

## A Study of Job Allegiance of Government and Private Primary Teachers

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**Key Words** - *Job allegiance, Government and Private School etc.*

### Abstract

*The present study is carried out by job allegiance of Government and Private Primary School teacher. Objective of the study is to study the effect of Government and Private school teacher's job allegiance. In this study, the sample consists of 100 primary school teachers from Moradabad district. In which 50 Government and 50 Private primary school teachers were selected through random sampling. The survey method was used in this study. The researcher has used Mean, SD and t-test as statistical technique for the analyzing the collected data. A finding of the study is there is significant influence of the variable. Government primary school teachers are more committed than private school teachers in their job.*

### Introduction

Employee commitment can take different forms. As a result it is often seen as an HR variable which is difficult to define. The context, direction and development of commitment, as well as the extent to which commitment influences behavior can result in confusion and debate. These definitions essentially have the same meaning, namely that commitment is a stabilizing or binding force (mind-set), which directs behavior. In order to show how commitment can contribute to improving performance, we use the commitment of your employees towards your organization. In another words, it means the bond with your organization.

### Definition of key words

#### Job allegiance

Job Allegiance is the feeling of responsibility that a person has towards the mission and goals of an organization. When an individual has job commitment, he or she is more likely to perform tasks and responsibilities that will help an organization achieve a goal.

**Objective of the study**

To study the job allegiance of teachers of Government and Private schools.

**Hypothesis of the study**

**Ho.1** There will be no significant difference between the mean scores of job allegiance of teachers of Government and Private Primary Schools.

**Sample of the study**

In this study, the sample consisted of 100 primary school teachers from Moradabad district. In which 50 Government and 50 Private primary school teachers were selected through random sampling.

**Limitations of the study**

Limitations of the study were as follow;

- (1) The present study was conducted in Moradabad District.
- (2) The teachers selected from Hindi medium primary schools only.

**Methodology**

Survey method was used in this study.

**Statistics used for data Analysis**

The researcher used Mean, Standard deviation and t-test as statistical technique for the analyzing the collected data.

**Data Analysis and Interpretation**

There will be no significant difference between the mean scores of job allegiance of teachers of Government and Private Primary Schools.

**Table no-1**

**Comparison of job allegiance of primary teachers of Government and Private schools**

Type of School	N	Mean	SD	t-value	Significant / Not Significant
Government	50	116.37	8.45	2.95	*Significant
Private	50	112.77	6.39		

\*0.05 level

From the above table, the mean scores of job allegiance of primary teachers of Government and Private schools are 116.37 and 112.77 respectively. The t-value is higher than the table value (at confidence level of 0.05 levels). It is significant at 0.05 levels. Hence, null hypothesis is rejected. It is concluded that there is significant difference between Government and Private school teachers in the job allegiance.

### **Finding of the study**

Findings of the study are as follow;

Government School teacher were more committed than private school teachers in their job in Moradabad District.

### **Conclusion**

The focus of this research work was to understand the impact of Job allegiance. There was significant influence of the variable. Government primary school teachers were more committed than private school teachers in their job; and Organizational Commitment in selected Upper primary school in Moradabad District. Related to objective and hypothesis, there was significant difference between Government and Private upper primary school teachers in the job allegiance. Government School teacher were more committed than private school teachers in their job in Moradabad District.

### **References**

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