

Education Secondary Because Everything Else is Priority

Srishti Gupta

Shaheed Sukhdev College of Business Studies,
New Delhi

Abstract : *Teacher-student relationship is considered the most pious relation. Any hindrance in it may affect the zeal, gratitude and respect for profession. An attempt is made in this paper to find out the factors which influence teachers' incentive to teach enthusiastically and what changes they want in current education system which leads to more efficient outcome. Various complaints came from their end regarding the necessity of work to be performed by them and practical relevance of various student centric policies introduced by government. It has been found that teachers are highly unsatisfied with the shaken educational system in the country. They criticize the attitude implanted in students towards their teachers, they have many issues and have raised their voice many times but there is no one to listen to their pain and sufferings.*

Key words: teachers; census; scholarships; motivation

Introduction

Teachers are considered the nation builders as they are the ones who spread education to everyone. Since education is the backbone of every nation, hence teachers play the noblest role in the world by teaching. In the measure of a nation's development too through Human Development Index (HDI) literacy is a major component. A high HDI means a better standard of living, development beyond growth. However now a days the enthusiasm in teachers is lacking. They are unhappy with the over workload imposed on them. For teachers the incentive to teach is influenced by various factors and responsibilities imposed on them like self-motivation, pay and promotions, election duty, census duty, stress, mid-day meals, etc. Though the luxury is there in terms of number of hours they are supposed to teach for teachers yet they complain for the increasing government policies for them.

Objectives of Study:

1. To study the factors which influence teachers' motivation.
2. To study effectiveness of student-centric schemes.
3. To study why teachers are first point of contact for every task.
4. To study the impact on student – teacher relationship.

Literature Review

The incentive for teachers to teach is influenced by various determinants which influence their day to day function. (A Teacher's life, Penny writer, Seminar, Dec. 2008). The whole system has affected teaching profession. What makes it worse is using them as freely available and responsible worker for election duty, census duty etc. In real

terms our democracy is maintained at the cost of children learning (Making of a teacher, Latika Gupta, Seminar, 2008).

Klecker & Loadman (1996) examined the correlation between teacher empowerment and their job satisfaction, focusing on factors like salary, growth, general working conditions and interaction with students. With respect to job satisfaction, teachers were satisfied with their student-teacher interaction and less satisfied with working conditions.

Xiao & Li (2003), teachers in urban areas in China have less satisfaction from salary as compared to job security, working environment, and work-life balance. Surinder Kaur discussed occupational stress which is now a days common in teaching profession because of increased occupational complexities and performance.

Methodology

In this paper data is collected by doing a primary survey on 100 teachers of government school in North Delhi Region. They were asked to fill a questionnaire which is based on our research topic. Since the size of targeted population is unknown so a sampling method is being used for conducting the study. The survey was completed by making teachers fill the questionnaire. The questions were related to their motivation behind teaching, if students' enrolment ratio is increasing and how student's presence in school and enrolment ratio are related and similar questions were asked to them. Experienced and freshly appointed school teachers both were questioned.

Few teachers were scared of answering some questions because of administration's historical behavior. Teachers too complaint on education system and the utter need for it to be changed. The

data collected was then organized and analyzed using regression and graphical method.

Analysis and Interpretation

On analyzing the data we found that 52% people rated work-life balance as the main factor why they chose this profession while 23% said the number of hours they have to spend in school is more lucrative for them. 20% said the reason is the salary and pay scale promotions they get. In total only 20% of teachers are happy with their teaching in current scenario. 70% said they like the profession because of allied comforts in it, work life balance, good pay while 30% think they are underpaid.

Factors	Response (%)
Pay & Promotions	20
Work-life Balance	52
Time	23
Others	5

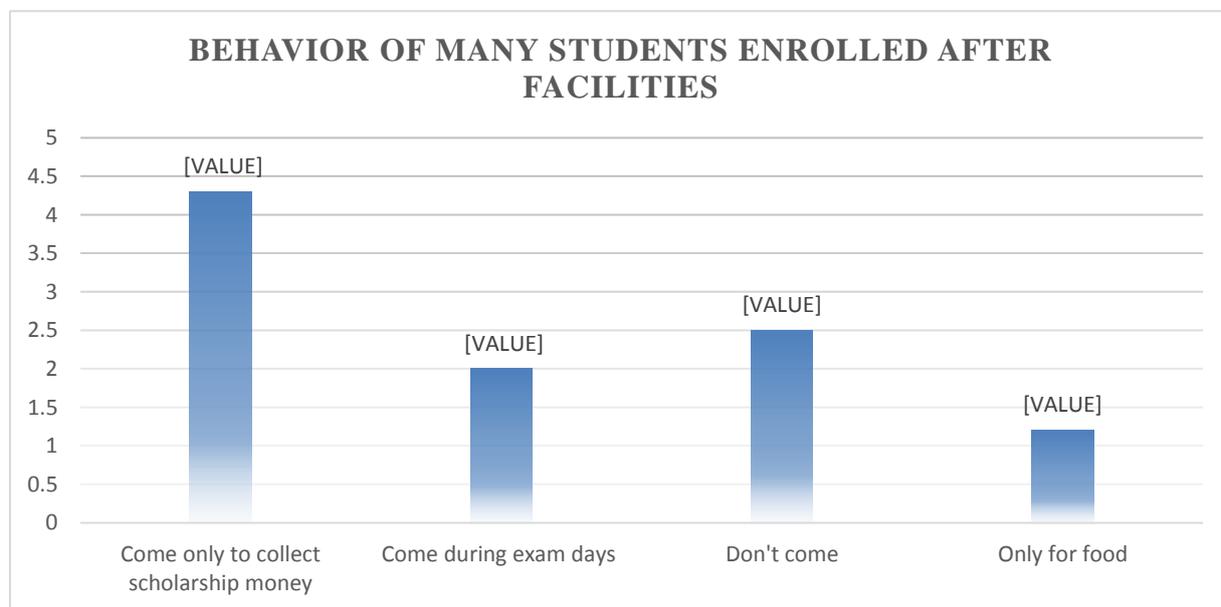
Almost everyone complained for poor infrastructure, especially for washrooms. The roofs of washroom leaks, not cleaned on daily basis, toilet cleaning staff is missing most of the times.

S.No	Major responsibilities on teachers apart from teaching
1	Election Duty
2	Mid-day Meal
3	Polio Drop
4	Census Survey
5	Scholarship Distribution
6	CCE Scheme

When they are questioned on whether they are happy when the election duty is given to them, 67% of them complained saying major issues lie in insufficient training, night duty, distant locations and no lunch/tea during the whole day. Not only this the training is provided on very short notice and no relaxation is given to female teachers, even if they provide with the genuine reasons of inability to perform the duty. What is more shaking is that during the time teachers attend trainings there is no substitute of them available in school. That is to say the schools functioning ,in terms of teaching, comes to halt as all the teachers are busy in training and no one is there in schools to teach students during that time.

They further said that the educated unemployed people should instead be hired for the duty as this will solve two issues, firstly they will get rid of the tension and burden of this duty and also this would help in reducing the unemployment of the country. If we dig into this further we will see the spillover effects of this will be, this will bring home income for their families and their confidence will be boosted.

In answer to question on scholarship, they said that most of the students who get scholarships come to school only when they have to receive the scholarships while on other days they remain absent. While some students come only during the exam days and throughout the year they remain absent.



Teachers also talked about the no-detention Policy, under the Right to Education (RTE) Act, which states that no student can be held back or expelled from school, irrespective of academic performance, till Class-8 in all CBSE-affiliated schools. Teachers said this rule of passing every student till VIII class is seriously going to affect the education of

country. Students of any class have started taking study for granted. As a result the quality of education has become faulty and has even developed defects instead of improving.

What is more shocking is when the teachers told us that there are some policies by government under

which student can come to school only on one day give exams and can remain absent throughout the year. Adding to this if a child is not enrolled in any class (he is illiterate) and he wishes to join the class as per his age, he can get himself enrolled in school. It is highly risky for a nation to have such young generation who has gone to school but doesn't know how to read and write. Teachers

raised a big question that on what basis these policies are implemented, what has been the underlying hypothesis of government authorities when they are suggesting to allow a child of 13 years of age to be enrolled in IX class when he doesn't know how to Read, Write, what are the alphabets and what the basics are.



Not only this, the leverage given to students under the rule by government that no teacher can beat/scold students is affecting the student-teacher relationship highly. 79% teachers said students have become disrespectful towards them. Student's stand with their heads up even if they make mistakes, they don't feel guilty of their attitude. When we asked this question randomly to a few students all ended up saying, 'why do we need to be scared, they (teachers) cannot touch us even'.

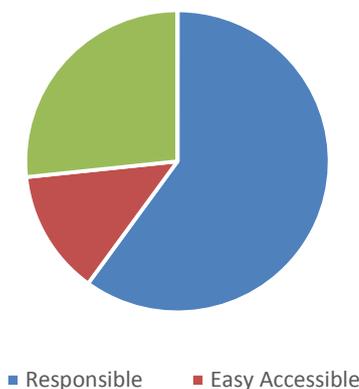
Teachers further argued that government should focus more on educating students by conducting regular workshops with them, creating awareness about the need of education. Almost 56% of teachers said they want a revolutionary change in system compared to current conditions. Population

may become literate but certainly not educated. The decision on No Detention Policy or CCE scheme should be made after having worthy discussions/seminars with teachers rather than imposing on them.

For census duty too they claimed, there is no point on why teachers have to collect the primary data. 34% said why not to give such task to any unemployed. Just like for election duty here too they said the similar things, by doing so not only government is reducing their burden but also it is providing employment to many involuntarily unemployed people.

For mid-day meal duty or Polio drops or any other duties 78% teachers ended up saying there should be recruitment of new staff.

WHY TEACHERS FIRST TARGETED?



In answer to question that why are they considered best fit for every task 20% teachers said the reason could be they are easily approachable while 33% said government is trying to save the cost of hiring new people. 47% said that teachers are considered to be most responsible person so by giving various duties to school teachers it feels risk free and safe.

Though teachers have approached their Directors and the concerned authorities many times discussing the drawbacks and failures of various policies yet no action has been taken by those people. Instead teachers are warned and provided with more work. Being in education world where everyone is considered rational and far sighted decisions like no detention policy or CCE scheme appear shocking.

When teachers, as parents to their children, are asked whether they are happy with the grading system on activity centric education, we got mixed reviews. Some parents said that this is a good initiative as focus must not be given on class room study only while many said that the co-curricular activities are good but the importance of concepts and class room study should not be neglected.

Results

Teachers get highly disappointed when they are burdened with responsibility of either doing election duty or collecting census data or distributing scholarships to students. As on one hand they aren't provided with proper training to perform any of their duty while on other hand they

aren't able to focus on the curriculum and hence are unable to motivate students to study. Not only this, the mere idea of distributing so many subsidies to increase enrolment rates in schools results in students/their parents coming to school only on day when they get scholarships. In total, there is scope of taking better strategies for increasing enrolment rates beyond scholarships. Also the teachers' priority, that is spreading education, should not be affected by these duties instead government can hire fresh people out of labor force to conduct either field visit or perform polio drop distribution or any other task.

It is utter need to understand that government is just focusing on improving the literacy rates by increasing the enrolment number but in real terms no good is happening. Policies biased towards students, giving them freedom to join the school whenever they want, come to school as per their choice, do whatever they want to do. Such policies are contributing to only increased future unemployment where people will be having degree but they will be highly unqualified for any job.

The importance of school education should not be taken lightly as without proper base the people of country would always contribute to physical labor and not to skilled human capital. Lack of motivation of teachers greatly influence the motivation of students and their understanding. So, government policies should be more centric to teachers and their motivation rather than arbitrary ideas.

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