PROFESSIONAL COMMITMENT AND ORGANIZATION CLIMATE AMONG SECONDARY SCHOOL TEACHERS IN RELATION TO CERTAIN VARIABLES: A CASE STUDY OF SAMBA DISTRICT

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Abstract:
Teachers are essential to the educational system because they have the challenging job of preparing the next generation to assume the obligations of the nation. A talented and committed teacher is one of the most crucial components of any educational system's success. For the institution to be successful, effective, and able to survive, instructors' professional commitment is crucial. Maintaining the institution in a healthy state so it can continue its job is the fundamental duty of instructors. The purpose of the study was to evaluate the organizational climate and degree of professional dedication among secondary school teachers in Jammu. Determine their connection between the sexes as well. A sample of 100 secondary school teachers from Jammu was selected at random. The collected data were evaluated using the tools Mean, SD, Correlation, and t-test. According to the study's findings, organizational atmosphere and professional commitment are significantly correlated among secondary school teachers in Samba District.

Introduction:
Educators have a significant and crucial function in society. A teacher's influence on the society in which they live cannot be matched by any other personality. A teacher must possess these attributes in addition to professionalism and ethics, keep their own and the school's moral standards, and maintain the confidentiality of any information shared with students, coworkers, and the community. There is no doubting that the world is constantly changing and that today's society is significantly different from that of the past. Modern teachers need to put more of an emphasis on creative teaching methods that will make learning more enjoyable. New demands on our schools evolved as a result of the reforms. In order to transmit historical knowledge to the present and next generations, education involves dialogue between them (UNESCO, 1998; Ch and Rashid, 2021). In educational organizations with a clear organizational aim, high levels of dedication are probably prevalent. Higher levels of dedication to the school are often demonstrated by teachers who appear to be extremely happy and satisfied with their work (Ali and Naik, 2022).

A dedicated instructor is one who is passionate, determined, enthusiastic, and energetic. Understanding a teacher's commitment to their job is essential since it is intertwined with ideas like teaching quality, flexibility, attendance, burnout, and retention, organizational "health" of the school, and attitudes and results of students who drop out. The dedication of a school's faculty to their jobs has a bearing on the effectiveness of the institution. As a result, it is thought that teachers' dedication to their profession and involvement in it are fundamental to it and are therefore crucial to its success and future.

While this has clearly improved access to a wide range of educational possibilities in rural areas, it has also diminished the quality of the infrastructure, human resources, and other resources while also eradicating professionalism and ethical standards (Prakasha & Jayamma 2011). Professional commitment is characterized by loyalty, a desire to stay in a profession, and a sense of ownership over the particular problems and challenges that profession faces. According to Skidmore (2007), teachers who are professionally committed are those who are: a) committed to their own professional development by pursuing graduate degrees and standards-based professional growth opportunities; b) critically reflective in their practice by seeking meaningful feedback and dialogue, as well as engagement in action research; and c) advancing the teaching profession through the creation of professional learning communities and teachers' contributions to learning. In educational organizations with distinct organizational goals, high levels of dedication are probably present.

Review of Literature
Ghosh and Guha (2016) A study on the "Organizational Climate of Teacher Education Institutions in West Bengal in Relation to Teacher Educators' Motivation to Work" was conducted using the questionnaire on 221 West Bengal teacher educators. The results of the study show that there is no correlation between organizational atmosphere and teacher educators' motivation to work in a positive way.

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Balyer & Ozcan (2017) study titled "Organizational Environment at Primary Schools and Its Influences on Teachers Work Satisfaction" was undertaken. The study's findings showed that male instructors perceived the school environment more favorably than female teachers did, and that female teachers also reported higher levels of intrinsic job satisfaction.

Gill and Kaur (2017) study title "A study of professional commitment among senior secondary school teachers." The study looked at professional commitment among senior secondary school teachers. The lottery method was used to select 95 government senior secondary school teachers from various schools in S.A.S. Nagar (Mohali). To analyze the data, descriptive statistics such as mean, median, mode, standard deviation, skewness, kurtosis, and ANOVA were used. There was no significant interaction effect of (a) gender and teaching experience, (b) stream and teaching experience on professional commitment among college students, according to the findings. Based on the findings, it is suggested that there is a conscious need to check the salary status of teachers in order to ensure that they receive the prescribed salary under rules. Promotional opportunities can only be made available to each teacher if the evaluation criteria are transparent.

Madhura (2020) Examine the connection between the work environment and employees' commitment to the organization. The research that might be used for this study was of a quantitative type. The study's intended audience was nurses who worked in a few upscale private hospitals in Hyderabad. Three hundred and twelve nurses were chosen as the study's sample from among all the nurses working in both public and private institutions. The respondents were chosen using a convenience sample technique. The consistent organizational climate and organizational commitment surveys were adjusted and adapted from earlier models. The organizational climate and organizational commitment standard questionnaires were changed and adapted from earlier standard questionnaires. According to the study's findings, organizational atmosphere and employees' organizational commitment are significantly positively correlated.

Periasamy and Prabhu (2021) Study title: "Organizational climate among school teachers in relation to teacher effectiveness with special reference to certain teacher related variables." The school instructors who work in different types and categories of schools in Tamil Nadu's Pudukkottai district are the focus of the current study. A simple random approach was used to select 703 school teachers from a list of schools in the Pudukkottai area. Based on groups of school teachers' marital status, the current study found a substantial difference in the mean organizational climate ratings between them. The current study found a substantial difference between cadre and educational qualification groups of school teachers' organizational climate mean scores. The study's key finding is that teacher performance and school atmosphere are related.

Sanchez, (2022) Identify whether the relationship between professional dedication and organizational climate is mediated by job engagement. The study used a correlational method with a quantitative, non-experimental approach. The responders were non-teaching staff from Davao de Oro Division public schools. The study's conclusions were arrived at using mean, Pearson's r, and regression analysis. In addition, modified survey questions on organizational climate, job engagement, and professional commitment were employed. The result showed that the level of organizational atmosphere, professional commitment, and job engagement among non-teaching staff members are all quite high,

Statement of the Problem:

The problem for the present study is stated as follows: Professional Commitment and organization climate among Secondary School Teachers in Relation to certain variables: A case study of Samba District

Operational Definition of Variable of the Study:

- **Professional Commitment:** Professional commitment is a term used to describe teachers' dedication to their profession. Teachers' psychological connections, beliefs, acceptance, and feelings are all part of the teaching profession. It is a quality of being dedicated, devotion, faithfulness, and fidelity to their profession and working institution.
- **Organization Climate:** The organizational climate used in the suggested study refers to the internal environment of the secondary school. The value of a specific collection of organizational qualities can be used to define the relatively persistent quality of the internal environment that is experienced by its members and influences their behavior. If the behaviors of the individuals are taken into account collectively, it may be conceivable for there to be as many climates as there are employees in the firm. This will help define the stability of the working environment. When analyzing favorable and unfavorable quadrant points in connection to professional dedication, the word is utilized.
- **Secondary School Teacher:** Professional commitment is a term used to describe teachers' dedication to their profession. Teachers' psychological connections, beliefs, acceptance, and feelings are all part of the teaching profession. It is a quality of being dedicated, devotion, faithfulness, and fidelity to their profession and working institution.

Objectives of the Study:

- To investigate the significance relationship between professional commitment and organizational climate of secondary school teachers.

- To investigate the significance difference in professional satisfaction Between Male and Female Senior Secondary School Teachers.
- To investigate the significant difference in organizational climate between male and female senior secondary school teachers.

Hypotheses of the Study:
- There is no significant relationship between professional commitment and organizational climate of secondary school teachers.
- There is no significant difference in professional satisfaction between Male and Female Senior Secondary School Teachers.
- There is no significant difference in professional satisfaction between Male and Female Senior Secondary School Teachers.

Methodology of the Study:
The researcher made the decision to use the descriptive survey approach to gather data while keeping in mind the study evidence, objectives, and hypotheses.

Method of the Study:
The nature of this study is descriptive. The researcher employed a questionnaire survey for this investigation.

Population of the Study:
Government Secondary School Teachers constitute the study's primary target population.

Sample of the Study and Sampling Techniques:
The investigator selected 100 samples from Samba District secondary school instructors. Simple random sampling was used by the investigator to choose the sample.

Tools Used in the Study:
For the current investigation, the researcher used the following resources developed by Dr. Ravinder Kaur, Dr. Sarbjit Kaur Ranu, and Mrs. Sarvjeet Kaur Brar is the Professional Commitment Scale for Teachers.

Statistical Techniques Used in the Study:
To examine the data and test the hypothesis, the researcher used the Mean, SD, SED, and 't' test to identify the significant difference in professional dedication among higher secondary school teachers. The outcome is assessed and discussed in relation to the many components of the problem in order to give the result meaning.

Results and Interpretation:
Objective 1:
To investigate the significance relationship between professional commitment and organizational climate of secondary school teachers.

Table 1: Correlation between Professional commitment and Organizational climate

		Teaching Effectiveness	Organizational Climate
Professional Commitment	Pearson Correlation Sig.(2-tailed) N	.752** .000 100	1 100
Organizational Climate	Pearson Correlation Sig.(2-tailed) N	1 100	.752** .000 100

Source: Field Survey
** Correlation is significant at 0.01 level (2-tailed)

Table 2 showed that the computed "r" value (0.752) is less than the table value at 0.01 levels. The result is important as a consequence. The null hypothesis, according to which there is no relationship between professional dedication and organizational climate among secondary school teachers, is rejected in favor of the conclusion that there is a very substantial positive association between the two. Additionally, it states that secondary school teachers will be more devoted to their tasks if the workplace environment is favorable and less devoted to them if the workplace environment is unfavorable.

Objective 2:
To investigate the significance difference in professional satisfaction between Male and Female Senior Secondary School Teachers

Table 2: Significance difference in professional satisfaction between Male and Female Senior Secondary School Teachers

Gender	N	Mean	S.D	t-value	Sig.
Male	55	276.30	59.96	0.353	0.783
Female	45	274.30	55.84		

Source: Field Survey

According to Table 3 (p=0.782 > 0.01), the significant value is higher than the t-value, which is 0.353. table value. Therefore, it is recognized that there is no appreciable difference between secondary school teachers who are male and female in terms of their level of professional dedication. As a result, there is no obvious difference between male and female senior secondary school teachers in Jammu in terms of their level of commitment to their profession.

Objective 3:

To investigate the significant difference in organizational climate between male and female senior secondary school teachers.

Table 3: Difference in Organizational Climate between Male and Female Secondary School Teachers

Gender	N	Mean	S.D	t-value	Sig.
Male	63	238.60	34.44	-0.158	-0.272
Female	37	235.66	36.52		

Source: Field Survey

The table 4 showed that the t-value, which is -0.158 (p=-0.272>0.01), is higher than the significant value. As a result, it is recognized that there is no appreciable difference in the organizational climate for secondary school teachers whether are male or female. Therefore, in Jammu, there is no appreciable variation in the workplace culture between male and female secondary school teachers.

Major Findings of the Study:

The first finding of the study is that there is no appreciable difference in the degree of professional dedication between male and female secondary school teachers. It implies that the dedication of Jammu's secondary school teachers to their jobs is unaffected by their gender. According to the second study finding, there are no discernible disparities in the organizational climate between male and female senior secondary school teachers. The mean score nonetheless demonstrated that male secondary school teachers in Jammu are perceived as having a better organizational climate than female secondary school teachers. The third finding indicated that there is little variation between the work environment for male and female secondary school teachers. As a result, there are no discernible differences in working culture between male and female secondary school teachers in Jammu.

Conclusion:

The results also demonstrated that the organizational climate has a significant impact on the professional dedication of secondary school teachers in Jammu. Professional commitment will be positively influenced by organizational environment if it is positive; conversely, if it is poor, professional dedication will also suffer. As a result, the organizational climate can either raise or decrease the level of professional engagement.

Suggestions for Further Research:

- Research on professional commitment can be done by other educational institutions.
- There may be discrepancies in the organizational atmosphere and teachers' commitment to their profession between colleges and universities.
- A detailed investigation might be done into the level of professional engagement and commitment among the academics employed by various government and private universities in J&K State.
- Instructors who oversee both undergraduate and graduate programmers might commit to a career.

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