

## APPENDIX 2

CAUSES FOR DISSATISFACTION IN TEACHING PROFESSION

1. Teaching work is monotonous.
2. Teacher has to do more work than the time permits.
3. Teachers have to do heavy clerical work.
4. They have to supervise the work of pupils outside the class room also.
5. They dislike correction of compositions and other exercises.
6. They do not like frequent tests and correction of answer scripts.
7. They have to do extra work when some teachers go on leave.
8. They dislike additional duties like census collection and conduct of elections.
9. They are drafted for invigilation of Public examinations against their willingness.
10. Adequate protection is not given to supervisors in public examination centres.
11. Class size is too unwieldy to pay individual attention.
12. Teachers are not allowed enough time for preparation.
13. Number of working days has been unduly increased.
14. Many social restrictions are placed on the conduct of teachers.
15. The present day pupils are inferior in quality.
16. Students in general lack sense of discipline.
17. Students are not submissive and obedient.

18. They have low opinion about teachers.
19. They ask unnecessary questions and harass teachers.
20. Many students lack common courtesy towards teachers.
21. Pupils lack interest in class-room work.
22. They are not punctual in their duties.
23. Many students take to malpractices in examinations.
24. The Departmental rules discourage drastic action against them.
25. Discipline in schools has been spoiled because of Self-Government in schools.
26. Character formation is neglected in schools.
27. Head-master does not give fair treatment to his assistants.
28. There are factions and groups among teachers in many schools.
29. Head-masters use spy system to victimise some of the assistants.
30. The teacher has no social status at present.
31. Society is too critical of teacher's work.
32. Parents do not co-operate with the teachers.
33. Teachers do not have much contact with public.
34. They do not get fair treatment from the management.
35. Head teachers are too much autocratic in their attitudes.
36. They do not consult assistants in drawing up school programmes.
37. Teachers are not invited to public functions.

38. Teachers do not get fair treatment from private managements.
39. The schools do not have suitable accomodation.
40. Minimum needs of sanitation and hygiene are not satisfied.
41. Adequate furniture is not available.
42. Many school buildings do not have proper lighting and ventilation arrangements.
43. Suitable teaching aids are not available.
44. Staff rooms are not provided.
45. Sanitary facilities are conspicuous by their absence.
46. No arrangements are made for privacy for women teachers.
47. Recreation facilities are not available.
48. There are no good libraries.
49. Teachers do not get residential facilities.
50. Teachers do not have security of service under private management.
51. The scales of pay are not commensurate with the qualifications required.
52. Salaries are not paid regularly.
53. Teachers with higher qualifications are made to work in lower cadres.
54. Increments are not sanctioned for temporary teachers.
55. Teachers are kept on temporary basis for very long periods.
56. There is no strong teachers organisation to protect the interests of teachers.
57. The prospects in the profession are very poor.

58. The benefits given in Government service are not given to teachers in private schools.
59. The service conditions are rigid and outdated.
60. Teachers are not permitted to engage private tutions.
61. There is no scope for additional income.
62. Family members pay scant respect.
63. There is too much interference of local politicians.
64. Political considerations play major role in the administration of local boards.

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