

TEACHER'S WORKING BEHAVIOR IN PRE AND PRESENT TIME OF CORONA PERIOD

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Abstract

Work behaviour is usually defined as the behaviour one uses in employment and is normally more formal than other types of human behaviour. This varies from profession to profession, as some are far more casual than others. People are usually more careful than outside work in how they behave around their colleagues, as many actions intended to be in jest can be perceived as inappropriate or even harassment in the work environment. Work behavior attitude refers to the 'do' part of work. The current study examined teachers' work-related outcomes during COVID-19 and the role of two leadership factors and workplace boom in relation to these outcomes. Whether any special difference has been noticed in the working method and process of the teachers. Before and in the present time of Corona period.

Keywords: working behavior, Teachers, pre and present time of corona period, gender

Introduction

The COVID-19 pandemic has wrought substantial challenges on individuals and societies. As part of this, teachers have faced significant stressors in relation to their work. The pandemic required a very sudden shift to remote learning, and teachers were called upon to support students' academic development and well-being throughout this shift, while also navigating adversity and stress in their own lives. However, such widespread disruption has not occurred in living memory, highlighting the need for research to examine teachers' experiences during COVID-19. In addition, given the potential for subsequent waves of COVID-19 over the next few months and years—and indeed, different disruptions in the future—it is important to ascertain whether there are factors positively associated with teachers' outcomes in these challenging times. The current study examined teachers' work-related outcomes during COVID-19 and the role of two leadership factors and workplace boom in relation to these outcomes. Whether any special difference has been noticed in the working method and process of the teachers. Before and in the present time of Corona period.

Review of Literature

- Akram et al., (2015): Employees try to adapt themselves to the high work load by generating, promoting and implementing ideas to adapt themselves or work environment.
- Damoder, (2012). Innovation is also seen as a various process with different activities and different innovative work behaviour essential at each stage. Therefore, an individual can be anticipated to involve in any blends of these behaviours at any particular time.
- Klaijnsen et al., (2017); Thurlings et al., (2015): Relatively few studies focus specifically on school teachers'

innovative work behaviour and its determinants.

- **M. Singh & Sarkar, (2012):** innovation is a key driver of economic and social progress. Also, innovation is deliberated as a medium to enhance any organizations' ability to adapt to changing environment.
- **Usma&Frodden, (2003):** education is crucial to promote students' creative and innovative thinking. In other words, innovative work behaviour is highly imperative for the persistence development of educational professions as well as school organizations and for knowledge society development.

Objectives-

To make a Comparative study of male and female teacher's working behavior in pre and present time of corona period.

Hypothesis-

There is no significant difference in male and female teacher's working behavior in pre and present time of corona period.

Terms Defined

- **Teacher's behaviour:** Teacher's behaviour is defined as the behaviour or activities of persons as they go about doing whatever is required of teachers, particularly those activities that are concerned with the direction of guidance of the learning of others.
- **Work style:** is how you prefer to plan your work tasks, communicate professionally with others, and like to get tasks done. Different workers have different work styles—for example, someone who likes to ponder things may spend a lot of time thinking and gathering inspiration for new ideas.

Method Used

In the present study Survey Method has been used.

Sources of data

In the present study primary data has been used.

Tools Used

Self-Constructed Questionnaire on Teacher's Working Behavior has been used.

Analysis Procedure

There is no significant difference in male and female teacher's working behavior in pre and present time of corona period.

Category	Total Student (N)	Mean (M)	Standard Deviation (SD)	t Value	Result
Male teachers	30	20.9	2.00602541	2.16	0.05=2 0.01=2.66
Female teachers	30	19.9	1.539144		

Degree of Freedom (df)	N1+N2-2
	30+30-2
	58
Value of t at 0.05 level =	2
Value of t at 0.01 level =	2.66

Analysis

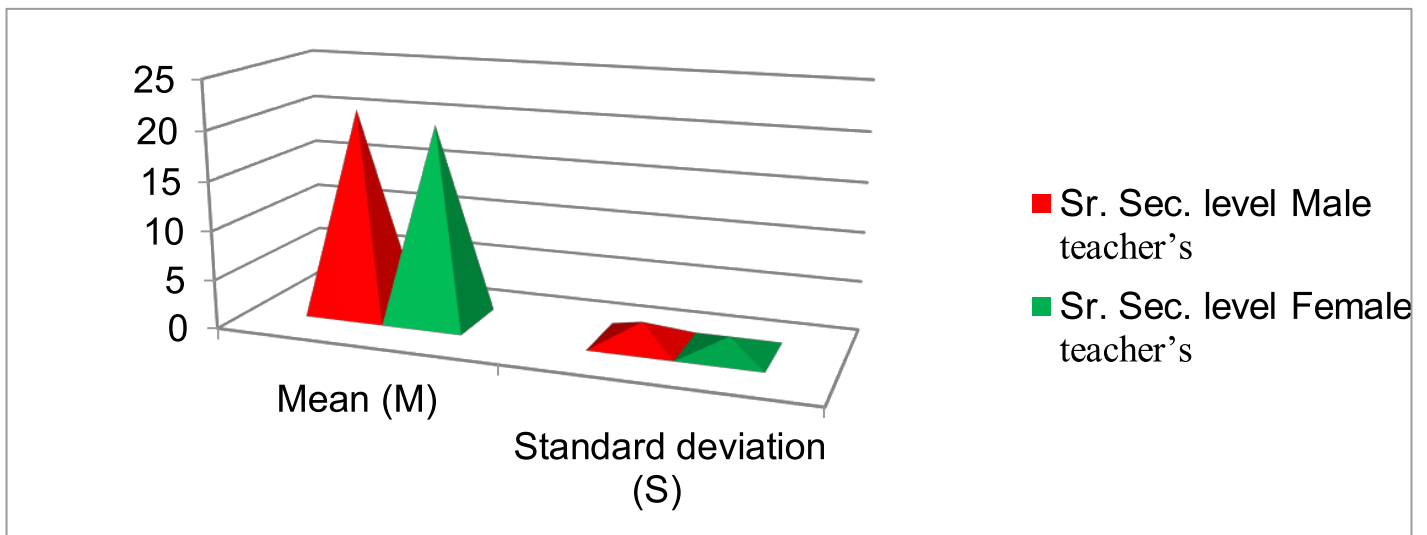
The t value obtained by calculation in above table is 2.16 which is greater than t value 2 and less than 2.626 of 0.05 and 0.01 level given in t table index. MEAN of both the group is 20.9 and 19.9 standard deviation is 2.00602541 and 1.53 9144 Therefore, a significant difference was not found in the hypothesis, and it was accepted.

Conclusion

Therefore, on the basis of the conclusion, it can be said that the mean value of Sr. Sec. level Male teachers were seen more than that of Sr. Sec. level Female teacher's and in standard deviation also the standard deviation of male teacher's was seen more than female teacher's. Hence the t-value was found to be 2.16 and the above hypothesis is accepted at 0.05 level of confidence.

The graphical representation of difference between the study of Male and Female teacher's working behavior in pre and present time of corona period.

Graphical Presentation



Major Findings-

- ✓ The mean value of Male teacher's was seen more than that of Female teacher's and in standard deviation also the standard deviation of male teacher's was seen more than female teacher's. Hence the t-value was found to be 2.16 and the above hypothesis is accepted at 0.05 level of confidence.
- ✓ The analysis of data reveals that there was a significant positive relationship between behavior and working style viz., affective, normative, and total of senior secondary school teachers and organizational support.
- ✓ Job stress and frustration due to over workload, rigid timetable, leave without pay for essential duties, would definitely affect the commitment of teachers and therefore all efforts should be made to avoid such situations.

Educational Implications of the Study

- ✓ Where the researcher was completed by the present research study and in the present time, she will be able to do a comparative study in the working behavior.
- ✓ Through the present research work, the researcher will be able to study the current working style of the teacher.
- ✓ The present study also reported that work motivation exerts a significant effect on the working behaviour of the teachers. Although a few human activities occur without motivation, nearly all-conscious behaviour is motivated or caused. Therefore, it is very necessary to identify teachers' drives and needs and to channelize.

Suggestions for further Research

- ✓ A study of behavior and working style of rural and urban B.Ed college teachers may be undertaken.
- ✓ A study of the behavior and working style of B.Ed college teachers with other variables such as work motivation, job satisfaction, job involvement etc., may be undertaken.
- ✓ A comparative study on the behavior and working style of B.Ed and D.Ed college teachers may be undertaken.

Conclusion

Writing conclusion is an important part of the research process as it draws everything together. The present investigation aimed to study teacher's working behaviour in pre and present time of corona period. At the outset, the effect of type of area, behaviour, gender was examined on the working behaviour in pre and present time of corona period. Gender was reported to have significant main effects on the working behaviour of teachers no significant effect on the working behaviour. Further, the female teachers possessed significantly higher working behaviour than the male teachers respectively.

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