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The Components of Teachers' Commitment

Abstract:

The commitment of a teacher plays an important role in the teachers' education. In order to improve the teaching conditions of the schools, it is not just the change in infrastructure that is necessary but it is the teachers' skills and the beliefs that influence the student to focus on education as a lifestyle rather than a burden. To bring back the cheerfulness in the education with all activities and creativity, teachers must be trained in such a way that they are not only developing factual knowledge in the students but are building up a creative generation. Teachers' commitment is the key to the lock of progress.

Keywords: Teachers Commitment, Organizational profession, Motivation, Self-efficacy, Mental Health

Introduction:

Many researchers and educationalists have referred to the teaching profession to be the hardest profession and based on this statement, teachers have the hardest aims to achieve. In order to develop an individual spiritually, morally, physically as well as mentally, is the noblest task. Teachers' contribution to the society is more compared to any other professional field. Teaching is the largest profession in the world. (Fox, 1964) The teachers around the world are responsible for the development of the nation. The strength of any profession depends on the degree of commitment of its members. (Fox, 1964)

There are various components that are responsible for the teachers' commitment.

Components of Teachers Commitment:

The Oxford Dictionary has defined Components as, "Components are those parts that makes up a whole body".

Components of teachers commitment refers to the crucial parts that act as a building blocks which can be analyzed and understood individually. On the basis of teaching experience, teachers have given following components of teachers' commitment:

1. Commitment to student
2. Commitment to the school
3. Commitment to social work
4. Commitment to professional development
5. Commitment to teaching

But, based on researchers in the field of education and management, model of organizational commitment had been described as under:

Commitment to work:

Meyer and Allen (1997) gave three dimensional model of teachers' commitment. This includes the following three aspects: 1. Affective commitment 2. Normative commitment and 3. Continuance commitment.

1. Affective commitment: It relates to the teachers' emotional attachment to the organization. The teacher is satisfied with his work and thus is committed to his or her work. The school environment largely contributes in developing such commitment among the teachers. Such schools that take good care of their teachers personally as well as professionally experiences more teachers' retention.

2. Normative commitment: It relates to the obligation felt by the teacher towards the institute. A teacher's personal values comes into play in this commitment. A teacher who works faithfully because it is a right thing to do comes under Normative Commitment. Such teachers are good at following orders and are committed to the task they are assigned.
3. Continuance commitment: It relates to the aspect of personal financial needs. The financial needs motivates the teacher to keep working in the school. This becomes the only leading factor in staying committed to the work.

Thus, these are the three components of organizational commitment.

Along with the above components of commitments there are other factors that influences the commitment.

Motivation:

It is the teachers' motivation to teach that sustains the teacher in the teaching profession. (Lai, 2012) Now this motivation can be of two types.

1. Intrinsic Motivation
2. Extrinsic Motivation

Intrinsic Motivation:

The motivation that is developed within a person. It could be due to any reason. We can say that the intrinsic motivation may lead to a committed teacher.

Thus motivation may act as one on the factor of motivation.

Extrinsic Motivation:

The motivation that is developed in a person due to any external factor is called extrinsic motivation. Extrinsic motivation may lead the teacher to stay committed for a certain period of time and then fall into depression and frustration.

Thus, we can say that it is important to have intrinsically motivated teachers. Also, the teachers' curriculum should be such that the teachers feel motivated to teach. Such a teacher will be a committed to teaching the students as well as he will take a keen interest in the students' all-round development.

Mental health:

A teacher with personal mental health problems can have detrimental effect upon all students that are associated with him or her. The classroom environment is a reflection of teachers' mental health. A teacher with good mental health can stay committed to the work.

Thus, it is the responsibility of the school management to arrange for counseling sessions for teachers. This will lead to a teacher that is intrinsically motivated to commit to the teaching profession.

Self-efficacy:

Self-efficacy was defined by Bandura. It states the persons willing confidence in performing a task. Bandura defined it as "the belief in one's capabilities to organize and execute the courses of action required to manage prospective situations."

The teacher's self-efficacy in delivering the content to the student is an important indicator of teacher's confidence. The confidence of the teacher is based on the content knowledge and experience in teaching. A self-efficacious teacher is able to overcome any obstacle that comes in the way. He/she possesses a strong sense of commitment towards the activities that they are to perform.

So, it is likely to note that the teacher with high self-efficacy is committed towards the teaching profession.

Conclusion:

From the above discussion we can conclude that in order to increase the commitment of a teacher the school must motivate the teachers in teaching as well as the school should keep a note of teachers' mental health conditions. The teacher must be self-efficacious in character. Teacher must always learn to be a better learner through all the proposed models.

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