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## Study of middle school teacher's performance due to overburden of non-educational work in context of middle school

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### ABSTRACT

Study of middle school teacher's performance due to overburden of non-educational work in context of middle school. What would be the impact of Performance of middle teachers of non-educational work in private school? What is statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school? . This study is conducted on 100 Teachers on Middle School level in Raipur city. Four school of Raipur will be selected. By keeping various objectives and purpose of the study of development of time management scale will be constructed self-made tools. Conclusion – A total of 06 sub-questions were included in this research question, out of which significant difference was found in all the questions at the 0.01 level from which it comes to the conclusion that there will be an impact on the performance of middle teachers doing non-educational work in private school. There fore the research question is accepted. Conclusion –A total of 05 sub-questions were included in this research question, out of which significant difference was found in all the questions at the 0.01 level from which it comes to the conclusion that there will be statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school. There fore the research question is accepted.

**KEY WORD :- Teacher's Performance, Overburden of non-educational work, Middle school**

### Introduction :-

Since time immemorial, great emphasis has always been placed on the three most important things in a person's life God, Parents and Teacher. Everyone is instilled with the belief that a teacher is always the door to knowledge. The role of teachers in life and culture of the people has been eulogized through the ages both in the East as well as West. The most ancient literature not only in India but also of the World, the Vedas have rightly observed, "Matru Devo Bhavo, Pitru Devo Bhavo, Acharya Devo Bhavo" i.e. the Mother, the Father and the Teachers have been given the highest regard by the society. They have been considered equivalent to God.

Teaching is a stressful occupation. Something either in the system of education itself or personal factor or the social or administrative environment of the school demoralize

teachers, reduce their interest and gradually develops unfavorable attitude towards this profession. A teachers needs to use a lot of energy in his daily chores in the classroom coupled with his personal and family commitment. A teacher faces a classroom full of students every day, negotiate potentially stressful interactions with parents, administrators, counselors and other teachers, and ensures student meet increasingly strict standards of accountability. This develops some time stress among teachers. This stress, frustration and negative attitude results into teacher burnout.

The non-teaching work largely involves school management, data collection, and documentation, with duplication and redundancy in many instances. The intermittent distribution of non-teaching work through the day and the pressure to be ready to act on the calls of higher authorities often burden the teachers and affect their ability to devote time to the primary role of teaching.

The importance of research objectives lies in the face that they determine. To study on middle school teacher's performance due to overburden. To study the overburden of non-educational work in context of middle school.

#### **Statement of the Problem:-**

**Study of middle school teacher's performance due to overburden of non-educational work in context of middle school.**

#### **Definition of functional words :-**

The investigator adopted the following definitions for the terms used in the title.

##### **1. Performance –**

A performance is an act of staging or presenting a play, concert or other form of entertainment. It's also defined as the action or process of carrying out or accomplishing an action, task or function.

##### **2. Non- Educational Work –**

Indiana is one of the few states that allow noneducational governmental agencies, such as the Indianapolis mayor's office, to authorize charter school.- Caroline Beck, IndyStar, 4 May 2023.

##### **3. Private School –**

They are also known as Independent schools, non-governmental, privately funded, or non-state schools. They are usually funded by fees charged at their students.

#### **Objective of the study:-**

A good research problem is that which generates a number of other objectives. After stating the research problem, the researcher should go ahead to generated objectives. For an objective to be good, it should be Specific, Measurable, Achievable, Relevant and Time-bound.

1. To study the middle school teacher's performance due to overburden.
2. To study the overburden what types of burden is given to teachers.

#### **Hypothesis of the study:-**

A hypothesis ensures the entire research process remains scientific and reliable, following the principles of deduction.

### Research Question :-

1. What would be the impact of Performance of middle teachers of non-educational work in private school?
2. What is statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school?

### Review of related literature :-

Before going into real phase of the research, it is thought essential to study whole literature including research findings related to variables in the study being conducted. The purpose of the preview of the parts efforts is very vital as it acts as the first step of the staircase in solving a new problem.

**Anviti (2008)** conducted a study on job burnout in Indian perspective. She conducted her study on Indian managers and said that burnout appears to be a response to interpersonal stressors on the job in with an overload of contact with people causes changes in attitude and behavior towards them. This article was a step towards explanation of the concept and determinants of burnout.

**Khan and Srivastava (2008)** studied teacher's burnout in relation to mental health. The purpose of this study is to know the impact of mental health on the level of burnout of the teachers teaching at different education levels. 640 teachers were randomly selected from different educational institutions and were administered mental health status inventory in order to categorize them into different levels of mental health. After this categorization they were administered burnout scale to investigate the functional relationship between these two variables of psychological and educational importance i.e. burnout and mental health. It was found that teachers with low mental health are more prone to burnout than the teachers of average and high mental health.

**Skaalvik and Skaalvik (2011)** examined the relations between school context variables and teachers' feeling of belonging, emotional exhaustion, job satisfaction, and motivation to leave the teaching profession. Six aspects of the school context were measured: value consonance, supervisory support, relations with colleagues, and relations with parents, time pressure, and discipline problems. The participants were 2569 Norwegian teachers in elementary school and middle school. The data were analyzed by means of SEM analyses. All six school context variables were related to job satisfaction and motivation to leave the teaching profession. These relations were primarily indirect, mediated through feelings of belonging and emotional exhaustion.

**Ting (2011)** studied the relationship between school organizations' internal marketing and teachers' organizational commitment by examining the mediating role of teachers' job involvement and job satisfaction. The participants in the study were 275 elementary school teachers. This empirical study was based on questionnaire surveys. A nested model and structural equation modeling were used for analysis. The results show that internal marketing, job involvement, and job satisfaction all have a direct impact on organizational commitment. Moreover job involvement and job satisfaction play partial mediating roles in the relationship

between internal marketing and organizational commitment.

**Variables of problem:-**

1. Independent variables – Non-Educational Work
2. Dependent variables – Performance

**Research Method:-**

Survey research is one of the most important areas of measurement in applied social research. The broad area of survey research encompasses any measurement procedures that involve asking questions of respondents. A "survey" can be anything forms a short paper-and-pencil feedback form to an intensive one-on-one in-depth interview. In the present research study the survey method will be used to collect data.

**Population :-**

A research population is generally a large collection of individuals or objects that is the main focus of a scientific query. It is for the benefit of the population that researches are done. However, due to the large sizes of populations, researchers often cannot test every individual in the population because it is too expensive and time-consuming. The population for the present study is in schools of Raipur city in which 4 middle school were selected randomly for 100 teachers of private school.

**Sample :-**

The investigator will use stratified random sampling technique for selecting the sample. Sampling is fundamental to all statistical methodology of behavioral and social research. Bad sampling vitiates the data at the source. No amount of subsequent statistical finding will improve its quality. Sampling is the part of the strategy of research.

The study is going to tested on 100 teachers of private school in Raipur city Chhattisgarh and it will be limited at the level of middle school teachers.

**Selection of Tools :-**

Collection of relevant data is one of the most important steps in any research, especially in the field of education. For this, an appropriate instrument or tool is very essential. In certain studies readymade tools are used by the investigator to carry out the study. The readymade tools may not be appropriate for the study. In such cases, the investigator has to prepare suitable tools, which will work adequately with the subjects selected for the study. By keeping various objectives and purpose of the study of development of time management scale will be constructed self-made tools.

**Verification of Research Question :-**

1. What would be the impact of Performance of middle teachers of non-educational work in private school?

**Table No. 4.1**

Agree, disagree and Both on the impact of Performance of middle teachers of non-educational work in private school.

Question Number	Agree	Dis-agree	Both	Number	Chi - square	Significant/ Not Significant
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1.	58	27	15	100	29.56	Significant at the 0.01 level
2.	65	29	06	100	53.1	Significant at the 0.01 level
3.	52	36	12	100	24.33	Significant at the 0.01 level
4.	42	48	10	100	25.05	Significant at the 0.01 level
5.	60	35	05	100	45.54	Significant at the 0.01 level
6.	62	31	07	100	45.65	Significant at the 0.01 level

**Conclusion** – A total of 06 sub-questions were included in this research question, out of which significant difference was found in all the questions at the 0.01 level from which it comes to the conclusion that there will be an impact on the performance of middle teachers doing non-educational work in private school. There fore the research question is accepted.

2. What is statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school?

**Table No. 4.2**

Agree, disagree and Both on the statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school.

Question Number	Agree	disagree	Both	Number	Chi - square	Significant/ Not Significant
1.	45	45	10	100	24.52	Significant at the 0.01 level
2.	57	35	08	100	26.19	Significant at the 0.01 level
3.	63	26	11	100	43.01	Significant at the 0.01 level
4.	39	52	09	100	29.2	Significant at the 0.01 level
5.	43	50	07	100	31.96	Significant at the 0.01 level

**Conclusion** –A total of 05 sub-questions were included in this research question, out of which significant difference was found in all the questions at the 0.01 level from which it comes to the conclusion that there will be statistically significant indication of performance of middle teachers due to overburden of non-educational work in context of private school. There fore the research question is accepted.

**Suggestion :-**

1. The burden of non-educational work on teachers should be removed.
2. Separate employees should be appointed for non-academic work in schools.
3. Teachers should be trained from time to time so that they can become familiar with innovations.

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