

A STUDY ON ROLE CLARITY AND ROLE CONFLICT OF GOVERNMENT MIDDLE SCHOOL TEACHERS IN DHARMAPURI DISTRICT

K. Selvavinayagam¹ and V. Kaviarasu²

¹Department of Management Studies, Periyar University, India

²Department of Business Administration, Sri Vijay Vidyalya College of Arts and Science, India

Abstract

The present study became performed on role conflict among teachers in terms of their expert commitment and work motivation. Role conflict is an anxiety that happens when someone is facing more than one role having more than one status. It means that it occurs between two or more than two roles. Role conflict is something which enables us to exchange our behavior, the battle both it can arise in a quick period of time or it occurs in an extended period of time, and on occasion it occurs with situational reports. The term "role of conflict" cannot be recognized, except we understand the term position. Role is a non-stop system and changes in line with situation. Role conflict arises due to overburdening of roles. When an individual has to play more than two roles, then role conflict arises. The role conflict arises at the identical time when someone has to play more than one role, like that of a teacher. The role of the teacher is to do all-round development of the scholars and make them an crucial part of the society by way of their proper socialization. A teacher ought to do all his actions honestly. They need to be sensitive in the direction of the emotional needs of youngsters and those who need special attention. A teacher ought to have a well-defined self-picture which assists him to perform better and get better effects. These qualities, along with professional abilities of teachers, ensure their commitment and dedication towards the profession at their very best. Motivation has relevance and it is essential to the long-term growth of any educational system.

Keywords:

Role Conflict, Professional Commitment, Work Motivation, Middle School Teachers

1. INTRODUCTION

Education is the unique invention of mankind. Man without education nevertheless is residing similar to an animal. Education is technique and product, manner method that it's miles by no means finishing manner and product way that it is precious than any product [5]-[8]. Education enables us to broaden our society via training we can make our society a humane society. The schooling is the widest avenue leading to the answer of all our troubles. Education is that way which leads us towards our future. Education helps the character in every step of lifestyles; it is well known stated that a man without schooling is just like a ship. without sailor. Teacher enables the pupil in each walk of lifestyles; he holds and moulds the shape of a scholar [9]-[11].

Teacher share his thoughts and ideas with their school students and other professional assets as a way to be helpful for school students. The teachers are providing to their first-rate to their school students that will analyse and recognize without problems. The role of the trainer is friend truth seeker and guide. So we will say that teacher is the role model for government students. Schools are miniature of society and constitute the society [12]. The teacher performs an essential position inside the future life of a scholar. He holds and moulds the complete character of the

scholar. It is widely recognized stated that teacher is the lower back bone of the state; he's the builder of country. The whole understanding which student is gaining it's miles through distinctive feature of trainer In our coaching process trainer is the nuclear part of the entire device. The function of the trainer will need to form inside the light of converting needs in school. Government School without teachers is much like body without soul and skeleton without flesh [13]-[15].

Conflict refers back to the diverse motives of the person or any kind of pressure which can be worried. Conflict occurs internally in addition to externally, it can arise in characters thoughts or within a man or woman and a few outside forces. When there are greater than two characters the struggle is visible. Conflict occurs with a few natural forces within a character, together with an animal or a weather occasion, like a hurricane. The meaning of the position is expectancies and duties with a particular popularity inorganization, social state of affairs, community and any agency [16]-[19].

The conduct that's anticipated from occupant of a given function in society is known as position. There are many jobs which we should play in our existence; the instructor has to play function of a determine at domestic. Role is considered because the predicted mode of conduct, function changes if the behavior of an man or woman modifications. There are numerous styles of roles, but the primary kinds of roles are the anticipated role, the perceived position, the enacted role: the expected role means that what other human beings are looking ahead to from an person, the perceived position manner the behave and taking into consideration an individual for the achievement of his/her expected role, the enacted position way how an man or woman behave in any organisation or network [20]-[23].

1.1 NEED/IMPORTANCE OF STUDY

The teacher faces great challenges nowadays to fulfill all his or her obligations with process obligations. The need of the study is to locate stage of motivation and commitment amongst teachers in the direction of their function. To make certain that teachers carry out to the first-class in their competencies it is important to be aware of the variety of things that affect teachers' overall performance. Previous research studies verify that motivation to train leads to Middle school effectiveness and getting to know best in lots of ways.

Teacher's work motivation is an vital element inside the first-class of instructional provision, strongly encouraged by way of the manner in which education is managed and by means of those with whom teachers have interaction. In India teachers' work motivation is a complicated problem. The pleasant of their motivation is strongly inspired with the aid of the moves and attitudes of instructional administrators, different teachers, scholars and contributors of the area people.

1.2 STATEMENT OF THE PROBLEM

Teachers also are facing so many troubles associated with their job and other non- public affairs because of this researcher want to discover the ones issues which might be being confronted by the teachers concerning their profession, work motivation and role of conflict. Are they gambling their accurate function with full willpower towards their career which has been given through the society or now not.

1.3 OBJECTIVES OF THE STUDY

1. To examine the level of role clarity and role conflict, professional commitment, and work motivation of teachers.
2. To study the difference in role conflict and work motivation with respect to gender and kind of government schools.
3. To study the relationship of role clarity and role conflict among middle school teachers.

1.4 HYPOTHESIS OF THE STUDY

- H₀: There is no significant difference with respect to gender and professional commitment.
- H₁: There is a significant difference with respect to gender and professional commitment.
- H₀: There is no significant association between monthly income, professional commitment, and role of work motivation.
- H₁: There is a significant association between monthly income, professional commitment, and role of work motivation.

2. RESEARCH METHOD

Keeping in view the goals and speculation and nature of all variables of the observe. Descriptive method of studies is employed for the prevailing study as this approach is concerned with surveying, describing and investigating the prevailing phenomenon or problems, situations and relationships that exist. The structured variable is position war of secondary school teachers. The independent variables are: (1) expert dedication and (2) work motivation. The study centered on assessing the connection between unbiased variables and the structured variable, in fashionable, and also with admire to different demographic elements.

2.1 SAMPLING TECHNIQUE

Purposive sampling method changed into used to pick the pattern of teachers. The investigator has chosen purposive sampling method because he has to collect the data from those teachers who could be to be had at that particular time. Investigator is not going to accumulate information on pre decided on pattern of teachers because they is probably now not available at the time of records collection. So researcher will accumulate information from already provided teachers for fulfilling the motive of study.

2.2 STATISTICAL TECHNIQUES USED IN THE STUDY

Based on the purpose of the research the information have been processed and analysed. The Processing and evaluation of the information was performed manually and via computer computation. ANOVA, 't'- check.

2.3 REVIEW OF LITERATURE

In literature, struggles take place while there may be incompatibility among a couple of characters or twin forces. Conflict is a form of anxiety and sort of doubt, in easy words conflict is the hindrance inside the manner of fulfillment. A single battle isn't restrained with narrative, and conflicts aren't resolved in narrative, the war creates closure when there's resolution, which may also or may not arise at the cease of the tale.

Richards et al. [1] discovered in his examine in the direction of a multi-dimensional perspective on teacher role of conflict. This study was performed on physical education teachers and athletic coaches, and the primary intention of this study was to discover the views associated with role ambiguity and the dual role of teachers, in order to examine the conflict experienced by teachers from a multidimensional perspective. The findings of the study revealed that physical education teachers differ significantly in their multidimensional perspectives on teacher role conflict.

John [2] performed a examine on the effect of function war, function readability and organizational weather at the process pleasure of instructional workforce in research- extensive universities in U.K. This most important awareness was on lecturers in the U.K university teachers and explores their perceptions of role conflict and task pride. The outcomes of this look discovered that the universities have multiple organizational climates, however position warfare and position ambiguity are appreciably one-of-a-kind from job pride.

Agarwal [3] performed a look at on a take a look at of role conflict in terms of expert dedication, frustration tolerance and teachers mind-set of middle faculty teachers. In this examine seemed in to the relationship among role of conflict and frustration tolerance of center faculty teachers of Meerut vicinity. A cluster sampling approach was used with 400 school teachers, consisting of 200 male and 200 female teachers. Data were measured with the aid of the role conflict scale and the frustration tolerance scale. Statistical findings of the study revealed that the total role conflict of male and female teachers was significantly related to their level of frustration [4]. Tolerance and general position battle rural and concrete teachers isn't enormously related with their frustration tolerance or general role of conflict of government. And public faculty teachers are tremendously related with their role performance.

Table.1. Socio-Demographic Profile of the Respondents

| Sl. No | Particulars | | Frequency | Percent |
|--------|-------------|---------------|-----------|---------|
| 01 | Gender | Male | 20 | 44.4 |
| | | Female | 25 | 55.6 |
| 02 | Age | 25 to 30years | 13 | 28.9 |

| | | | | |
|----|--------------------------|------------------|----|------|
| | | 30 to 40years | 11 | 24.4 |
| | | 40 to 50 years | 14 | 31.1 |
| | | Above 50years | 7 | 15.6 |
| 03 | Residential Status | Urban | 22 | 48.9 |
| | | Semi –urban | 14 | 31.1 |
| | | Rural | 9 | 20.0 |
| 04 | Education Qualifications | B.Ed | 17 | 37.8 |
| | | M.Ed | 13 | 28.9 |
| | | B.P.Ed\Diploma | 7 | 15.6 |
| | | Others | 8 | 17.8 |
| 05 | Monthly Income | BelowRs.15000 | 10 | 22.2 |
| | | Rs.20000to 30000 | 15 | 33.3 |
| | | 30000 to 45000 | 11 | 24.4 |
| | | Above 45000 | 9 | 20.0 |
| 06 | Subject | Tamil | 10 | 22.2 |
| | | English | 6 | 13.3 |
| | | Mathematics | 13 | 28.9 |
| | | Science | 12 | 26.7 |
| | | Others | 4 | 8.9 |
| 07 | Marital status | Married | 29 | 64.4 |
| | | Unmarried | 16 | 35.6 |
| 08 | Experience | Below5years | 13 | 28.9 |
| | | 5 to 10 years | 11 | 24.4 |
| | | 10 to 15 years | 12 | 26.7 |
| | | Above 15 years | 9 | 20.0 |

The Socio – demographic profile of the respondents from the table suggests that almost more than 50% are female respondents. The age category shows that the maximum number of respondents belong to the 40 to 50 years age group. The majority of the respondents belong to the urban locality. When educational qualification is taken almost 37 % of the respondents hold a B.Ed. But the monthly income 33% of the respondents earns Rs.20000 to 30000.Majority of the respondents belong to production department and respondents nearly 64% are married. The 28% of the respondents belongs to area of the subject. Regarding work experience mostly the respondents were found to be having 1 Below 5 years of experience. The respondents majority were found to be Process government school teachers.

Table.2. Mean and Standard Deviation of Role Conflict and Professional Commitment and Development with Respect to Gender

| | | Mean | Mean S.D | T ratio |
|---------|---|------|----------|-----------|
| 01 | Gender | 1.56 | 1.120 | 12.777NS |
| 02 | Role conflict and professional commitment | 2.62 | 1.435 | 12.260 NS |
| Overall | | 4.18 | 1.906 | 32.330 NS |

The mean and Standard deviation was found and T test was applied. It was found that the variable role conflict and professional commitment had no Significant difference with respect to Gender. As Overall the gender did not have a significant

difference compared with the two variables gender and role conflict and professional commitment

Table.3. Mean and Standard Deviation of Work Motivation with Respect to Educational Qualification

| | | Mean | Mean S.D | T ratio |
|----|---------------------------|------|----------|----------|
| 01 | Educational qualification | 2.13 | .503 | 20.76 NS |
| 02 | Role of work motivation | 2.62 | 1.403 | 12.54 NS |

The mean and Standard deviation of work motivation and Educational qualification was taken for analysis. T-test was applied. It was found that the variable work motivation had No Significant difference with respect to Educational qualification. As Overall the Educational qualification did not have a significant difference compared with the variables work motivation and Educational qualification.

Table.4. Mean and Standard Deviation of Professional Commitment and Role of Work Motivation Development with Respect to Monthly Income

| Sl. No | | Mean | S.D | f |
|--------|---|-------|--------|------------------------------------|
| 01 | Role conflict and professional commitment | 8.301 | 11.115 | 77.813 0.00<0.05 Significant |
| 02 | Role of work motivation | 8.367 | 10.850 | 98.453 0.00<0.05 Significant |

The mean and standard deviation of role conflict, professional commitment, and role of work motivation with respect to monthly income were taken for analysis. The F-test was applied, and it was found that the variable organizational automation of technology showed a significant difference with respect to residence. The personal impacts were also examined as part of the analysis. Automation technology also had Significant difference to Resident. Thus, the Resident had a significant difference compared with the two Role conflict and professional commitment and Role of work motivation.

3. MAJOR FINDINGS AND DISCUSSION FROM THE MINOR STUDY

- Majority of the respondents belong to Urban locality. When educational qualification is taken almost 37 % of the respondents hold a B.Ed. But the monthly income 33% of the respondents earns Rs.20000 to 30000.Majority of the respondents belong to production department and respondents nearly 64% are married. The 28% of the respondents belongs to area of the subject. Regarding work experience mostly the respondents were found to be having 1 Below 5 years of experience. The respondents majority were found to be Process government school teachers.
- The variable role conflict and professional commitment had No Significant difference with respect to Gender. As Overall the gender did not have a significant difference compared

with the two variables gender and role conflict and professional commitment.

- The variable work motivation had No Significant difference with respect to Educational qualification. As Overall the Educational qualification did not have a significant difference compared with the variables work motivation and Educational qualification.
- The F-test was applied, and it was found that the variables professional commitment and role of work motivation showed a significant difference with respect to monthly income. The personal impacts of automation technology also showed a significant difference with respect to monthly income. Thus, the Resident had a significant difference compared with the two Role conflict and professional commitment and Role of work motivation

3.1 SUGGESTIONS

A similar study may be performed on a larger sample and in exceptional areas and states to obtain in-depth information on the factors determining role conflict among teachers. It is suggested to government organization that a few form of seminars should be held, so that teachers can develop their dedication closer to their career, and get motivation for paintings and facet by using facet ignore the war concerning their roles. The better authority of instructional establishments that they ought to recognition at the troubles, the ones troubles who make hindrances within the way of teachers regarding their work and profession. Teachers have to keep away from comparisons, and have to inspire himself for his duties and responsibilities. Teachers must make judgment concerning their roles, in order that the battle can't arisen within the manner of teaching profession

4. CONCLUSION

In the existing have a look at the investigator has tried to discover the role of conflict amongst teachers in terms of their professional commitment and work motivation. On the basis of gender it's been concluded that the level of role of conflict of male teachers is excessive in contrast with female teachers. Most of the lady teachers falls underneath low degree of role of conflict. The gender it's been concluded that the motivation of woman teachers in comparison with male teachers. Work motivation is excessive in girl teachers as opposed to male teachers. Government school teachers are falling in low stage of position conflict whilst as non-public faculty teachers they have high stage of role of conflict.

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