

Periodic Research

A Comparative Study of Alienation of Teachers of Various Cadres Working in Kendriya Vidyalayas



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Abstract

This study examines the alienation in various cadres of teachers working in Kendriya Vidyalayas. The Alienation in the present study is considered as condition of employees toward their work and working environment. The Sample for the study was 450 teachers including 150 PGTs, 150TGTs, 150PRTs by using stratified random sampling. For Alienation, Alienation scale by Dr. HardeoOjha was administered for collection of data. No significant difference was found between PGTs, and TGTs, but there is significant difference in the Alienation between PGTs and PRTs as well as between TGTs and PRTs. There are certain factors which affect the alienation of the employees namely Powerlessness, meaninglessness, normlessness, Isolation and self-estrangement. The results of the variable Alienation with respect to various cadres of teachers shows that the Primary teachers are less alienated in comparison to their Trained Graduate and post graduate counterparts working in Kendriya Vidyalayas.

Keywords: Alienation, Teachers, Kendriya Vidyalayas.

Introduction

Karl Marx stated that it is a capitalist society, it is very hard for an employee to not get any attention for his work and thus easily becomes prone to alienation. The reason behind it may be that there are no incentives given to the Employees in such a society. Thus, one can understand that Alienation is affected by various factors. Day by day world is advancing with technology which has made man backward on several points. The reason is that individuals are not able to cope up with these changes and they feel that survival has become difficult. Further, these changes in the society become a challenge for the individuals and it becomes a tough task to become successful in that particular society, this may even direct individuals to alienation and isolation. Poor and uncomfortable experiences from the society also turns individual towards alienation. According to Seeman (1959): "Alienation is all about "powerlessness, fearfulness, isolation, normlessness, cropping up in the individual due to problems on social, institutional or interpersonal platforms". Tolan (1981): suggested that the "feeling of Alienation causes the individual to experience disconnection from his work, environment or own-self both at conscious or unconscious level". In Kendriya Vidyalayas the working conditions of PRTs, TGTs and PGTs vary from one another in terms of personal growth, promotion, opportunities, recognition, security and supervision. Advancement in modern technology has furthermore added to the alienation of these teachers from their workplace, to next level. Coping up with the advancing technology and trying to adapt it has added to the estrangement of these employees from other people, our bodies, nature, and "real life". The monotony and lesser options of 'newness' again was seen as a major cause of alienation. The unique aspect of Kendriya Vidyalayas is 'Unity in diversity', these institutions find teachers from different state and economic background which can be regarded as one of the merits but sometimes this create negative impact like that of alienation from work. The younger generation, recruits as new staff sometimes finds it difficult to adjust in the environ which is completely from what they have been used to, their young energies do not find a smooth channel coping up with changed surroundings.

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Review of Literature

JACOB, T.V. (1990) studied Organizational Alienation: with special reference to Kerala Water Authority. This study was limited to engineers in the rank of assistant executive engineers. He concluded that organizational alienation is found to be distinct from work and job alienation.

Singh, Karuna (1993) studied the factors affecting alienation in the non-teaching employee of bundelkhand University. In this study modified version of University Employees Alienation Scale (UEAS) constructed by Joshi and Bhatnagar (1984) was applied. The study reveals that highly aspiring persons are highly alienated and lowly aspiring persons are lowly alienated. The study also suggested that high job satisfaction leads to less alienation.

Johnson, G.M. (2005). Studied Student Alienation, Academic achievement, and WebCT use. Questionnaire applied to Fifty three students enrolled in an undergraduate psychology course. Study reveals that peer alienation was associated with increased webCT use; learning alienation and course alienation demonstrated an inverse relation to academic achievement. In most cases, significant productive relationship between academic achievement and student use of WebCT were curvilinear.

Huseyin, Akar (2018) studied the relationship between quality of worklife, School alienation, Burnout, Affective Commitment and Organizational Citizenship: A study on teachers. Study reveals that teachers perception for quality of work life have negative effect on burnout and school alienation.

Calabrese and Fischer (2010): completed their study on "The Effects of Teaching Experience on Levels of Alienation". The study was initiated to measure the Alienation levels of the teachers and student teachers teaching in private schools and their duration of their work. About 165 student teachers and 65 students were taken in this study as sample. Dean Alienation scale was used in the study. The results revealed that the less experienced teachers showed more alienation than the full-time teachers.

Orr, Kevin (2012) "Coping, Confidence and Alienation: the early experience of trainee teachers in English" study was conducted to measure the difference between the pre-service and the in-service teachers in their early experiences derived from teaching in the schools of England. It was noticed that there was more alienation in the early training of the teachers and they felt isolated without much control over the teaching practice.

Caglar & Caglar (2013) studied on "The Relationship between the Levels of Alienation of the Education Faculty Students and Their Attitudes towards the Teaching Profession". Study was conducted to confirm relationships between student teacher's alienation towards their profession. 875 student teachers were selected in the sample for the

study. Tukey HSD test was used to study the intergroup difference.

Objective of Study

The following objective was proposed for present study-

To compare Alienation of teachers of various cadres working in Kendriya Vidyalayas.

Hypotheses

It is hypothesized that

1. There is no significant difference in the Alienation of PGT and TGT working in Kendriya Vidyalaya.
2. There is no significant difference in the Alienation of TGT and PRT working in Kendriya Vidyalaya.
3. There is no significant difference in the Alienation of PGT and PRT working in Kendriya Vidyalaya.

Methodology

Stratified random sampling has been used for selecting sample. The researcher selected 450 samples from teachers working in Kendriya Vidyalayas including 150 PGT, 150 TGT and 150 PRT.

The Alienation Scale standardized by Dr. Hardeo Ojha has been used to measure Alienation of teachers of various cadres working in Kendriya Vidyalayas. It includes twenty statements. For each statement a score of 1 to 5 is assigned. Ten items were positive and ten items were negative. The reliability of the tool is .80.

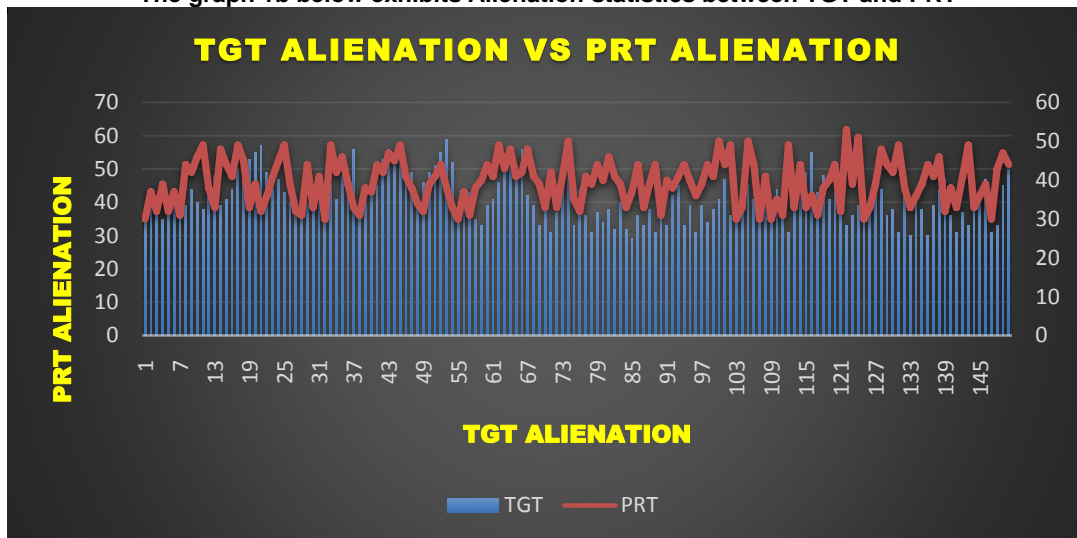
Analysis of Data

Table below shows C.R Statistics for various cadres of teachers in Kendriya Vidyalaya's with respect to their Alienation

Cadre	N	Mean	SD	C R value	C R critical value
PRT	150	39.55	5.91	2.85	2.592
TGT	150	41.6	6.85		
PGT	150	45.69	7.36	4.91	2.592
TGT	150	41.6	6.85		
PGT	150	45.69	7.36	7.96	2.592
PRT	150	39.55	5.91		

The above table reveals that the mean scores of the TGT's (M=41.66) which is more than the PRT's (M=39.55) teaching in Kendriya Vidyalaya's. The calculated value of Critical-Ratio is 2.849657 which is greater than the critical value for two-tailed hypothesis i.e. 2.592428 at 0.01 alpha level of significance. Moreover p-value is 0.004682 which is also lesser than the alpha value i.e. 0.01. Both the groups exhibit Alienation on a very lower level but the Alienation of TGT's is little greater than that of PRT's. Therefore, the hypothesis that "There is no significant difference between the PRT's and TGT's of Kendriya Vidyalaya's" is rejected. The reason is that Alienation as a feeling of cut-off and being isolated from work, society is being differentiated between the PRT's and the TGT's.

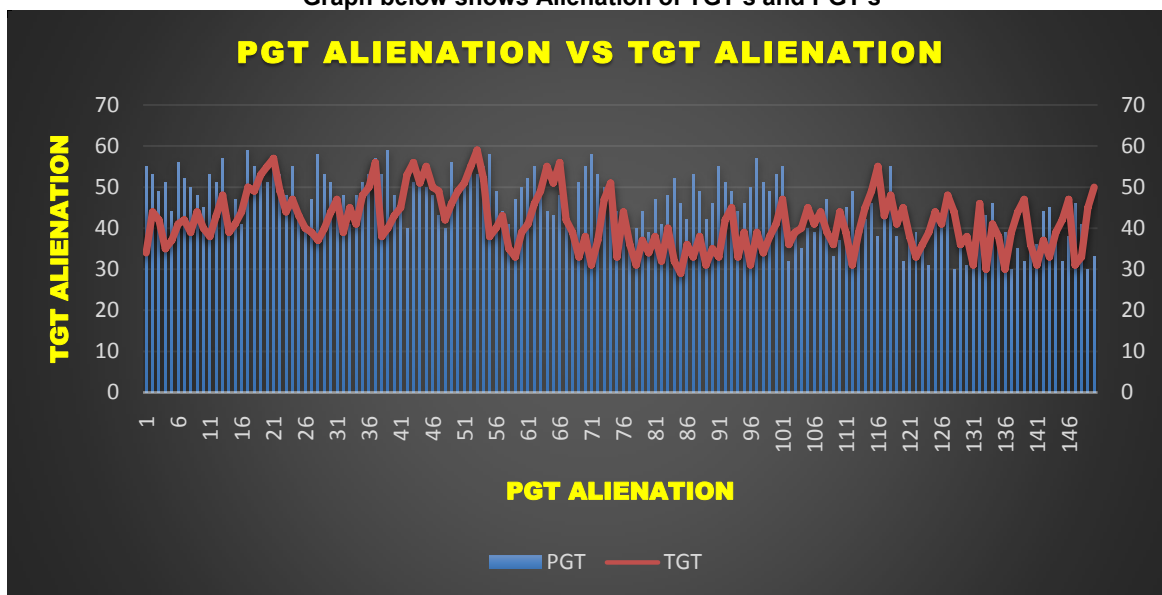
The graph 1b below exhibits Alienation statistics between TGT and PRT



The mean of Trained-Graduate Teachers is 41.66 and that of Post-Graduate Teachers is 45.69. The difference in the mean scores signifies that there is significant difference in the Alienation of TGT and PGT teachers. The value of calculated Critical-Ratio is 4.911 which is considerably greater than the critical

value for two-tailed hypothesis that is 2.59. Further the p-value is 0.00000149 which is greater in comparison to the level of significance i.e. $\alpha = 0.01$. Thus, the hypothesis "There is no significant difference in the Alienation of TGTs and PGTs working in Kendriya Vidyalaya's is rejected.

Graph below shows Alienation of TGT's and PGT's

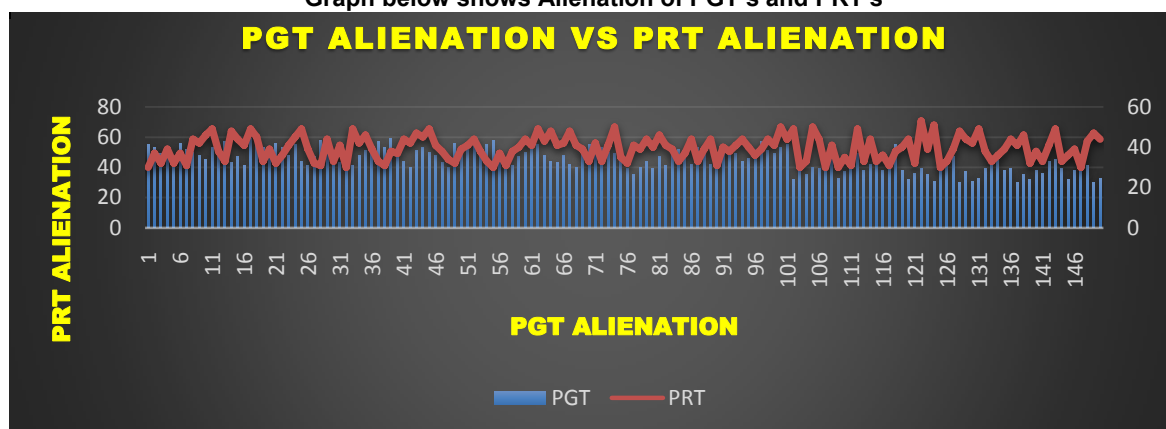


The hypothesis that There is no significant difference in the Alienation of PGT and PRT working in Kendriya Vidyalaya is rejected as the value of C.R. calculated **7.96392** is greater than the critical value i.e. **2.592428**. Thus, it can be said that PGT's as well as PRT's are differentiated in performance on the

variable Alienation. The C.R.-value is 7.96392. The p-value is $< .00001$. The result is significant at $p < .01$.

Both the groups are low on Alienation. However, PGT's are greater than the PRT's. The p-value is **0.0000000000000354** which is however, much lesser than the level of alpha selected.

Graph below shows Alienation of PGT's and PRT's



Conclusion

Comparative study of Alienation between PRT's and TGT's of the Kendriya Vidyalaya's as a property of being isolated from work or professional life taken in this study does show a significant difference. The mean of PRT's on Alienation is 39.55 and that of TGT's is 41.66. This means that the tendency of Alienation in the Primary teachers and Trained Graduate Teachers is different in both the groups and is not same. The reason behind such a finding can be that the environment of the working conditions faced by both the groups at their respective work places are not same in operation. There can be several causes for this. It might be possible that the conditions supportive of Alienation have a large impact on the Trained Graduate teachers. It can be understood that the working situations, required support from the administrative staff is not appropriate. Moreover, the less scores obtained by the PRT's on the Alienation is that there are contend with the work space they are being provided.

A significant difference is reported in the cut-off property or Alienation of teachers in the cadres of TGT's and PGT's working in Kendriya Vidyalaya's. From the values of the C.R. statistics it can be understood that Alienation as a feeling of mind is largely different in the Trained graduate teachers and the Post-Graduate Teachers. This it can be understood that separation from one's background in case of TGT's is different from the PGT's and it is lesser in case of Trained Graduate teachers then Post Graduate Teachers. Here, in this study the Post Graduate teachers' marks are low on the Alienation scale but still their feeling of cut-off from work is greater than the Trained Graduates. The reason is that may be these teachers are satisfied with their job but still they want to progress in higher level of Education or it is possible that their work place do not provide enough incentives and opportunities for growth so they are exhibiting Alienation. Significant difference has been reported in the Alienation of Post-Graduate Teachers and Primary Teachers working in Kendriya Vidyalaya's. However, the Alienation tendency of Primary teacher's is lesser than the Post Graduate teachers. The reason behind this may be self-alienation i.e. the tendency of getting cut-off

exists inside the mind of the individual or it may be due to the separation from the societies. The mean on the Alienation scores of the Post-Graduate teachers is 45.69 and that of the Primary teachers is 39.55. More expectations on the part of the organization from the teachers can crop up load in the mental and physical well-being of the teachers which also is another reason for stress. This stress brings un-natural and intolerable changes of any individual related to the job. Unlikely behavioral regions may be the cause of not performing well on the work.

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