

## The study of Changing Needs of Women Teachers in Relation to their Role in Modern Society

**Dr. N. M. Patel**

Principal , Research Guide

Nagaon Education Society, Gangamai College  
of Education, Nagaon Tal & Dist. Dhule

**Archana Tulshiram Suryawanshi**

Researcher

K.B.C.N.M.U., Jalgaon

### Introduction

Kothari Commission has rightly pointed out that for full development of human resources, for improvement of human beings and for molding the character of the children during the most impressionable years of infancy, the education of women is of greater importance than that of men. The education of women is also important from the point of view of social justice and democratic values which demand that women should have equal opportunities in the field of education.

India is a developing country and the rapid growth and advancement of science and technology, constitutional provisions and special emphasis on women education has encouraged modern women to use human resources for their betterment. Today women and prosperity are not two different things. Women bring prosperity when they are also working for the development of the society. They can do wonders if they get proper respect and good treatment not only at home but also at their work places. Therefore, their needs cannot be neglected. Now they are more interested in taking up jobs and education rather than staying at home. Undoubtedly, most Indian women accept their traditional role of dependence on male but some of them also accept their independent roles and perform them successfully. A possibility of economic independence through respectable employment becomes a reality for women in the modern times.

The job role of woman also coincides with her role. And in between these roles she obliges social patterns set by the society. If one carries out single handed all the duties of home and job, one experiences stress and strain. If on the other hand, one does not carry out efficiently one's dual role, one feels accused of being inefficient and vain, and suffers from guilty conscience and finds herself torn between home and work. If this situation is left uncontrolled and undirected, it may lead to disorganization of family and society of which women form an integral part. A woman teacher, besides occupying the position of a housewife and mother, also holds the position of an employee. Therefore, as compared to non-working housewives, a woman teacher has to perform a number of roles i.e. the role of mother, a wife, a daughter-in-law and social person fulfilling her obligations towards the society. And on the other hand, she also acts as a teacher at her work place i.e. school. She has to perform more than one role simultaneously, for instance, besides her duties as a teacher she has to act as subordinate, a colleague, a head of the institution and so on.

Needs are the requirements or necessities of a female teacher. Their fulfillment helps to work at ease to perform up to the optimum level of her potentiality. Unsatisfied needs result in increased physiological and psychological tensions. In the present study, 'Changing Needs' implies present personal, social, economic & educational /professional needs of women teachers at primary, secondary school and college level. As we know that, there is great change in the Indian society. Now our society converts into a modern society. With the emergence of modernity, there are so many complexities in our day-to-day life. Therefore, to remove these complexities or to make adjustment in society, a woman teacher has to make some changes in her way of living. For this adjustment, she has to make changes in her thoughts, values and physical strength also. That is why there are changes in the personal, social, economic, educational and professional needs of a woman teacher. Without these needs have been fulfilled, she cannot make progress in her professional as well as family or social life.

### Statement of the Problem

The study of Changing Needs of Women Teachers in Relation to Their Role in Modern Society.

## Need and Importance of Study

It is highly ironical that a woman, who as a mother has always been regarded as the first teacher of the child, has herself been left uneducated. This is primarily due to the fact that on the one hand, educational structures were inadequate and insensitive to women's needs and irrelevant to their daily lives and on the other, poor women were deprived of access to educational structures by the isolation of their lives and their endless struggle for survival and the pressure of their work in and outside their homes.

Girls have much less access to education than the boys do; the gender gaps are large. The reasons are many and differ from place to place. As an attempt to address this unequal situation great stress is being given to increase the number of female teachers in schools to provide the girls with role models with whom they can identify themselves.

New complexities have a number of problems and challenges. In such a situation, the social and educational institutions are also undergoing numerous changes in terms of their organization, functioning, structures, patterns and transactions that in turn require certain new roles and responsibilities on the part of teachers working in these institutions, which they can perform if there they meet different personal, social, economic and professional needs. Therefore, this needs to investigate as to how their needs are changing according to their level of education, place of residence and occupation.

The present study has undertaken to explore their specific personal, social, economical and professional needs as working women teachers, which call immediate attention/efforts for what they deserve so that they could perform up to their optimum level of their potentiality without any difficulty. Therefore, the present study is an attempt to identify the different personal, social, financial, professional needs of women teachers working in Primary schools in Dhule City.

## Objectives of the Study

- 1) To study the changing Personal, Social, Economic, and Professional needs of Primary School Women Teachers.
- 2) To study the changing Personal needs of Primary School Women Teachers.
- 3) To study the changing Social needs of Primary School Women Teachers.
- 4) To study the changing Economic needs of Primary School Women Teachers.
- 5) To study the changing Professional needs of Primary School Women Teachers.

## Scope and Limitations of the study

- 1) The study has been limited to the investigation of only the Personal, Social, Economic, and Professional needs of women teachers.
- 2) The study has been limited to Dhule City only.

## Research Method

For the present study, the investigator applied the descriptive survey method of research. The survey involves a quick appraisal of facts or depictions of the reality. Survey studies are conducted to collect data from the existing phenomenon. It deals not only with gathering of data but also involves interpretations, comprehensive measurement and understanding of solutions of significant educational problems.

## Sample of the Study

"A sample is a miniature form of the entire group of aggregate from which it has been taken. In other words, it is a small representation of large whole". For selection of the sample for present study, select the 20 primary schools by lottery method and then select randomly 100 women teachers for the present research study.

## Tools and Techniques used for Data Collection

For the purpose of analysis of data, the frequencies and percentages were calculated for each item of the opinionative under three categories of responses, viz., 'Most Important', 'Important', and 'Least Important' in order to find out the direction and the degree of importance of a particular need in different groups of respondents. In addition, the score value and the scale value

(Quartile deviation) for the items were calculated in order to determine the rank order of the different needs by a particular group in terms of their importance.

### Procedure of Data Collection

After completing all the formalities for the present study, the researcher contacted the respondents personally. First, introduction given to them about the study and they were told that the information was being collected purely for the purpose of research and would be kept confidential. The researcher established rapport with the respondents by greeting them and by asking questions related to their daily routine and needs, personal, social, economic and professional through an opinionative.

The researcher collected data from 100 women teachers of selected primary schools of Dhule City.

### Analysis and Interpretation of the Data

As it has been pointed out earlier also, the present section deals with the perception of women teachers of Primary Schools about their changing personal, social, economic and professional needs. The detailed analysis has presented as under.

In order to decipher the opinion of women teachers of primary and secondary school on the changing personal, social, economic and professional needs, a self developed opinionnaire was administered on 100 women teachers of primary schools. For further analysis and interpretations, their responses to each statement in the opinionnaire were tabulated in terms of frequencies under three different categories, viz. 'Most Important', 'Important', and 'Least Important'. The ratings for all the items were computed by dividing their score value by the total number of respondents. The frequency distribution of teachers' responses under three different categories, score values and ratings for all the 42 items.

### Findings of the Study

1. Need of classroom facilities (i.e. light, fan, lecture stand, chalk-board etc.)
2. Need of respect/special regard of teacher in the society.
3. Need for training in guidance/ counseling for becoming effective teachers.
4. Need for timely settlement of teachers' cases regarding pension, gratuity and leave encashment etc.
5. Need of family help for maintaining status in the society.
6. Need of separate staff room for women teachers.
7. Need of good Library in the school.
8. Need of good Magazines in the school library.
9. Need of training for development of communication skills.
10. Need for awareness/ sensitization about social issues.

It presents the main findings regarding the least important changing personal, social, economic and professional needs of women teachers of primary schools. The same are given below:-

1. Need of crèche in surroundings of school.
2. Need of incentives for extra work.
3. Need of help/assistance in household work.
4. Need of support of husband/family members for proper co-ordination at home and at work place.
5. Need of spending salary/money according to own choice.
6. Need of separate/independent study room at home.
7. Need of assistance/help for filling income-tax form.
8. Need for awareness regarding different long-term scheme of investment.
9. Need for extra income by other means in order to meet the day-to-day expenses of the family.
10. Need of conveyance/transport facility.

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