STRATEGY FOR PROMOTING TEACHERS’ COMMITMENT TOWARDS PROFESSION

Dr. Mohammad Iqbal

ABSTRACT

The study attempted to examine Principals’ and Teachers’ perceptions of teaching as a profession and to develop a viable strategy on the basis of review of global literature and opinions of respondents for promoting their commitment to the teaching profession. The objectives of the study were to explore the perceptions of Principals’ and Teachers’ about teaching profession, to identify factors that influence teachers’ commitment towards teaching and to develop an implementable strategy for promoting Government school teachers’ commitment to teaching profession. The population of the study included 261 Headmasters/Principals, 3524 teachers of Government boys’ high schools both in urban and rural areas of four targeted districts of Khyber Pakhtunkhwa province of Pakistan. The sample of the study included 42 Headmasters/Principals, 535 teachers of Government boys’ high schools both in urban and rural areas of four targeted districts of Khyber Pakhtunkhwa province of Pakistan. Primary data were collected from Headmasters/ Principals and teachers while secondary data were obtained from school records, study of documents and related literature. The analysis facilitated the process of organizing, verifying and interpreting data, which provided perspective and a conceptual framework to the study that supported conclusions. Questionnaire was used during the collection of the data from Headmasters/ Principals and teachers. The responses of key informants were obtained and converted into Frequency, Percentage (%), Mean (M), Standard Deviation (SD) and Rank (R) for meaningful interpretation. The results revealed that teachers’ commitment to teaching profession was satisfactory in general. In order to further enhance commitment of teachers towards teaching profession, Government will have to contribute to the attractiveness of the teaching profession.

KEY WORDS: teachers’ commitment, strategy, Promoting, Commitment, Profession.