

Data Analysis and Interpretation

The researcher has made attempts to present the data analysis and interpretation of the data gathered below.

The teachers presented the following responses about the hours spent in school per week.

Teaching: 37.5% teachers from the government aided schools spent 0 – 10 hours in teaching, 62% spent 21 – 30 hours in teaching whereas in self financed 54.35% teachers spent 0-10 hours in teaching, 32.61% spent 11-20% hours in teaching and 13.04% spent 21-30 hours in teaching.

Planning: 100% teachers from the government aided schools spent 0-5 hours in planning whereas 78.26% teachers from the self financed schools spent 0-5 hours in planning and 21.74% teachers spent 6-10 hours in planning.

Administrative duties: 100% teachers from the government aided schools spent 0-5 hours in either in school or out of school and 100% teachers from the self financed schools spent 0-5 hours in either in school or out of school.

Other activities: 100% teachers from the government aided schools spent 0-5 hours in other activities, and 100% teachers from the self financed schools spent 0-5 hours in other activities.

Thus from the above data it is evident that the teachers spent time in teaching , planning , administrative work and other co curricular and curricular activities. The hours spent teaching and planning were indicated more by government aided schools as compared to self financed schools.

62% teachers from the government aided schools preferred not to comment on the question of time management for teaching, planning and administrative duties ,12.5% teachers said that they managed it as per circumstances and convenience, 12.5% teachers said they spent extra time for it and 12.5% teachers said that they planned for teaching, planning and administrative duties where as 34.78% teachers from the self financed

schools preferred not to comment on the question of time management for teaching, planning and administrative duties, 21.74% teachers said that they managed it as per circumstances and convenience, 21.74% teachers said they spent extra time for it and 21.74% teachers said that they planned for teaching, planning and administrative duties.

27.08% teachers from the government aided schools said that they have been working as a teacher at the school since 6-10 years, 27.08% teachers said that they have been working at the school for 16-20 years, and 20.84% teachers said that they have been working at the school since last more than 20 years, whereas 23.91% teachers from the self finance schools said that they have been working at the school since last 1 year, 32.61% teachers said that they have been working at this school since 1-2 years, 21.74% teachers said that they have been working at this school since 3 - 5 years and 21.74% teachers said that they have been working at this school since last 6-10 years.

Thus there was more teacher turnover in the self financed schools as compared to the government aided schools.

100% teachers from the government aided schools said that they participated in the Professional development activities, in which 27.08% teachers said there is no impact upon them of these Professional development activities in their development as a teacher, 37.5% teachers said that there is small impact of these Professional development activities in their development as a teacher, 25% teachers said that there is moderate impact of these Professional development activities in their development as a teacher, 10.42% teachers said that there is large impact of these Professional development activities in their development as a teacher, whereas 100% teachers from the self financed schools said that they participated in the Professional development activities, in which 21.74% teachers said there is no impact upon them of these Professional development activities in their development as a teacher, 37.74% teachers said that there is small impact of these Professional development activities in their development as a teacher. 21.74% teachers said that there is moderate impact of these Professional development activities in their development as a teacher whereas 21.74, % teachers said

that there is large impact of these Professional development activities in their development as a teacher.

All the teachers indicated that they got professional and continuous training in varied forms. However, more number of self financed schools indicated a large impact and usefulness of the training programmes as compared to the government aided schools.

100% teachers from the government aided schools said that they attended 0-10 days for professional development, and 100% teachers from the self financed schools said that they attended 0-10 days for professional development.

100% teachers from the government aided schools said that they attended 0-10 days compulsory training as the part of the job ,in which 47.92% teachers said that the trainings help then to enrich their knowledge and 52.08% gave no response whereas 100% teachers from the self financed schools said that they attended 0-10 days compulsory training as the part of the job , further which 65.22% teachers said that these trainings help then to enrich their knowledge and 34.78% teachers gave no response on this question.

100% teachers from the government aided schools said that they don't have to pay Personally for the professional development whereas 100% teachers from the self financed schools said that they have to pay Personally sometimes for the professional development.

100% teachers from the government aided schools said that they received scheduled time for undertaking the professional development that took place during regular work hours, whereas 43.48% teachers from the self financed schools said that they received scheduled time for undertaking the professional development that took place during regular work hours and 56.52% teachers said that it did not take place during regular school hours.

100% teachers from the government aided schools said that they received a salary supplement for undertaking the professional development activities that took place outside regular work hours whereas 34.78% teachers from the self financed schools said

that they received a salary supplement for undertaking the professional development activities that took place outside regular work hours, 54.35% teachers from the self financed schools said that they did not receive a salary supplement for undertaking the professional development activities that took place outside regular work hours and 10.87% teachers from the self financed schools said that professional development activities did not take place regular work hours

79.17% teachers from the government aided schools said that there is impact of the professional development activities on the development as a teacher in which 18.42% teachers said that there is no impact upon them of the professional development activities on the development as a teacher. 34.21% teachers said that there is small impact upon them of the professional development activities on the development as a teacher, 34.21% teachers said that there is a moderate impact upon them of the professional development activities on the development as a teacher whereas 13.16% teachers said that there is large impact upon them of the professional development activities on the development as a teacher, and 20.85% teachers said that there is no impact of the professional development activities on the development as a teacher whereas 56.52% teachers from the self financed schools said that there is impact of the professional development activities on the development as a teacher in which 3.85% teachers said there is not much impact of the professional development activities on the development as a teacher, 38.46% teachers said that there is a small impact upon them, 38.46% teachers said that there is a moderate impact upon them and 19.23% teachers said that there is a large impact upon them of the professional development activities on the development as a teacher and 43.48% teachers said that there is no impact upon them of professional development activities on the development as a teacher.

37.5% teachers of the government aided schools said they would like to participate in more professional development activities and 62.5% teachers said that they would not like to participate in more professional development activities whereas 56.52% teachers of the self financed schools said they would like to participate in more professional

development activities and 43.48% teachers of the self financed schools said they would like to participate in more professional development activities

The teacher received appraisal and feedback about his/her work as a teacher in this school.

- Principal: 100% teachers of the government aided schools said they received appraisal for their work from principal in once per year whereas in self financed schools,37.5% teachers received appraisal from the principal once per year,35.42%teachers received appraisal from the principal in twice per year,14.58% teachers received appraisal from the principal for 3 or more times per year and 12.5% teachers teachers received appraisal from the principal for more than once per year.
- Other teachers or members of the school management team

100% teachers of the government aided schools said they received appraisal for their work in once per year from other teachers or members of the school management team whereas in self financed schools,12.5% teachers received appraisal from the Other teachers or members of the school management team once per year,52.09%teachers received appraisal from the Other teachers or members of the school management team in twice per year,14.58% teachers received appraisal from the Other teachers or members of the school management team for 3 or more times per year and 20.83% teachers received appraisal from other teachers or members of the school management team for more than once per year.

100%teachers from the government aided schools said there is no change in salary regarding the appraisal or feedback ,they received at the school whereas 21.74% teachers of the self financed schools said there is no change in salary regarding the appraisal or feedback ,they received at the school and 78.26% teachers of the self financed schools said there is a moderate change in salary regarding the appraisal or feedback.

79.17% teachers from the government aided schools said that they did not get any financial bonus or another kind of monetary reward,20.83% teachers said that there is a moderate change in a financial bonus or another kind of monetary reward whereas

21.74% teachers of the self financed schools said that that they did not get any financial bonus or another kind of monetary reward and 78.26% teachers said that there is a moderate change in a financial bonus or another kind of monetary reward.

58.33% teachers from the government aided schools said that there is no change Public recognition from the principal and/or his/her colleagues and 41.67% teachers said that there is a moderate change in Public recognition from the principal and/or his/her colleagues whereas 100% teachers said that there is a moderate change in Public recognition from the principal and/or his/her colleagues.

58.33% teachers from the government aided schools said that there is no change in teacher's work responsibilities that make the job more attractive 41.67% teachers said that there is a moderate change in teacher's work responsibilities that make the job more attractive whereas

100% teachers said that there is a moderate change in teacher's work responsibilities that make the job more attractive.

58.33% teachers from the government aided schools said that there is no change in the role of development and 41.67% teachers said that there is a moderate change in the role of development whereas 56.52% teachers from the self financed schools said that there is no change in the role of development and 43.48% teachers said that there is a moderate change in the role of development.

68.75% teachers from the government aided schools said there is no change in Classroom Management & subject knowledge and 31.5% teachers said that there is a moderate change in their Classroom Management & subject knowledge whereas 32.61% teachers from the self financed said that there is a moderate change in Classroom Management & subject knowledge and 67.39% teachers said that there is a large change in their Classroom Management & subject knowledge.

According to the teachers the appraisal and/or feedback s/he has received at this school, would directly led to ...

a) Changes in their job satisfaction: 20.83% teachers of government aided schools agreed with this point and 79.17% teachers disagreed with this point whereas 21.74%

teachers of the self financed schools agreed with this point and 78.26% teachers disagreed with this point.

b) Changes in their job security:100% teachers of government aided schools disagreed with this point whereas 21.74% teachers of the self financed schools agreed with this point and 78.26% teachers disagreed with this point.

According to teachers in this School.....

a) The principal takes steps to alter the monetary rewards of a persistently underperforming teacher:27.08% teachers of government aided schools agreed with that in this school The principal takes steps to alter the monetary rewards of a persistently underperforming teacher and 72.92% teachers disagreed with this point whereas 78.26% teachers of the self financed school teachers disagreed with that the principal takes steps to alter the monetary rewards of a persistently underperforming teacher and 21.74% teachers said that they disagreed with this point.

b) The sustained poor performance of a teacher would be tolerated by the rest of the staff.

20.83% teachers of government aided schools agreed with that the sustained poor performance of a teacher would be tolerated by the rest of the staff and 79.17% teachers said that they disagree with this point whereas 100% teachers of the self financed school teachers disagreed with that the sustained poor performance of a teacher would be tolerated by the rest of the staff.

c) Teachers will be dismissed because of sustained poor performance

100% teachers of government aided schools disagreed with that in this school teachers will be dismissed because of sustained poor performance whereas 78.26% teachers of self financed schools agreed with this point and 21.74% teachers disagreed with this point.

d) The principal uses effective methods to determine whether teachers are performing well or badly.:20.83% teachers of government aided schools agreed with this point and 79.17% teachers disagreed with this point whereas 86.96% teachers of self financed schools agreed with this point and 13.05% teachers disagreed with this point.

e) A development or training plan is established for teachers to improve their work as a teacher: 100% teachers of government aided schools agreed with this point and 100% teachers of self financed schools agreed with this point.

f) The most effective teachers in this school receive the greatest monetary or nonmonetary

rewards: 68.75% teachers of government aided schools agreed with this point and 31.25% teachers disagreed with this point whereas 65.22% teachers of self financed schools agreed with this point and 34.78% teachers disagreed with this point.

g) If The teacher improve the quality of his teaching at this school, He will receive increased monetary or nonmonetary rewards. 62.5% teachers of government aided schools agreed with this point and 37.5% teachers disagree with this point whereas 65.22% of teachers self financed schools agreed with this point and 34.78% teachers disagreed with this point.

h) If the teacher is more innovative in his teaching at this school, he will receive increased monetary or nonmonetary rewards: 100% teachers of government aided schools agreed with this point whereas 65.22% of teachers self financed schools agreed with this point and 34.78% teachers disagreed with this point.

i) The review of teachers' work is largely done to fulfill administrative requirements.

89.58% teachers of government aided schools agreed with this point and 10.42% teachers disagreed with this point whereas 65.22% of teachers self financed schools agreed with this point and 34.78% teachers disagreed with this point.

j) The review of teachers' work has little impact upon the way teachers teach in the classroom: 100% teachers of government aided schools disagreed with this point whereas 65.22% of teachers self financed schools agreed with this point and 34.78% teachers disagreed with this point.

k) His/her contribution to the school is important for the welfare of pupils

100% teachers of government aided schools agreed with this point and 100% teachers of self financed schools agreed with this point

l) Work gives a personal pleasure

100% teachers of government aided schools agreed with this point and 100% teachers of self financed schools agreed with this point

- **Observe other teachers' classes and provide feedback**

83.33% teachers of government aided schools said that they observed other teachers' classes and provide feedback once per year and 16.67% teachers said that they observed other teachers' classes and provide feedback whereas 78.26% teachers of self financed schools said that they observed other teachers' classes and provide feedback once per year and 21.74% teachers said that they observed other teachers' classes and provided feedback.

- **Engage in joint activities across different classes and age groups**

83.33% teachers of government aided schools said that they were engaged in joint activities across different classes whereas 100% teachers of self financed schools said that they engaged themselves in joint activities across different classes and age groups once per year.

Moreover the teachers expressed the following views.

100% teachers of government aided schools said that they were satisfied with their jobs whereas 100% teachers of self financed schools also mentioned the same. However during the personal interaction with the researcher the self financed school teachers complained about their jobs and being exploited. They also said that they would not mention about the same on paper because they would not want to fall prey to any troubles.

100% teachers of government aided schools agreed and 100% teachers of self financed schools said that they shared good relationships with their colleagues and students.

- **Observation and supervision of lessons**

47.91% teachers government aided schools said that the principal or someone else in the management team never observes teaching in the class whereas 86.96% self financed teachers said that they observe teaching in the class very often.

Both the school teachers expressed that the management and principal helped them in their performance enhancement and in solving their academic problems.

Thus the above data and interpretation has led the researcher to compare the following aspects . An overview of the data compared above is presented below.

Table 2 : Comparative Views of the Schools

Sr. No	Aspect	Comparative view
1.	Teaching –learning and planning activities	The hours spent teaching and planning were indicated more by government aided schools as compared to self financed schools.
2.	Duration of the teachers’ service at the school	Thus there was more teacher turnover in the self financed schools as compared to the government aided schools.
3.	Professional development activities	• All the teachers indicated that they got professional and continuous training in varied forms. However, more number of self financed schools indicated a large impact and usefulness of the training programmes as compared to the government aided schools. • 100% teachers from the government aided schools said that they don’t have to pay Personally for the professional development whereas 100% teachers from the self financed schools said that they have to pay for the courses. • 100% teachers from the government aided schools said that they received scheduled time for undertaking the professional development that took place during regular work hours, whereas 43.48% teachers from the self financed schools said that they received scheduled time for undertaking the professional development that took place during regular work hours and 56.52% teachers said that it did not take place during regular school hours. • 100% teachers from the government aided schools said that they received a salary supplement for undertaking the professional development activities that took place outside regular work hours whereas 34.78% teachers from the self financed schools said that they received a salary supplement for undertaking the professional development activities that took place outside regular work hours,54.35% teachers from the self financed schools said that they did not receive a salary supplement for undertaking the professional development activities

4.	Appraisal and feedback of teachers	100% teachers of the government aided schools said they received appraisal for their work from principal in once per year whereas in self financed schools,37.5% teachers received appraisal from the principal once per year,35.42%teachers received appraisal from the principal in twice per year,14.58% teachers received appraisal from the principal for 3 or more times per year and 12.5% teachers received appraisal from the principal for more than once per year.
5.	Salary and feedback	100%teachers from the government aided schools said there is no change in salary regarding the appraisal or feedback ,they received at the school whereas 21.74% teachers of the self financed schools said there is no change in salary regarding the appraisal or feedback ,they received at the school and 78.26% teachers of the self financed schools said there is a moderate change in salary regarding the appraisal or feedback.
6.	Joint activities across different classes and age groups	83.33%teachers of government aided schools said that they were engaged in joint activities across different classes whereas 100% teachers of self financed schools said that they engaged themselves in joint activities across different classes and age groups once per year.
7.	Teachers' views about their job satisfaction	100% teachers of government aided schools said that they were satisfied with their jobs whereas 100% teachers of self financed schools also mentioned the same. However during the personal interaction with the researcher the self financed school teachers complained about their jobs and being exploited. They also said that they would not mention about the same on paper because they would not want to fall prey to any troubles.
8.	Observation and supervision of lessons	47.91% teachers government aided schools said that the principal or someone else in the management team never observes teaching in the class whereas 86.96% self financed teachers said that they observe teaching in the class very often.
9.	Support from Management	Both the school teachers expressed that the management and principal helped them in their performance enhancement and in solving their academic problems.

5.3 Conclusion

The researcher has made efforts to display the data in the tables above. However a comparative view of the two schools is also presented in the table above.

The researcher would like to note that both the school teachers seem to be satisfied with their jobs. However, the following chapter builds a discussion based on the data and personal observations of the researcher. Accordingly, the next chapter reports the findings, discussion and suggestions.