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A STUDY OF MENTAL HEALTH AND ORGANIZATIONAL COMMITMENT AMONG TEACHERS



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ABSTRACT

Mental health has been reported as an important factor influencing individual's various behaviours, activities, happiness and performance. The present study aims to find out whether schoolteachers of primary and secondary level differ significantly in regards to their mental health and organizational commitment. The study further compared the mental health and organizational commitment of school teachers on the basis of gender (female and male) and study the effect of mental health on organizational commitment of school teachers. The sample of the study consisted of 100 government school teachers, 50 male and 50 female working at primary and secondary level, selected randomly from different government educational institutions of district Sonipat, Haryana. For data collection, the investigator used the 'Employee's Mental Health Inventory' developed by Jagdish (2001) and 'Organizational Commitment Scale' developed by UpinderDhar, Prasant Mishra and D. K. Srivastava (2011). Analyses of the data were done by applying Mean, SD and t-test. Results revealed the significant difference between primary and secondary school teachers regarding mental health but no significant difference was found in regards to organizational commitment. Result also indicate significant relationship between mental health and organizational commitment of schoolteachers.

KEYWORDS :Mental Health, Organizational Commitment, Primary and Secondary School Teachers.

INTRODUCTION

Teacher's mental health plays an important role in teaching and learning process. Traditionally the teaching job enjoyed a considerably high level of prestige and were usually held very high esteem

by the different sections of people. With the changing socio- economic scenario, the values of teacher and their professional concern with the job have forcibly undergone a change, which adversely affects the mental health of the teacher. Organizational commitment is a powerful tool that can be applied as an aid to achieved higher level of performance and to developed and maintain discipline in an organization. Health is and has been always one of the most important areas where we need to focus for better performance. The expression “Mental Health” consists of two words- ‘Mental’ and ‘Health’. ‘Health’ generally means sound conditions or well being or freedom from diseases. Mental health, therefore, means a sound mental condition or a state of psychological well being of freedom from mental disease (Singh&Walia, 2004).Commitment to an organization constituted with three major attitudes such as: (1) a sense of identification with the organization’s goals. (2) A feeling of involvement in organization’s duties and (3) a feeling of loyalty for the organization(Riechers, 1985).Blau&Boal (1987) defined organizational commitment as „a state in which an employee identities with a particular organization and its goals, and wishes to maintain membership in the organization“. Lack of commitment towards the work and the organization can be contributed to the major problems experienced by organizations like high cost of production and poor services (Sherwin, 1972). Concept of health extends beyond the proper functioning of the body; it includes controlled emotions, a sound and efficient mind. This means that mind and body both are working efficiently and harmoniously (Kaur, 2006-07). Mental health includes subjective well- being, perceived self- efficacy, autonomy, competence, intergenerational dependence, and self- actualization of one’s intellectual and emotional potential, among others. Mental health has been reported as an important factor influencing individual’s various behaviors, activities, happiness and performance. In 2001, the U.S. Surgeon General defined mental health as “the successful performance of mental function, resulting in productive activities, fulfilling relation- ships with other people, and the ability to adapt to change and to cope with adversity” (U.S. Department of Health and Human Services, 2001).The sound mental health of the person is important for those who (teacher) work for the development of the nation. If teacher don’t enjoy sound mental health, they cannot concentrate in teaching and retain the knowledge given to the students. Also, he cannot have a proper and well adjusted personality. So, teacher’s mental health plays an important role in teaching and learning process.The level of mental health of teacher can affect his working as well as his organizational climate.

OBJECTIVES OF THE STUDY

- To study the effect of “level of teachers (Primary and secondary)” on the mental health of government school teachers.
- To study the effect of “level of teachers (Primary and secondary)” on the organizational commitment of government school teachers.
- To study the effect of “gender” on the mental health of the government school teachers.
- To study the effect of “gender” on the organizational commitment of the government school teachers.
- To study the relationship between mental health and organizational commitment of government school teachers.

HYPOTHESIS OF THE STUDY

- It is likely that “level of teachers (Primary and secondary)” has no significant effect on the mental health of government school teachers.
- It is likely that “level of teachers (Primary and secondary)” has no significant effect on organizational

commitment of government school teachers.

- It is likely that “gender” has no significant effect on the mental health of government school teachers.
- It is likely that “gender” has no significant effect on the organizational commitment of government school teachers.
- It is likely that there is no significant relationship between mental health and organizational commitment of government school teachers.

METHODOLOGY

The researcher used the descriptive survey method for the present study. For data collection, the investigator used the ‘Employee’s Mental Health Inventory’ developed by Jagdish (2001) and ‘Organizational Commitment Scale’ developed by UpinderDhar, Prasant Mishra and D. K. Srivastava(2011). The sample of the present study comprised of 100 government school teachers (50 female and 50 male) selected from Sonipat district of Haryana State (India) by using random sampling technique. The data were subjected to statistical treatment leading to the findings which may satisfy the requirements of the objectives of the study.

RESULTS AND DISCUSSIONS

Objective: To study the effect of “level of teachers (Primary and secondary)” on the mental health of government school teachers.

Hypotheses: It is likely that “level of teachers (Primary and secondary)” has no significant effect on the mental health of government school teachers.

Table 1
Shows Mean, S.D. and ‘t’ Value of Mental Health of Primary and Secondary School Teachers

Teachers	No. of teachers	Mean	S.D.	t- value	Level of Significance(0.05)
Primary	50	23.92	3.38	2.82	Significant t
Secondary	50	21.80	4.10		

Table 1 shows mean scores, S.D., and t- value with regards to the mental health of primary and secondary school teachers. Mean and S.D of primary school teachers is 23.92 and 3.38 respectively while mean scores and S.D of secondary school teachers is 21.80 and 4.10 respectively, ‘t’ value is 2.82 which is more than the table value at 0.05 level of significance. It implies that there is a significant difference on the mental health of primary and secondary school teachers. So thehypotheses is rejected. Hence it can be considered that there is significant difference on the mental health of primary and secondary school teachers. The teachers of primary schools have been found more mentally healthy than secondary school teachers.

Objective :To study the effect of “level of teachers (Primary and secondary)” on the organizational commitment of government school teachers.

Hypotheses: It is likely that “level of teachers (Primary and secondary)” has no significant effect on organizational commitment of government school teachers.

Table 2
Shows Mean, S.D. and ‘t’ Value of
Organizational Commitment of Primary and Secondary School Teachers

Teachers	No. of teachers	Mean	S.D.	t- value	Level of Significance (0.05)
Primary	54	37.70	20.15	1.59	Not significant
Secondary	46	28.73	33.34		

Table-2 showing mean difference between organizational commitment of school teachers working at primary and secondary level. The mean value for primary school teachers was found to be 37.70 with the SD as 20.15. Similarly, the mean value for the secondary school teachers was found to be 28.73 with SD as 33.34 respectively. The t-value between two means was found to be 1.59, which was not significant at 0.05 level of significance. Thus, the hypothesis of the investigation that (It is likely that “level of teachers (Primary and secondary)” has no significant effect on organizational commitment of government school teachers, is proved.

Objective: To study the effect of “gender” on the mental health of the government school teachers.

Hypotheses: It is likely that “gender” has no significant effect on the mental health of government school teachers.

Table 4.3
Shows Mean, S.D. and ‘t’ Value of Mental Health of Male and Female School Teachers.

Teachers	No. of teachers	Mean	S.D.	t- value	Level of Significance (0.05)
Male	55	22.43	7.87	2.72	Significant
Female	45	17.91	8.56		

Table 4.3 shows mean scores, S.D., and t- value with regard to the mental health of school teachers. Mean and S.D of male teachers is 22.43 and 7.87 respectively while mean scores and S.D of female teachers is 17.91 and 8.56 respectively, ‘t’ value is 2.72 which is more than the table value at 0.05 and 0.01 level of significance. It implies that there is significant difference between male and female teachers with regards to mental health. So the hypotheses “It is likely that “gender” has no significant effect on the mental health of government school teachers” is rejected.

Objective: To study the effect of “gender” on the organizational commitment of the government school teachers.

Hypotheses It is likely that “gender” has no significant effect on the organizational commitment of

government school teachers.

Table 4
Shows Mean, S.D. and 't' Value of Organizational Commitment of male and female School Teachers

Teachers	No. of teachers	Mean	S.D.	t- value	Level of Significance(0.05)
Male	55	34.41	12.39	0.123	Not significant
Female	45	34.48	15.13		

Table-4 shows that there is no significant differences between male and female teachers of government schools regarding their organizational commitment as the obtained t-value- 0.123, is not significant at 0.05 level of significance. Hence the hypotheses, "It is likely that "gender" has no significant effect on the organizational commitment of government school teachers" is retained.

Objective: To study the relationship between mental health and organizational commitment of government school teachers.

Hypotheses : It is likely that there is no significant relationship between mental health and organizational commitment of government school teachers.

Table 5
Shows correlation between Mental Health and Organizational Commitment of School Teachers

Variables	No of teachers	'r' value	Remark
Mental health	100	0.234	Significant relationship
Organizational commitment			

Table 5 depicts the correlation between the mental health and organizational commitment of school teachers. The coefficient of correlation of the mental health and organizational commitment of school teachers is 0.234 and it is significant at 0.05 level of confidence. It means there is significant relationship between mental health and organizational commitment of schoolteachers. Hence, the hypothesis "It is likely that there is no significant relationship between mental health and organizational commitment of government school teachers" is rejected.

RESULT AND DISCUSSION

The purpose of this study was to find out the mental health and organizational commitment of school teachers. The findings of the research reveals that there is significant difference between teachers in their mental health with regards to their level (primary and secondary). The teachers of primary schools have been found more mentally healthy than secondary school teachers. The type of Institution (primary and secondary) is also an important factor in determining the organizational commitment of school teachers. The results revealed that the mean score on organizational

commitment of primary teachers is higher than the mean score of secondary teachers however the difference is not significant. The findings indicate that gender does serve as a differentiating factor as male teachers scored significantly higher than female teachers with regard to mental health ($t=2.72$). Analysis shows that male teachers are better placed than female teachers with regard to mental health. We must restructure the school environment, which not only help in development of intellects of individuals but also improve the capability of teachers, especially in case of female teachers, because teachers having ill mental health have adverse effect on the personality development of the students, while the good mental health teachers have students with effective and impressive personality. The results indicate that no significant differences were found between male and female teachers of government schools regarding their organizational commitment as the obtained t -value is not significant. Result also indicates that significant relationship was found between mental health and organizational commitment of school teachers.

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