PERCEIVED SOCIAL SUPPORT IN RELATION TO PROFESSIONAL COMMITMENT AMONG SECONDARY SCHOOL TEACHERS

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ABSTRACT

The present study examines the relationship of professional commitment and perceived social support of secondary school teachers. Total of 200 samples of secondary school teachers of Muktsar and Faridkot districts were randomly selected. The data was collected through questionnaires. Descriptive survey was employed in the study. The author has used Professional Commitment scale by Kaur, Ranu and Brar (2011). The author herself develop the scale of Perceived social support developed and administered in the study. Descriptive statistics revealed that there is no significant difference in the professional commitment of male and female secondary school teachers. The research findings further indicated that male and female secondary school teachers of private schools are equally committed to their profession. Further, female teachers exhibit more social support as compared to male teachers. The research suggests the administrators to discover resources for enhancing the commitment of male teachers to their profession.

Keywords : Professional Commitment, Perceived Social Support, Professional Development

Introduction

Research studies on social support have for the most thought about the individual functions of the parents, peers and teachers. The formal concept of perceived social support has been a great deal of concern among researchers in the field of psychology and management. Rhodes and Eisenberger (2004) discussed that employees are willing to exchange their work, effort and time for different purposes. Employees having respect and dignity from their friends, colleagues and parents show more commitment to their profession. Meyer & Allen (1991) constructed three components of this model and termed as Affective Commitment, Continuance Commitment and Normative Commitment. Meyer, Allen, & Smith (1993) further predicted that commitment is a broad domain with which it is studied. Continuing development of teachers helps in enhancing their self- efficacy and promote their well-being. Teacher's commitment ensures a high level of teachers' efforts provided in light of the support given by parents, friends, colleagues and school authorities. Employees deeply committed to their profession and organizations perceive themselves as an essential part of the organization and develop the faith in themselves and interest in their work.

Perceived Social Support

Social support is a process in which helps people are helped when they deal with the society and achieve their personal goals. Kurt Lewin gave the concept of psychological environment on which social support is based.

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