK OF TEACHERS TOWARDS THEIR JOB

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ABSTRACT

Teachers play very important role in the growth of nation. Destroying any nation does not require the use of explosives it only requires decline in the quality of their education system. The quality education is closely related to the integration of any country. The disintegration in the field of education is the disintegration in the growth of the county, which can be directly affected by the mental outlook of the teachers. Outlook of teachers depends on various constraints that may include job satisfaction, working conditions, job security, motivation and autonomy. These factors directly affect the outlook and attitude of teachers towards their work. Teacher's positive outlook has been found one of the very important variables related to positive teaching which is required to satisfy the students and impart quality education. The present study is conducted to pick out the constraints that affect the mental outlook of private teachers positively towards their job. This research was based on 260 employees belonging private teaching sector that includes professors, associate professors and assistant professors from different organizations of Delhi/NCR. Data analysis was conducted through descriptive and inferential statistics, correlation and regression analysis.

KEYWORDS

Mental outlook, Job satisfaction, Autonomy, Motivation, Quality education, Sustainable environment

1. INTRODUCTION

Mental outlook defines the psychological wellness of the person [1-4]. It is directly affected by the psychological, physiological and environmental activities around the person [5]. It reflects a lot of factors about the family and the working environment which leads to organization's growth and employee's satisfaction [5,6]. Improved technologies have changed the outlook of employees towards their jobs emphatically in academics, resulting in providing better space for teachers every moment [7]. It is also considered as the approach of the employee towards the issues encountered at his work place. It can be easily determined by the deep observation method and its statistical data can be obtained through the questionnaire made on focusing the constraints that are associated with the mental outlook. The constraints influencing it at academics may include Age, Gender, Educational Qualification, Marital status, Experience, Relationships at work place, Job satisfaction, occupational stress, working conditions, Job safety and security, motivation and Autonomy.

Outlook of the teacher is an important constraint to the educational organization, for organization's growth as well as for imparting quality education for the welfare of nation and organization [8,9]. The paper would consider following headings, bifurcated as:

- Provides the constraints that affect the mental outlook of the teachers towards their work. (Section 2)
- Provides an analytical study considering the measures picked for examining the mental outlook of teachers towards their job. (Section 3)
- Provides the correlation between the mental outlook and its various

constraints. (Section 4)

- Provides the outcome of the research gained on the basis of statistical analysis. (Section 5)
- Includes the conclusion for overall study, and the suggestions which can be made to enhance the positive outlook of teachers. (Section 5)

The further classification for the paper can be best described in the following manner: Section 2, discusses about the various determinants which affects the mental outlook of teachers in either way; Section 3 and 4, shows the complete data in form of table and chart so that the dependent constraints can be found more accurately in a much efficient manner; Section 5: includes suggestions in order to enhance the impacting factor to encourage positive outlook of teachers at work.

2. CONSTRAINTS OF MENTAL OUTLOOK

The outlook of teachers directly affects the quality of content delivered by them (including the content, values, behaviour and conduct). While unfolding various factors of mental outlook, we have to enshrine that every being do not bear same outlook. Mental outlook is an individual's personal attribute and it intermittently varies from one person to another. It is an outcome of different factors like:

- **Pay:** Money is a major constraint to motivate employees [10]. The salary an employee is being paid by an organization may have a great impact on his performance and mental outlook towards the administration. For an employee his salary is not only amount, but it is highly associated with his value at the work place.

- **Promotion:** The advancement of an employee from one position to another has a great influence on his salary, job title and responsibilities in an organization. This advancement is ceremoniously called as promotion [11]. Sometimes after contributing much time in an organization employee's yearn for promotion, which results in framing an outlook towards job.

- **Autonomy:** The degree of freedom that employee's relish at their workplace while working is recognized as Autonomy. It is directly proportional to the mental outlook of employees towards their job. For some employee's autonomy means they should be allowed to set their own schedules while for others it means they can decide how their work should be done. No matter which concept is being applied, higher level of freedom results in constructing wider outlook towards work place.

- **Occupational stress:** The psychological, physiological and emotional stress employees experience because of their work environment is counted as occupational stress [12-14]. It is the major health threat for rapidly growing working society. It firmly accounts for the physical illness, mental illness and family problems experienced by millions of employees [14]. Occupational stress directly accounts for low productivity and absenteeism.

- **Motivation:** Motivation is the most powerful factor which if applied in efficient manner will definitely results in providing miraculous output. Almost every being need motivation to perform efficiently. Employees who get regular motivation carry out their responsibilities to the best of their ability and thus results in higher productivity. Some employees seek for monetary motivation while others need recognition and appreciation of their work to feel motivated. In the teaching arena, it is of prime importance for impartation of quality education and high moral values [15,16].

- **Relationship with co-workers:** It includes size of team and relationships with peers. People generally feel more satisfied when they enjoy good relations with their co-workers and there exists a sense of compatibility between them [17]. It has been proved that larger team groups results in poor interpersonal relation and low group cohesiveness.

- **Relationship with supervisors:** Several studies have shown that more considerate relations with the supervisor lead to good environment, but not necessarily to greater productivity. Good relations with supervisor create a conducive climate for satisfaction and good supervision leads to enhanced working skills in challenging environment.

- **Job satisfaction:** An employee's outlook is directly linked to the job satisfaction; an employee who feels satisfied with his job, excels at his work and performs much better than those who doesn't feel the same [18]. It is vital for an organization to perceive the individual differences and measure the job satisfaction of its employees.

- **Working conditions:** It includes various policies, terms and conditions of job such as roles and responsibilities, work clarity, work load etc. Employees feel more secured and satisfied if they are provided with favourable conditions, because people always value to have an orderly work place [19].

- **Nature of work:** The work assigned to an employee directly affects the emotional quotient of the employee. The nature of work assigned to the employee must meet the personal and qualification attributes of the employee. Performance may be improved by better matching employees with jobs.

- **Job safety and security:** Job safety and security is a prominent factor in every field. Every employee aspires to have some policies and terms which may provide them with job safety and security [20,21].

3. RESEARCH METHODOLOGY

The sample research element is the respondent base in Delhi and NCR

region. The sample size for the study was 260 out of which 218 respondents validated the study. In accordance to the subjectivity of this study, an analysis is done. We have restricted our study to certain parameters and elements in due consideration of personal issues due to time and resource constraints. For the purpose of this project, convenience sampling was used and a well-structured questionnaire was framed to collect the primary data from the selected sample respondents [22]. Secondary information was collected from various sources like website, articles, magazines, newspapers and journals. The statistical and inferential tools used for the study are correlation and regression analysis.

3.1 Objectives of The Study

- To study the interrelation of mental outlook of teachers with various constraints at work (job satisfaction, working conditions, nature of work, autonomy and motivation).
- To expose the constraints which are affecting the mental outlook of teachers positively towards their job.
- To expose the cardinal factors that should be altered to provide a sustainable environment, this is vital for mental health.

3.2 Hypotheses of The Study

3.2.1 Hypothesis NO 1

H1: Autonomy has positive impact on mental outlook of teachers.

3.2.2 Hypothesis NO 2

H2: The job satisfaction has positive impact on mental outlook of teachers.

3.2.3 Hypothesis NO 3

H3: The Motivation has positive impact on mental outlook of teachers.

3.2.4 Hypothesis NO 4

H4: The occupational stress has negative impact on mental outlook of teachers.

3.3 Instrument

The questionnaire comprised of two parts, the first part was used to quantify the effects of different factors on mental outlook. The first section included the questions about pay, promotion, job safety and security, autonomy, working conditions, relationship with co-workers, relationship with supervisor and nature of work. The questions of mental outlook were also included in the questionnaire. The second part of the questionnaire was designed to expose the demographic factors like age, designation, education, experience, gender, job relevancy and nature of job. The alpha range was 0.901 that is adequate. The Likert scale was used to get the response indicating a score of 1 for strongly disagree, 2 for disagree, 3 for undecided, 4 for agree and 5 for strongly agree [23].

3.4 Demographics Frequency Table

The demographic information of the individual's sample is given in Table 1. The compositions of respondents are included in the demographic section of the questionnaire. Majority of employees aged 24 to 33 years are included in the sample because the induction age is 21 years in the public sector. Moreover, the satisfaction level of these employees is lesser as compared to employees having more tenure in the organization as the retirement age in Public sector is 60 years. The sample also consists of other age groups. The female is greater than the male in the sample. The population consists of Professors, Associate Professors, Assistant Professors and Lecturer. Most of the individual's in sample data have master's Qualification; its frequency is maximum among all.

Table 1: Demographic Information of the sample.

Description	Frequency	%
Age		
21 - 23	6	2.8
24 - 33	78	35.8
33 - 38	52	23.9
39 - 45	32	14.7
46 - 52	35	16.1
Above 52	17	7.8
Gender		
Male	99	45.4
Female	119	54.6
Qualification		
Graduation	4	1.8
Master	153	70.2
Net/M.Phil / PhD	61	28.0
Job level		
Lecturer	6	2.8
Assistant Professor	104	47.7
Associate Professor	69	31.7
Professor	39	17.9

4. STATISTICAL ANALYSIS

To meet the objectives the statistical analysis was done on the data gathered. The statistical tools used were: descriptive and inferential statistics, correlation and regression analysis [24].

The table below shows the correlation between mental outlook and its various constraints calculated after implementing the statistical analysis on the data obtained for N=218 respondents.

In accordance with the survey conducted mostly teachers agreed that the occupational stress is the foremost factor which is responsible to figure out the negative outlook towards their job; whereas, the autonomy is the best way which is required for them to feel satisfied and mentally broad towards their job. The correlation between autonomy and mental outlook has been analyzed 0.493. Motivation (0.430) is another important factor which is highly correlated with the broad mental outlook towards their work and work place. Job satisfaction (0.401) is found to be the impacting factor on the outlook of the teachers. Pay (0.325) and promotion (0.214) are found to be the least impacting factors on the outlook of teachers towards their work and work environment.

Table 2: Correlation between Mental outlook and its various components

Component	Value
Pay	0.325
Promotion	0.214
Job safety and security	0.223
Working conditions	0.37
Autonomy	0.493
Relationship with co-workers	0.315
Relationship with supervisors	0.311
The nature of work	0.305
The job satisfaction	0.401
The occupational stress	0.499
Motivation	0.430

5. SURVEY FINDINGS

On the basis of above survey so conducted, all the factors are to be considered through the test, shown in Table 1, 2. The factors that are most encountered in any issue related to mental outlook are Occupational stress, Autonomy, Job satisfaction and Motivation at work.

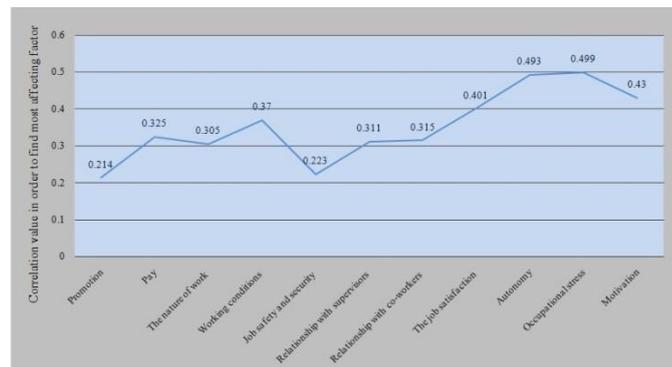


Figure 1: Open Source Factor Analysis for correlated factors.

The compiled analysis for finding the most relevant factor that are best fit for this survey are represented by figure 1. It is found that the occupational stress has greatest relation with Mental outlook, every being wants to live in a sustainable environment [25,26], which can provide high credibility to their psychological and emotional needs. Teachers being the most important community helpers aspires to be engaged in productive means every time and do not have any scope for any kind of stress, stress definitely engages their mind in creating a negative approach towards their workplace. Second highly correlated factor is Autonomy; teachers do not like to get hindered by others during their work. They feel pleasure in doing their work according to their own consent. This causes a sense of happiness in their mind thereby, impacting their mental outlook to a greater extent. Another factor is Motivation; it may divert the mind of employee's to a great extent. If the employee's feels motivated they their selves creates various opportunities, and being engaged all the time looking forward for new challenges and opportunities they feel satisfied and broad towards their work. Other relevant factor is Job satisfaction, this factors rigorously depends upon various other factors and it is the most misunderstood factor in the organizational terms.

Social Relationship at work (Relationship with co-workers and supervisor) is one of the merging need to be rectified as soon as possible, because man being a social person aspires to live in the social environment actively and whole heartedly but during the study it has been observed that people today are not enjoying healthy relationships with each other impacting their mental outlook.

Job Safety, Security and the working conditions also affect the mental outlook as a person feel satisfied and mentally healthy if he is provided with a security of earning livelihood and he has adjusted well with the environment provided by the organization.

Least affecting factors can be Promotion, Pay and Nature of work. Generally, it has been observed that pay is the major concern of employees but during study it has been analyzed that teachers do not pay much concern to it, accepting teaching as the most respectable job responsible for the development of any country [27]. We can't ignore these factors just because they have least value. These factors also affect the outlook but not to a greater extent.

6. CONCLUSION AND SUGGESTIONS

The study was conducted to find out the interrelation between the determinants of mental outlook and the most affecting factor. It can be concluded from the study that facets of mental outlook such as pay, promotion, job safety and security, working conditions, job autonomy, relationship with co-workers, relationship with supervisor, and nature of the work significantly affect the mental outlook of teachers among

educational organizations. The management should consider all factors like promotion, working conditions, co-workers and nature of work which have significant impact on mental outlook as proved in this study. In the light of above results, it is, therefore, recommended that in order to enhance the employee performance and impart quality education, the management should focus on all facets of mental outlook and not only on any one of these factors.

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