

# What measures can cathedral vidya school take education essay

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Education is primarily a concept arising from and evolving out of relationships. The usefulness of education to the individual, to the society, to the nation and to the world community depends to a very great extent on the quality of the teacher or educator. Quality of a teacher depends on factors like basic education and environment where he or she is working. Environmental factors refer to job factors like professional, financial, social, intellectual, etc. These factors greatly influence his or her motivation, morale and job satisfaction. Thus, the researcher is attempting to find out the degree of satisfaction in residential school teachers in the Lonavala town, importance of absence and presence of these factors at the working place. The research study is divided into four chapters. The first chapter of this study deals with background information like locational background, theoretical background and organizational background.

1. General Information-Location: In the state of Maharashtra, India  
Area: 38 km<sup>2</sup> (approx.)  
Languages spoken: Marathi, English and Hindi. STD code: 02114  
ISD code: +91

Teaching as a profession has its identity in India since the time 'gurukulas' were in vogue. It is one of the most respected professions. Fate of any human resource depends on good education. The greater the number of educated people, the better is the prospects of development and prosperity. Human resource is considered to be the most valuable asset in any organisation. It is the sum total of inherent abilities, acquired knowledge and skills represented by the employed persons. It may be noted that human resource should be utilised to the maximum possible extent in order to achieve individual and organisational goals. It is thus employees'

performance which ultimately decides the attainment of goals. However the employees' performance is to a large extent influenced by:

Motivation  
Morale  
Job satisfaction

## **RESEARCH QUESTION**

" WHAT MEASURES CAN CATHEDRAL VIDYA SCHOOL TAKE TO MINIMIZE INCREASING TEACHER'S TURNOVER"

## **DEFINING THE PROBLEM**

In this school the number of teachers leaving the school yearly or seasonally is very high, some teachers who left personally told me that they had come to this school to gain experience and as the weather of Lonavala is cool they didn't mind working here for short time. In the cathedral Vidya School Lonavala we can see that there are many facilities provided by the school to the teachers such as accommodation, food and also pay for the expenses when they have to go to the market. So we can see that the facilities provided can't be a problem.

## **LIMITATIONS AND CONSTRAINTS**

I faced many problems while doing this project such as-Collecting private data of the school such as balance sheet was a problem. Teachers weren't giving concrete feedback due to their busy schedule. 4The teachers weren't answering some of the questions as they were very personal, such as their salary, personal expenditure and personal savings. Some female teachers hesitated to tell their age at the start.

## **OBJECTIVE OF THE STUDY**

As I am a student of the school I am very concerned about the teacher turnover rate, if the teachers leave so it'll hinder the performances if the teachers keep leaving .

## **2. METHODOLOGY**

First, with the help of secondary sources, I realized that the firm is going through a lot of problems due to intense competition in the market, the main problem was the loss of sales. I met the owners and managers and further discussed the problem. I then used financial and non-financial tools to assess the problem in detail and find a suitable solution.

### **DIAGRAM 1: METHODOLOGY**

I used the following map as part of my methodology:

#### **2. 1 PRIMARY RESEARCH**

An interview of (teacher). Questionnaires were given to all teachers to get the feedback about the school.

#### **2. 2SECONDARY RESEARCH**

The main sources of Secondary Research are: The InternetBalance sheetProfit and Loss accountNewspapersjournalsmagazines

## **3. FINDING AND ANALYSIS**

Questionnaires were given to 50 teachers in the school and the results were as follows.

### **3. 1 Graphs:**

Graph number 1 This graph shows that the experience of the teachers are below 4 years. Graph number 2 This shows that the maximum teachers age is between 20 to 30. Graph number 3 This graph shows that there are more teachers teaching the IB. Graph Number 4 This graph shows that 54% of teachers feel that their work place is good. Graph 5 This graph shows that maximum teachers are satisfied with the payment by the school. Graph 6 This graph shows that maximum teachers live in the school quarters.

## **4. ANALYSIS AND DISCUSSION**

### **Qualitative-**

#### **Motivation-**

It refers to the desire, effort and passion to achieve something. In business terms, it is often referred to as the willingness to complete a task or a job with enthusiasm. Many businesses argue that people are their most valuable and expensive asset. This means that motivating the teachers in the school can reduce the teacher turnover rate in the school. There are two main types of motivation-Intrinsic motivation Intrinsic motivation refers to motivation that is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on any external pressure. Intrinsic motivation is based on taking pleasure in an activity rather than working towards an external reward. Intrinsic motivation has been studied since the early 1970s. Students who are intrinsically motivated are more likely to engage in the task willingly as well as work to improve their skills, which will increase their capabilities. In the company if the teachers like the subject they are teaching or the work which they are doing they'll be motivated to

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work more efficiently. Extrinsic motivation Extrinsic motivation refers to the performance of an activity in order to attain an outcome, which then contradicts intrinsic motivation. It is widely believed that motivation performs two functions. The first is often referred to as the energetic activation component of the motivation construct. The second is directed at a specific behavior and makes reference to the orientation directional component. Extrinsic motivation comes from outside of the individual. Common extrinsic motivations are rewards like money and grades, and threat of punishment. Competition is in general extrinsic because it encourages the performer to win and beat others, not simply to enjoy the intrinsic rewards of the activity. Motivation in theory Taylor (1911) Fredrick Winslow Taylor (1856-1915), an American engineer and inventor, advocated the use of piece-rate payment systems suggesting: " What the workmen want from employers beyond anything else is higher wages". Taylors principles of scientific management assumed that employees are primarily motivated by money and that productivity could be improved by setting output and efficiency targets related to pay. In the Cathedral Vidya School Lonavala they can increase the teacher's wages, when I took interviews I saw that some teachers were not happy with the salary given by the school, but they were happy of the incentives given by the school. Maslow (1943) Abraham Maslow focused on the psychological needs of the workers as he believed that people are motivated to work by more than just money. By the incentives and the facilities provided by the school to motivate the teachers are good as I saw in the interview that the teachers were happy with

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shelter, sex, etc., Job security, income predictability, and freedom from fear.

Love and affection, association with others, group identity, feeling of

belongingness. Status, respect, dignity, freedom, etc., Self fulfillment, self  
development, achievement, success, etc.,

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NeedsSocial NeedsSafety NeedsPhysiological Needs1. Physiological Needs2.

Safety Needs3. Social Needs4. Esteem/ego Needs5. Self-realizationFoodstuff,  
Outfit and housing. Job safety, income predictability, and freedom from fear.

Love, association with others, group identity, feeling of belongingness.

Status, respect, dignity, freedom, etc., Self-fulfillment, self-development,

success etcMcGregor (1960)He states that the beliefs managers have about

workers attitudes directly influences their management style. For example  
some managers see if the employers are lazy or not if yes they'll try to

improve the employers and make them more efficient. Herzberg (1959)His

study stated that there are basically 2 factors that cause satisfaction and

dissatisfaction at work, hygiene factors and motivators. Hygiene Factors- When this question was asked to 50 teachers we got the following feedback, which means that majority of the school teachers find their working place hygienic. Hygiene factors are aspects which do not motivate the employers but they do demotivate the employers if it falls below the level considered as being accepted by the workforce. Motivators They are factors that can lead to the physiological growth of workers and hence increase satisfaction and performance at work. Herzberg showed that achievement, recognition, responsibility and advancement of the worker led to increase worker satisfaction. Location Salary The location of the school is between Mumbai and pune away from their family. Some of the teachers aren't satisfied by the salary given by the school. The school is also located in a rural area opposite a village which is not so developed and the market is far away from the school. Some teachers feel that the school gives incentives for them to work but the salary is low. Teacher Turnover rate in the Cathedral Vidya School Lonavala. The management in the school is very small so it becomes a bit too tedious for the people who are working. Due to less teachers, teachers have to teach the students during the weekends also. The management Lack of holidays Management



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## **5. CONCLUSIONS AND RECOMMENDATIONS**

### **5. 1 CONCLUSION:**

### **5. 2 RECOMMENDATIONS:**

### **5. 3 UNSOLVED QUESTIONS:**

## **6. BIBLIOGRAPHY AND WORKS CITED**

### **BOOKS REFERRED:**

### **WEBSITES REFERRED**

## **7. APPENDICES**