Influence of Professional Ethics and Organizational climate on the Professional Commitment of Teachers at Secondary Level

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Abstract- The present study is intended to find out the influence of Professional Ethics and Organizational climate on Professional Commitment of teachers at Secondary School Level. Normative survey method was adopted for the study. The sample constituted 400 Secondary school teachers drawn by stratified random sampling technique. The tools employed for collection of data are Professional Ethics Scale, Organizational Climate Inventory and Professional Commitment Scale. The statistical techniques adopted for analysis of data are Pearson's Product Moment Coefficient of Correlation, Partial Correlation and Multiple Correlation. The findings revealed that the variables Professional Ethics and Organizational Commitment have a significant influence on the Professional commitment of teachers at Secondary School Level.

Keywords: Professional Ethics, Organizational Climate Inventory, Professional Commitment Scale

I. INTRODUCTION

Teaching may be regarded as the profession in its own right and one that demands a great deal of professional expertise. It requires its own code of ethics which may be expressed in set of ethical principles. without high standard of Professional Ethics, it is doubtful that teaching could be ever regarded as a full fledged profession. The effectiveness and stability of an institution is mostly based on the professional commitment of teachers working in them. It is a part of teacher's affective and emotional reaction to their experience in an educational setting. It is assumed that a healthy organizational climate provides satisfaction to the teachers and their satisfaction leads to better commitment towards the profession. The specific need for this study is to find out the influence of Professional Ethics and Organizational Climate on the Professional commitment of Secondary School Teachers

Back ground of Study

The quality of education depends upon the quality and competence of teachers. It is true to say that teacher is the heart of every educational institution. The success of an institution in the attainment of educational objectives largely depends on the quality of its teachers. Higher academic and professional qualification of teachers no doubt can raise the standard of education as well as of nation, but it is greatly influenced by organizational climate and code of conduct of identification with and involvement in a particular profession (**Letin&Oleem, 2006).**Professional code of ethics is a set of guidelines, which details set of recognized ethical norms and professional standards of conduct to which all the members of the teaching profession must adhere (**Solitis, 1990**).

One factor that might influence teacher's job performance is organizational climate.. Organizational climate influences to a great extent the performance of employees, because it has a major impact on the behavior, motivation, performance, job satisfaction, professional commitment and attitude of teachers (**Dennis &Daimawan, 2015**).Professional Commitment is important to both professional and organizational success. It is "the feeling of dedication among the individuals towards their profession. (**Blaisure, 2002**). Teachers' total involvement in work ad professional growth contributes their best to the profession as teachers.

Need and Significance

Without following high standards of professional Ethics it is doubtful that a teacher cannot be emotionally committed to his work and satisfied with profession. Teaching is a complex and demanding profession. To

sustain their energy and enthusiasm for the work, teache need to maintain personal commitment to the job (**Day, 2000).**The climate of the institution exerts powerful influence on the performance of employees. It influences their inner states which have an impact on their teaching behavior. Teachers should feel that they belong to a meaningful entity and can realize cherished values by their contributions to the institution. The personal identification with the values of the organization can provide motivation to the teachers to practice the code of ethics by upholding the values of the profession and become committed to the organization.

Related studies in the area of Professional Ethics by **Yojana (2000), Boon & Turner (2003), Sharma (2006), Sumanagala&Ushadevi (2008), Gunnel (2009), Rasmi (2010), Eswaran & Sharma (2014) and Yazdani (2015)** found that the code of ethics provides a formal framework of ideals designed to guide and encourage teachers to achieve highest standards of behavior and professionalism. The studies related to Organizational Climate showed a significant relationship between organizational climates and job performance of employees (**Hoy, 2000); Anand, 2006; Greenfield, 2008; Ingersoll, 2011; Lestin, 2013; Shane, 2015)**.

Research studies related to Professional Commitment has identified commitment towards profession as one of the most crucial factors influencing the performance, job satisfaction and attitude of teachers**(Batsman, 2000;Billingsly⨯Alten, 2003; Bowman, 2006; Brook, 2010; Wilte, 2012; Celep, 2014; Gupta, 2016)**.Review of related literature shows that a large number of research studies have been conducted in India and abroad on professional ethics, organizational climate and professional commitment of teachers. However, the studies showing the influence of professional ethics and organizational climate on the professional commitment of teachers at secondary level have not been investigated adequately. This observation motivated the investigators to take up a study of this type to fill up this gap and hence the need and significance of the present study.

Objectives of the study

1.   To find out whether there exists significant relationship between professional ethics and professional commitment of Secondary School Teachers.
2.   To find out whether there exists significant relationship between organizational climate and professional commitment of Secondary School teachers.
3.   To find out whether there exists significant relationship between professional ethics and professional commitment of secondary school teachers when the influence of organizational climate is partialled out.

4.   To find out whether there exists a significant relationship between organizational climate and professional commitment of secondary school teachers when the influence of professional ethics is partialled out.

5.   To find out the combined effect of the variables Professional Ethics and Organizational climate on professional commitment of Secondary School Teachers.

Hypotheses of the study

1. There exists significant relationship between professional ethics and professional commitment of Secondary School Teachers.

2. There exists significant relationship between organizational climate and professional commitment of Secondary School teachers.

3. There exists significant relationship between professional ethics and professional commitment of secondary school teachers when the influence of organizational climate is partialled out.

4. There exists significant relationship between organizational climate and professional commitment of secondary school teachers when the influence of professional ethics is partialled out.

5. Professional Ethics and organizational climate will have a combined effect on professional commitment of Secondary School Teachers.

Method: Normative survey method was adopted for the study.

Sample: The study was conducted on a representative sample of 400 Secondary School Teachers.

Variables: The study presumed two independent variables viz; Professional Ethics and Organizational Climate and dependent variable professional commitment.

Tools used: The tools employed for collection of data are Professional Ethics scale, Organizational Climate Inventory and Professional Commitment Scale.

Statistical Techniques

The Statistical Techniques used for the study are Pearson's product moment coefficient of Correlation, partial correlation and multiple correlation.

Analysis

Relationship between Professional Ethics and Professional Commitment.

Table: 1

Variables Correlated	*r* value	Significance of *r*	SE *r*	Confidence Interval	Shared variance	Interpretation
Professional Ethics. & Professional Commitment	0.60	16.1	0.27	0.56 to 0.63	36	Substantial Correlation

Table-1 shows that the coefficient of correlation obtained between the variables is 0.60, which is substantial and positive. The significance of *r* is 16.1 and standard error value is 0.27 which was used to estimate confidence interval. At 0.01 level of significance the confidence interval was 0.63 and 0.56. The obtained shared variance is 36 shows that 36% of correlation between the variables is due to commonness between the valuables. Hence **Hypothesis: 1**" There exists a significant relationship between professional ethics and professional commitment of Secondary School Teachers" is accepted

Relationship between organizational climate and professional commitment.

Table: 2

Variables Correlated	*r* value	Significance of *r*	SE *r*	Confidence Interval	Shared variance	Interpretation
Organizational Climate. & Professional Commitment	0.49	8.53	0.40	0.29 to 0.59	25	Substantial Correlation

Table-2 shows that the coefficient of correlation obtained between the variables is 0.49, which is substantial and positive. The significance of *r* is 8.53 and standard error value is 0.40 which was used to estimate confidence interval. At 0.01 level of significance the confidence interval was 0.29 and 0.59. The obtained shared variance is 25 shows that 25% of correlation between the variables is due to commonness between the valuables. Hence **Hypothesis: 2**" There exists a significant relationship between organizational climate and professional commitment of Secondary School Teachers" is accepted

Relationship between professional Ethics and professional commitment when influence of organizational climate partialled out.

Table: 3

Variables correlated.	Variable partialled out	Partial r 12.3	Confidence interval
Professional Ethics & Professional Commitment	Organizational climate	0.51	0.42 to 0.62

Table 3 reveals that the obtained partial correlation is 0.51 showing that there is a significant relationship between Professional Ethics and professional commitment of Secondary School Teachers when the influence of organizational climate partialled out. Hence **Hypothesis: 3"** There exists a significant relationship between professional ethics and professional commitment of secondary school teachers when the influence of organizational climate is partialled out" is accepted.

Relationship between organizational climate and professional commitment when the influence of professional Ethics is partialled out.

Table: 4

Variables correlated.	Variable partialled out	Partial r 12.3	Confidence interval
Organizational climate & Professional Commitment	Professional ethics	0.35	0.51 to 0.23

Table 3 reveals that the obtained partial correlation is 0.35 showing that there is a significant relationship between organizational climate and professional commitment of Secondary School Teachers when the influence of Professional Ethics is partialled out. Hence **Hypothesis: 4"** There exists a significant relationship between organizational climate and professional commitment of secondary school teachers when the influence of professional ethics is partialled out"is accepted.

Combined Effect of Professional Ethics and Organizational climate on Professional Commitment.

Table:5

Variables Correlated	Criterion variable	Multiple correlation coefficient. R	SE r	Confidence Interval .
Professional Ethics & Organizational Climate.	Professional commitment	0.62	3..75	0.42 to 0.63

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Table 5 shows that the Multiple correlation obtained between variablesProfessional ethics and Organizational Climate is 0.62 showing that the variables have a combined effect on the professional commitment of Secondary School Teachers. Hence **Hypothesis 5"** Professional Ethics and organizational climate will have a combined effect on professional commitment of Secondary School Teachers" is accepted

III. FINDINGS OF THE STUDY

1. There exists significant and positive relationship between the variables Professional Ethics and Professional Commitment of secondary schoolteachers.

2. There exists significant relationship between organizational climate and Professional Commitment of secondary schoolteachers.

3. There exists significant relationship between Professional Ethics and Professional Commitment when the influence of organizational climate is partialled out.

4. There exists significant relationship between Organizational climate and Professional commitment when the influence of professional ethics is partialled out.

5. Professional Ethics and Organizational Climate have a combined effect on Professional Commitment of Secondary School teachers

IV.   IMPLICATIONS OF THE STUDY

➢   Training Programmes on dealing with moral dilemmas, moral code of conduct and ethical values should be organized by the authorities concerned with Secondary Education.

➢   Organizational Climate is a general flow of behavior and feeling in a group. So the heads of institutions should try to keep the climate conducive and favorable for the teachers influencing their teacher effectiveness, interpersonal relations and commitment to the profession.

➢   The administrators, Policy Makers and authorities concerned with Secondary Education should take necessary steps to formulate innovative and properly planned in-service strategies intended to bring changes in the knowledge, attitude and skills of teachers which in turn pave the way for equipping Teachers for better performance in professional life and make them more committed

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