



A Study of Adjustment of Primary School Teachers of Sanand Taluka

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Abstract

Adjustment is the essential process and need of every human being. All human beings survive in earth through the adjustment process. Hence the focus of the present study is to explore the differences in teacher adjustments of primary school teachers due to their gender and locality. Teacher data researcher selected 145 primary school teachers randomly from one taluka as the sample of stud. T-test was applied for data analysis. It was found that there were no significant differences among the primary school teacher adjustments in terms of their gender and area (locality) only difference in teacher's adjustment was found due to gender of the primary school teachers.

Key Words: Teacher Adjustment, Primary school teachers, Gender, Area

Introduction:

Human beings are social creatures. Consequently, individuals conduct themselves by monitoring social behaviours. When interactions occur between individuals, the one who remains in the environment prefers harmonious interactions within that environment. In this situation, a person chooses interactions filled with harmony within the environment. In such circumstances, a person can facilitate their own and societal development. That is, a person who remains in the environment, succeeds in adapting to it. When an individual cannot adapt with society, friends, or occupation, they may become disheartened. Consequently, when one cannot achieve their needs without any external hindrance, they experience a sense of frustration. Satisfaction is achieved by fulfilling one's own needs. A person fulfils their needs based on their social and physical environment. When these needs cannot be fulfilled, the person can become successful in adapting. This is called adaptation in the context of necessity.



Beyond this, the direct effect of a teacher's adaptation falls on the effectiveness of teaching in the classroom, which makes it very difficult for teachers to engage in teaching effectiveness allegations. Teachers become frustrated and disheartened. As a result, they are unable to achieve the desired results. To ascertain this, psychological tests are used to understand the teacher's adaptation, allowing them to perform tasks accordingly. This enables teachers to address the problems of increasing adaptability. Inspired by this, the subject of primary school teachers' adjustment has been selected for research.

NEED & IMPORTANCE OF THE STUDY:

Relevance and Importance of the Study:

1. Addressing Teacher Well-being: Investigating the adjustment issues of primary school teachers is crucial for ensuring their well-being, which directly impacts the quality of education they deliver.
2. Enhancing Teaching Effectiveness: By identifying and understanding the challenges teachers face in adapting to their professional roles, interventions can be designed to support them, ultimately improving teaching effectiveness and student outcomes.
3. Tailoring Support Systems: A study of this nature helps in customizing support systems and training programs specifically tailored to the needs of primary school teachers in Sanand Taluka, fostering their professional growth and satisfaction.
4. Promoting Retention: Understanding the adjustment process can lead to strategies that enhance job satisfaction, reducing turnover rates among teachers and ensuring continuity in education delivery.
5. Contributing to Policy Formulation: Findings from this study can inform policy decisions aimed at improving the working conditions and support mechanisms for primary school teachers, thereby contributing to the overall development of the education sector in Sanand Taluka.

REVIEW OF RELATED LITERATURE:

Srivastava, (2014) study was concerned with the impact of in her evaluation of the impact of training found that it did improve teaching efficiency, which in turn influenced the attitude and



aptitude of the student's teachers.

Hota (2002) found a high significant positive relationship of organisations health with home Adjustment, Health Adjustment, social Adjustment, emotional Adjustment and occupational Adjustment. Chanderkanta (2001) found that the knowledge of subject matter faith in cooperative and democratic way of teaching were positively correlated to flexibility, teaching competency emotional and social adjustment and also positively correlated to managerial trait.

Overall, these studies collectively emphasize the multifaceted nature of effective teaching and organizational health, highlighting the importance of factors such as training, teaching approach, and organizational climate in promoting positive outcomes for both educators and learners.

OBJECTIVES OF THE STUDY:

To accomplish any task a clear target or target for to do any kind of work the specific reason behind can be called motives. No work is done without purpose. Therefore, objectives must be set in educational research as well.

In the present study, the work was carried out according to the following objectives came was:

- 1)To understand the Adjustment of primary school teachers.
- 2)To study the Adjustment of primary school teachers in the context of their Gender.
- 3)To study the Adjustments of primary school teachers in the context of their Area.

HYPOTHESIS:

Efforts are made to organize hypothesis research. Hypothesis indicates the direction of this research. Hypothesis is a powerful tool for acquiring knowledge and progress.

Different interpretations of hypothesis are presented below. According to P.V. Young (2012)...

"Hypothesis is a stimulating central idea that forms the basis of productive research."

According to Kalinger...

"Hypothesis is a presumed or imaginative method in which there is an assumed or hypothetical relationship."

The hypothesis of the present study are as follows:

H₀₁: There will be no significant difference between the Mean scores of Adjustments of Male and



Female primary school teachers of Sanand Taluka.

H₀₂: There will be no significant difference between the Mean scores of Adjustment of Urban and Rural primary school teachers of Sanand Taluka.

H₀₃: There will be no significant difference between the Mean scores of Adjustment of Urban Male and Female primary school teachers of Sanand Taluka.

H₀₄: There will be no significant difference between the Mean scores of Adjustment of Rural Male and Female primary school teachers of Sanand Taluka.

METHOD OF RESEARCH:

Different methods are used for research studies. Research aims to understand the current adaptation of teachers. It involves descriptive research methods, which will help in exploring what currently exists. Therefore, descriptive research methodology has been used, focusing on understanding the adaptation of primary school teachers in the current context. No scientific rules will be followed, only guidance information have been provided to address the problem. The methodology of the study was survey-based.

VARIABLE OF THE STUDY:

Dr. S. S. Shukla - According to him.....

“A variable is a unit whose value of the attribute under study can vary from unit to unit.”

Order	Variable	Type of variable	Level	Type of level
1	Gender	Independent variable	2	Male Female
2	Area	Independent variable	2	Rural Urban
3	Dependent variable	Adjustment of teachers		

DATA COLLECTION:

In the current study, an estimated 145 primary school teachers were involved.



STATASTICAL TOOL TO BE USED:

During the formulation of assessments, clarity on the criteria is crucial. Prior to designing the criteria for assessing teachers' suitability in the current research, it is necessary to review previous studies, considering their theoretical background. Analysing previously formulated criteria for suitability assessment and revisiting those criteria through consultation with mentors and subject experts would be essential. Based on preferred components, assessments for the examination will be developed. The establishment of criteria for assessment will be conducted through Likert scale method, wherein five options will be provided for each criterion: Always, Often, Sometimes, Rarely, and Never. Students will choose one option from these choices for each criterion to demonstrate their own evaluation. A checkmark (✓) will indicate the chosen option. Subjective criteria will also be considered.

STATASTICAL TOOL:

t- value

DATA ANALYSIS AND INTERPRETATION:

After collecting the data, an analysis of the information was conducted. In the present study, the distribution of scores was formulated based on the evaluations given by primary school teachers. Subsequently, statistical techniques were employed to calculate Mean, Standard Deviation, Standard Error, and to find the T-value. A formal request for data access was made where necessary. Data analysis involved the use of computer software for processing.

Ho1: There will be no significant difference between the Mean scores of Adjustment of Male and Female primary school teachers of Sanand Taluka.

Table-1.1

Comparison of the average and comparison of the Adjustment of Male and Female teachers of primary schools.

Gender	The number	Mean	Standard deviation	Standard error	t value	Level of significant
Male teachers	49	125.16	9.15	1.53	2.36	Significant at 0.05
Female teachers	96	128.78	7.79			

$$T_{cal} = 2.36 > t_{tab} = t_{0.05} = 1.98$$

Table 1.1 shows that the Mean scores of Adjustment of Male and Female teachers is 125.16 and 128.78 respectively and SD is 9.15 and 7.79 respectively. It is evident that $t_{cal} = 2.36$ which is more than the table value $t_{0.05} = 1.98$ at 0.05 level of significance. Hence the hypothesis that there is no significant difference between Mean scores of Adjustment of Male and Female primary school teachers of Sanand Taluka will not be rejected. It further indicates that Male and Female primary teachers differ significantly with regard to Adjustment

Thus, the null hypothesis is retained, and it is concluded that female teachers have better Adjustment than Male primary teachers of Sanand Taluka. The Female teachers have more Adjustment compared to Male teachers. Hence hypothesis is not accepted.

Ho2: There will be no significant difference between the Mean scores of Adjustment of Urban and Rural teachers of primary school teachers of Sanand Taluka.

Table -1.2

Comparison of the average and comparison of the Adjustment of Urban and Rural teachers of primary schools.

Gender	The number	Mean	Standard deviation	Standard error	t value	Level of significant
Urban	57	128.91	9.74	1.51	1.48	N.S
Rural	88	126.68	7.36			

$$T_{cal} = 1.48 < t_{tab} = t_{0.05} = 1.98$$

Table-1.2 shows Mean scores of Adjustment of Urban teachers is 128.91 and Rural teachers is 126.68 respectively. It is evident that $t_{cal} = 1.48$ which is less than table value $t_{0.05} = 1.98$ at 0.05 level of significance. Hence the hypothesis that there is no significant difference between the Mean scores of Adjustment of Urban and Rural teachers of Sanand Taluka will be rejected. It further indicates that Urban and Rural teachers do not differ significantly with regard to Adjustment.

Thus, the null hypothesis is retained, and it is concluded that there is no significant difference between the Mean scores of Adjustment of Urban and Rural primary school teachers of Sanand

Taluka. Thus, we can say that the Urban teachers have more Adjustment than compared to Rural teachers.

Ho3: There will be no significant difference between the Mean scores of Adjustment of Urban Male and Female primary school teachers of Sanand Taluka.

Table-1.3
Comparison of the average and comparison of the Adjustment of Male and Female teachers in Urban Areas of primary schools.

Area	The number	Median	Proportion Deviation	Proportion error	t value	Level of effectiveness
Urban male teachers	17	124.82	12.46	3.27	1.78	NS
Urban female teachers	40	130.65	130.65			

$$T_{cal}=1.78 < t_{tab}=t_{0.05}=1.98$$

Table-1.3 shows Mean scores of Adjustment of Urban Male teachers is 124.82 and Urban Female teachers is 130.65 respectively. It is evident that $t_{cal}=1.78$ which is less than the table value $t_{0.05}$ level of significance. Hence the hypothesis that there is no significant difference between the Mean scores of Adjustment of Urban Male and Female teachers of primary school teachers of Sanand Taluka will be rejected. It further indicates that Urban Male and Female teachers do differ significantly with regard to Adjustment.

Thus, the null hypothesis is retained, and it is concluded that there is no significant difference between the Mean scores of Adjustment Urban Male and Female teachers of primary school teachers of Sanand Taluka. Thus, we can say that the Urban Female teachers have more Adjustment compared to Male teachers.

Ho4: There will be no significant difference between the Mean scores of Adjustment of Rural Male and Female primary school teachers of Sanand Taluka.

Table 1.4

Comparison of the average and comparison of the Adjustment of Male and Female teachers in Rural Areas of primary schools.

Area	The number	Median	Proportion Deviation	Proportion error	t value	Level of effectiveness
Rural male teachers	32	125.34	7.03	1.60	1.32	NS
Rural female teachers	56	127.45	7.50			

$$T_{cal}=1.32 < t_{tab}=t_{0.05}=1.98$$

Table-1.4 shows Mean scores of Adjustment of Rural Male teacher is 125.34 and Female teacher is 127.45 respectively. It is evident that $t_{cal}= 1.32$ which is less than the table value $t_{0.05}=1.98$ at 0.05 level of significance. Hence the hypothesis that there is no significance difference between the Mean scores of Adjustment of Rural Male and Female primary school teachers of Sanand Taluka will be rejected. It further indicates that Rural Male and Female teachers do differ significantly with regard to Adjustment.

Thus, the null hypothesis is retained and it is concluded that there is no significant difference of Adjustment Rural Male and Female primary school teachers of Sanand Taluka. Thus, from mean we can say that Rural Female primary teachers have more Adjustment than Male teachers.

LIMITATIONS OF THE STUDY:

According to Best and Kahn (1989), Limitations are those conditions beyond the control of the researcher that may place restrictions on the construction of the study and their application to another situation.

The limitations of the study are those characteristics of design or methodology that impacted or influenced the interpretation of the findings from your research. They are the constraints on generalizability, applications to practice and or utility of findings that are the result of the ways in which you initially chose to design the study, or the method used to establish internal and external validity or the result of unanticipated challenges that emerged during the study. (price,



James H. and Judy Murman “Research Limitations and the Necessity of reporting them”
American Journal of Health education 35 (2004) 66 – 67.

The limitations of the study / research are as follows:

- This study is delimited to only Gujarati Medium primary school.
- This study is delimited to primary teachers only.
- This study is delimited to Sanand Taluka only.
- Here, self-made tool was used so, limitations of tool are also limitations of the study.

EDUCATION IMPLICATIONS:

To increase the adaptability of primary male teachers, it's crucial to focus on several key strategies. Firstly, providing continuous professional development opportunities tailored to enhancing their ability to adapt teaching methods to diverse learning styles and needs is essential. Encouraging collaboration among teachers facilitates the sharing of best practices and learning from each other's experiences, thus promoting adaptability. Additionally, offering a flexible curriculum that allows for adjustments based on the students' varied needs and interests empowers teachers to adapt their approaches accordingly. Implementing mentorship programs where experienced teachers guide newer ones in navigating different classroom environments is beneficial. Cultural sensitivity training equips teachers with the necessary skills to understand and adapt to the cultural backgrounds of their students and families. Finally, establishing a feedback mechanism for teachers to reflect on their practices and receive constructive feedback fosters continuous improvement in adaptability.

SUGGESTION OF THE FUTHER STUDY:

- 1) This study can be conducted with any other variable.
- 2) This study can be conducted on secondary and high school teachers.
- 3) This study can be conducted on D.Ed. and M.Ed. trainees.
- 4) This study can be conducted on aided unaided and private schools.

FINDING OF THE RESEARCH:

- 1) Female teachers show higher Adjustments in comparison to Male teachers in primary schools of Sanand Taluka.



2) Similar levels of Adjustments were observed among Urban and Rural teachers in primary schools of Sanand Taluka.

3) Male and Female teachers in Urban primary schools exhibit similar levels of Adjustments of Sanand Taluka.

4) Male and Female teachers in Rural primary schools of Sanand Taluka show similar level of adjustment.

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