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A study on working style of teachers in pre and present time of corona period

*Samiksha Chahar

**Dr.Rajani Chopra

*** Ms. Roma Singh

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Abstract

Working style is the way that you go about your day-to-day tasks on the job. Everyone has his or her own working style – or strategy – for optimally performing while at work. Are the teachers more efficient when they working independently and are responsible for their own schedule and tasks? Or do they like having a team to give feedback on their ideas, provide support and help them stay on track? Do they routinely bring emotion into the workplace, or do they focus on the facts? When it comes to problem-solving, do they pay close attention to details or are they more of a big picture type? The present study examined teachers' working style outcomes during COVID-19. The researcher analyzed how working style factors changes in working and private life routines associated with participants perceived overall impact of the COVID-19 crisis on work and private life.

Introduction

The purpose of the current study was to provide knowledge about teachers' work-related experiences during COVID-19. Using job demands-resources theory, this study sought to ascertain the unique roles of two factors (pre and post covid -19) and one personal

resource (workplace Jaipur) as predictors of teacher outcomes during COVID-19: somatic burden, stress related to change, and emotional exhaustion. Autonomy-supportive leadership refers to practices that promote individuals' self-initiation and empowerment, whereas autonomy-thwarting leadership refers to practices that exert external control and reduce individuals' self-determination. As a personal resource, workplace buoyancy is the capacity to effectively navigate experiences of adversity and challenge that occur at work - a highly relevant capacity during the work-related challenges wrought by COVID-19. To the extent that the two leadership factors and workplace buoyancy are associated with lower levels of the outcomes among teachers, these factors may then form a focus for efforts to support teachers during subsequent waves of COVID-19 or other disruptions to schooling that may arise in the future.

Rationale/Justification of Study

The present study examined teachers' working style outcomes during COVID-19 and the role of two leadership factors and workplace buoyancy in relation to these outcomes through research, an attempt is being made by the researcher to know whether study of teacher's working style in pre and present time of corona period.

Researcher has some questions that arise from curiosity in the mind of the researcher. These are given below.

- ✓ Do you feel more mentally and physically exhausted than before because of online teaching?
- ✓ Do you feel emotionally exhausted due to the changes brought about by the covid-19?

Statement of the Study

"A study on teachers working style in pre and present time of corona period"

Objectives

To study the urban and rural teacher's working style in pre and present time of corona period.

Hypothesis

There is no significant difference in urban and rural teacher's working style in pre and present time of corona period.

Variables of the study

- **Independent Variable** - working style in pre and present time
- **Dependent Variable** – Teacher’s behaviour

Nature of Data -Researcher has used Quantitative & Qualitative data for the present study.

Tools Used

Researcher has used Self-Constructed Questionnaire on Teacher’s Working Style with 15 Questions.

Statistics Used

To analyse and interpret the data obtained the researcher has used the following-

- Mean
- Standard Deviation
- t – test

Sources of data

In the present study primary and secondary both data are used

Analysis Procedure

There is no significant difference in urban and rural teacher’s working style in pre and present time of corona period.

Category	Total Student (N)	Mean (M)	Standard Deviation (SD)	t Value	Result
Urban Sr. sec. level teacher’s	30	21.4	1.77	3.60	Hypothesis not accepted
Rural Sr. Sec. level teacher’s	30	19.67	1.95		
Value of t at 0.05 level =		2			
Value of t at 0.01 level =		2.66			

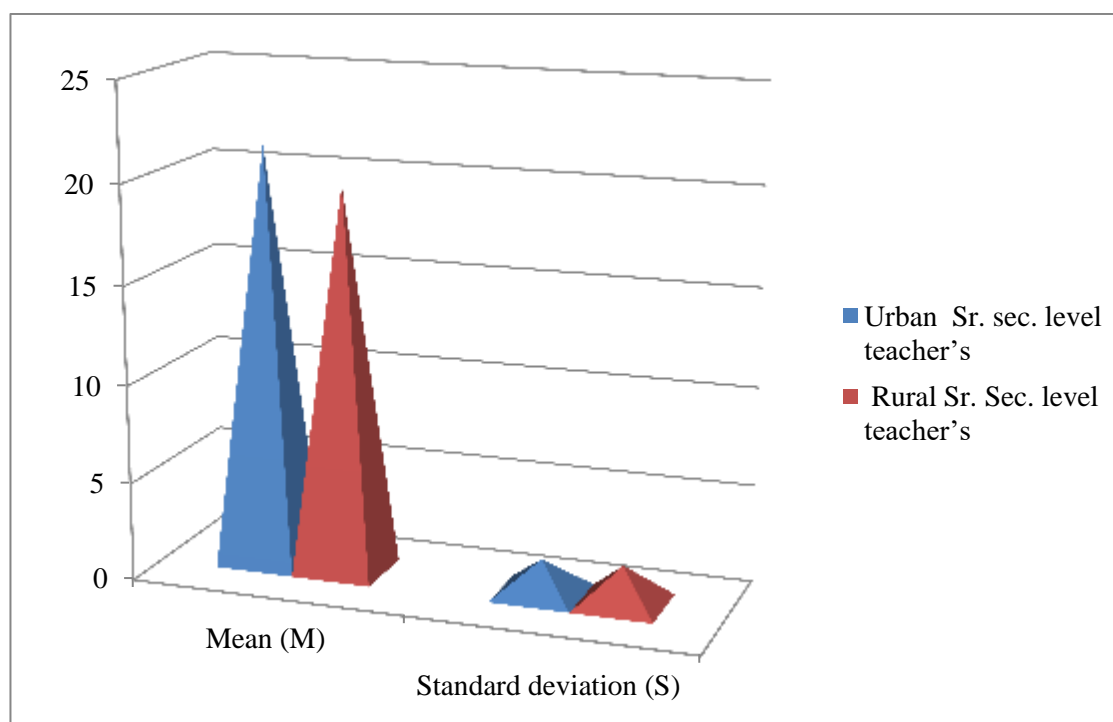
Analysis

The t-value obtained by calculation in Table No. above is **3.60** (approx) which is more than 0.05 and 0.01 level of t-value 2 and 2.66 given in INDEX Table. MEAN of both the group is 21.4 approx and 19.67 approx respectively the standard deviation is 1.77 approx 1.95 approx. A significant difference was found in the hypothesis and it is rejected.

Conclusion

Therefore, on the basis of the conclusion, it can be said that the mean value of Urban Sr. sec. level teacher's was seen more than that of Rural Sr. Sec. level teacher's and in standard deviation of the rural female students was seen more than urban female students. Hence the t-value was found to be 3.60 and the above hypothesis is not accepted at 0.05 level of confidence.

The graphical representation difference between the Comparative study of Urban and Rural Senior secondary level teacher's working style in pre and present time of corona period



Major Findings

- ✓ The mean value of Urban Sr. sec. level teacher's was seen more than that of Rural Sr. Sec. level teacher's and in standard deviation of the rural female students was

seen more than urban female students. Hence the t-value was found to be 3.60 and the above hypothesis is not accepted at 0.05 level of confidence.

- ✓ The analysis of data reveals that there was a significant positive relationship between working style of pre and after covid -19 viz., affective, normative, and total of senior secondary school teachers and organizational support.
- ✓ The analysis of data negative impact of the crisis on work and private life and mandatory short-time work were strongly associated with lower mental well-being and self-rated health.
- ✓ The analysis of data negative impact of the crisis on private life and not increase in leisure time were not strongly associated with higher mental well-being and, for leisure time, not with higher self-rated health.
- ✓ Administrators should take time to discover the organizational resources that individual teachers require and take measures to provide such resources wherever possible. Such actions on the part of administration would contribute to a strong sense of perceived organizational support among teachers, with its attendant benefits.

Educational Implications of the Study

- ✓ The present study also reported that work motivation exerts a significant effect on the working behavior and working style of the teachers. Although a few human activities occur without motivation, nearly all-conscious working behaviour is motivated or caused. Therefore, it is very necessary to identify teachers' drives and needs and to channelize.
- ✓ The findings of the study also exhibited that demographic variables such as type of schools, gender and teaching experience have a significant effect on the working behaviour and working style in pre and present time of corona period of teachers.
- ✓ The female teachers possessed significantly higher working behaviour and working style than their male counterparts. It further revealed that there is significant difference in working behaviour and working style of the teachers working in urban and rural areas.

Suggestions for further Research

- ✓ A study of behavior and working style of rural and urban B.Ed college teachers may be undertaken.
- ✓ A study of the behavior and working style of B.Ed college teachers with other variables such as work motivation, job satisfaction, job involvement etc., may be undertaken.
- ✓ A comparative study on the behavior and working style of B.Ed and D.Ed college teachers may be undertaken.

Conclusion

The present study contributes to our understanding of the impact of the COVID-19 crisis on work and working style. It provides evidence on the covariates of a more negative/positive perceived impact and on the associations with schools in the Jaipur city working populations. Employees whose employment contract was affected by the crisis seem to have felt the greatest negative impact on their work life. This highlights the crucial role of (un-/under-)employment in a crisis, as employment is associated with several health-promoting factors that cannot be substituted in any other way. Moreover, rapid financial aids are needed to those who have lost their income partially or completely.

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Corresponding Author

***Samiksha Chahar**

****Dr.Rajani Chopra**

*****Ms. Roma Singh**

Gyan Vihar School of Education,

Suresh Gyan Vihar University, Jaipur, India

Email: chaharsamiksha@gmail.com, Mob.-7976503365