



A STUDY OF PERSONALITY AND SENSE OF HUMOUR WITH PROFESSIONAL COMMITMENT OF SENIOR SECONDARY SCHOOL TEACHERS

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Abstract: The purpose of this study was to study the relationship of Personality and Sense of Humour with Professional Commitment of secondary school teachers. The study was conducted on a sample of 600 senior secondary school teachers from various schools situated in Haryana state. Introversion - Extroversion Inventory developed by Aziz and Gupta (2011), Teachers Sense of Humour scale (TSHS) developed by Malik and Kapoor (2014) and Professional Commitment scale developed by investigator were used to assess Personality, Sense of Humour and Professional Commitment of Secondary school Teachers. Causal comparative method of research and Multi-stage Stratified Random sampling technique was used in the study. The result indicated that there exists positive and significant correlation of Personality and Sense of humour with Professional Commitment. The study further reveals that if Personality goes for increase of one unit, Professional Commitment will increase by 0.185 units and if Personality increase by one unit then Sense of Humour increases by 0.115 units.

Key terms: Professional Commitment, Sense of Humour, Personality, Senior Secondary School Teachers

I. INTRODUCTION

Teachers are the one who acts as pivot for the transmission of knowledge and technical skills from generation to generation and helps to keep the lamp of civilization burning. The most important factor to be focused is the teachers reconstruction in terms of his/her quality, educational qualification, professional training and the place he/she occupies in the school as well as in the community. The word Professional has implications in teaching-learning process. A committed individual retains membership in the organization or exerts a high degree of effort not because he finds it to his personal benefit but because he believes that he should behave this way, since this is right and accepted behaviour. Professional Commitment is influenced by personality, teaching attitude, sense of humour, occupational stress, self-efficacy, teacher freezing and in return influences the teaching effectiveness of teachers (U Malik 2020). Personality is the organized, developing system within the individual that represents the collective action of the individual's major psychological subsystems. In today's world where success depends more on the individual's personality than his/her intelligence level, Personality traits have positive and essential effect on organizational commitment (Herath, H.M.M.L. & Shamila, F.A 2018). Substantial variance was found in Extrovert-Introvert and Professional Commitment among pupil teachers. () With the increasing expectations of the rising students population, the traditional methods of teaching have been questioned. Sense of Humour is part of the art of leadership, of getting along with people, of getting things done. Humour is the way out to lessen up the stress, help in balancing the work and personal life issues. Significant difference exists between the classroom performance of teachers with respect to sex, location, high and low sense of humour. Positive correlation was found between Teaching effectiveness and Sense of Humour of secondary school teachers (U. Malik 2017). Significant and positive relationship was found between Sense of humour and teaching competency of secondary school teachers (Sonia 2016). Some revealed that extroversion had no huge relationship with the attitudes however it was tolerably adversely connected with the educator perspectives other than that towards classroom teaching and introvert would in general have great demeanor towards individuals. Utilization of humour by teacher in various walks of life effect him/her in profession...

Statement of the Problem

A Study of Personality and Sense of Humour with Professional Commitment of Senior Secondary School Teachers

II. OPERATIONAL DEFINITIONS OF THE TERM USED

Professional Commitment:

It refers to one's dedication, devotion, whole hearted attempts towards the realization of organizational goals ,a feeling of involvement and belongingness , a complete blending or fusion of personal goals with organizational goals, utmost efforts to meet job requirements and total absorption in the job. In this study Professional Commitment refers to the score obtained in Professional commitment scale.

Personality :

Personality is the dynamic organization within the individual of that psychological system that determines his unique adjustment to the environment. In this study Personality refers to the scores obtained by senior secondary school teachers in the Introversion –Extroversion Inventory developed by Aziz and Gupta (2011).

Sense of Humour :

Sense of Humour is defined as a sort of catch –all term to refer to habitual individual differences in all sorts of behaviours ,experiences, affects, attitudes and abilities relating to amusement ,laughter ,jocularity and so on(Martin1998).In the present study Sense of Humour refers to the score of a Teacher on Teachers Sense of Humour Scale (TSHS).

Senior Secondary School Teachers :

In the present study teachers teaching in 11th and 12th classes of senior secondary schools are considered as Senior secondary school teachers.

Objectives of the study ;

- 1.To study correlation of Personality and Sense of Humour with Professional Commitment of Senior secondary school teachers in overall sample, Gender and Location.
2. To identify the role of personality and Sense of Humour in predicting Professional Commitment of Senior secondary school teachers in overall sample, Gender and Location.

Hypotheses of the Study;

Ho1 .There exists no significant correlation of Personality and Sense of Humour with Professional Commitment of Senior secondary school teachers in overall sample ,Gender and Location.

Ho2. There exists no significant role of Personality and Sense of Humour in predicting Professional Commitment of Senior secondary school teachers in overall sample.

Variables in the study :

Dependent variable – Professional Commitment

Independent variable – Personality and Sense of Humour

Design of the study :

Causal Comparative method of research was used.

Population :

Teachers teaching in Senior secondary schools situated in Jhajjar, Rohtak and Sonipat districts of Haryana state constituted the population of the study.

Sample :

Multi stage random sampling technique was used to select a sample of 600 senior secondary school teachers from senior secondary schools situated in Jhajjar ,Rohtak and Sonipat districts of Haryana state.

Tools used in the Study :

- 1.Introversion-Extroversion Inventory developed by Aziz and Gupta (2011).
2. Teachers Sense of Humour scale developed by Malik and Kapoor(2014).
3. Professional Commitment scale developed by the investigator.

Delimitations of the study :

1. The study is delimited to 600 senior secondary school teachers.
- 2.The study is delimited to only senior secondary school teachers of Jhajjar,Rohtak and Sonipat districts of Haryana state.
3. The study is delimited to only one Dependent variable i.e Professional Commitment.

Statistical Techniques used :

Descriptive statistics and Inferential statistics was used to analyse the data.

III. ANALYSIS AND INTERPRETATION :

The collected data were analysed both quantitatively as well as qualitatively .

O1. To study correlation of Personality and Sense of Humour with Professional Commitment of Senior secondary school Teachers in overall sample, gender and location.

Ho1. There exists no significant correlation of Personality and Sense of Humour with Professional Commitment of senior secondary school teachers in overall sample, gender and location.

To test the null hypothesis the values obtained from Introversion-Extroversion Inventory scale, Teachers Sense of Humour scale and Professional commitment scale were calculated and the results are presented in table 1.1

Which is mentioned below

Correlation Studies of Personality and Sense of Humour with Professional Commitment of senior secondary school teachers in overall sample ,gender and location.

TABLE 1.1 Correlation Coefficient (r)

| Variables | Rural Males (150) | Rural Females (150) | Total Rural (300) | Urban Male (150) | Urban Female (150) | Total Urban (300) | Total Males (300) | Total Females (300) | Overall Sample (600) |
|-------------------------|-------------------|---------------------|-------------------|------------------|--------------------|-------------------|-------------------|---------------------|----------------------|
| Professional commitment | 0.352* | 0.271* | 0.342* | 0.136 | 0.157 | 0.139* | 0.253* | 0.142** | 0.212* |

0.05 Level of significance =0.088 & 0.01 Level of Significance = 0.115 at df (598)

0.05 Level of significance =0.113 & 0.01 Level of significance = 0.148 at df (298)

0.05 Level of significance =0.159 & 0.01 Level of significance =0.208 at df(148)

* Correlation is significant at 0.01 level ** Correlation is significant at 0.05 level

Correlation value in overall sample of Personality and Sense of Humour with Professional Commitment is 0.212 which is significant at 0.01 level ,therefore ,null hypothesis is rejected at 0.01 level. Thus there exists positive and significant correlation. In male and female teachers ,correlational value is 0.253 and 0.142 respectively which is significant at 0.01 level and 0.05 level,therefore null hypothesis are rejected. So ,there exists positive and significant correlation of personality and Sense of Humour with Professional Commitment in both male and female teachers. In rural and urban teachers ,correlation value is 0.342 and 0.139 respectively which is significant at 0.01 level. Therefore ,null hypothesis are rejected. Thus,there exists positive and significant correlation of Personality and Sense of Humour with Professional commitment. In sub-samples rural male and rural female teachers ,correlation values are respectively 0.352 and 0.271 both are significant at 0.01 level. Thus null hypothesis are rejected at 0.01 level. So there exists positive and significant correlation of Personality and Sense of Humour with Professional Commitment in both rural male and female teachers.In urban male and female teachers ,correlation values are 0.136 and 0.157 respectively which are also significant. So null hypotheses are rejected. Thus there exists positive and significant correlation of Personality and Sense of Humour with Professional Commitment in Urban male and female teachers.

Regression Analysis:

Above correlation analysis depicted the positive correlation of Personality and TPACK with Professional Commitment but this does not indicate how much and how well independent variables are having a logical bearing on Professional commitment. For this regression analysis is done.

O2.To identify the role of Personality and Sense of Humour in predicting Professional Commitment of senior secondary school teachers in overall sample.

Ho1. There exists no significant role of Personality and Sense of Humour in predicting Professional Commitment of senior secondary school teachers in overall sample.

Table 2.1

Prediction of Professional Commitment by Personality and Sense of Humour as predictors in overall sample

Table (a) Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------|----------|-------------------|----------------------------|
| 1 | 0.212a | 0.045 | 0.042 | 14.870 |

a. Predictor : (Constant)- Personality, Sense of Humour

Table (b) ANOVA

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------|
| 1 | Regression | 6225.168 | 2 | 3112.584 | 14.075 | 0.000 |
| | Residual | 132023.897 | 597 | 221.146 | | |
| | Total | 138249.065 | 599 | | | |

0.05 Level of Significance = 3.01 & Level of Significance = 4.65 at df 2/597

Table (C) Coefficients

| Model | Unstandardized Coefficients B | Unstandardized Coefficients Std.Error | Standardized Coefficients Beta | t | Sig. |
|-----------------|-------------------------------|---------------------------------------|--------------------------------|--------|-------|
| 1 (constant) | 70.541 | 5.184 | | 13.594 | 0.000 |
| Personality | 0.185 | 0.054 | 0.139 | 3.423 | 0.001 |
| Sense of Humour | 0.115 | 0.034 | 0.137 | 3.373 | 0.001 |

From the above summary table, it is clear that the total variance in Professional commitment as contributed by Personality & Sense of Humour is 4.5% which is known as coefficient of determination. The regression is significant at 0.01 level as calculated F-value is greater than table value, therefore null hypothesis is rejected. So, there exists significant role of both independent variables in predicting Professional Commitment. From the coefficient table, it is noticed that if Personality goes for increase one unit, Professional Commitment will increase by 0.185 units and 0.115 units in case of one unit increase in Sense of Humour.

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