CONTENTS

Acknowledgement i-ii
List of Figures vii-x
List of Tables xi-xiv

CHAPTER I: INTRODUCTION 1-78

1.1. Teachers as Indispensables
1.2. Concept of Profession
1.3. Teaching as a Profession
1.4. Teacher as a Professional
1.5. Concept of Commitment
   1.5.1. Types and Forms of Commitment
1.6. Concept of Professional Commitment
   1.6.1. Types and Forms of Professional Commitment
1.7. Professionally Committed Teachers
1.8. Conceptions of Teachers’ Professional Commitment
1.9. Dimensions of Teacher’s Professional Commitment
1.10. Significance of Professional Commitment in Teaching
1.11. Bearing of Specific Variables on Professional Commitment
   1.11.1. Life Satisfaction
      1.11.1.1 Philosophical and Psychological Aspects of Life Satisfaction
      1.11.1.2. Components of Life Satisfactions
      1.11.1.3. Factors Affecting Life Satisfaction
      1.11.1.4. Theories of Life Satisfaction
      1.11.1.5. Life Satisfaction as an Indicator of Subjective Well-Being and Quality of Life
      1.11.1.6. Life Satisfaction and Teachers
      1.11.1.7. Effects of Life Satisfaction on Professional Commitment
   1.11.2. Teaching Experience
1.11.3. Organisational Climate
   1.11.3.1. Parameters of Organisational Climate
   1.11.3.2. Types of School Organisational Climate
   1.11.3.3. Factors Affecting Organisational Climate

(iii)
1.11.3.4. Interventions to Improve School Organisational Climate
1.11.3.5. Components of Organisational Climate
1.11.3.6. Organization and Human Behaviour
1.11.3.7. The Importance of School Organisational Climate

1.12. Need and Significance of the Study
1.13. Statement of the Problem
1.14. Operational Definitions of the Terms Used
1.15. Objectives of the Study
1.16. Hypotheses of the Study
1.17. Delimitations of the Study

CHAPTER II - REVIEW OF THE RELATED LITERATURE

2.1 Studies Related to Professional Commitment
2.2 Studies Related to Professional Commitment and Life Satisfaction
2.3 Studies Related to Professional Commitment and Teaching Experience
2.4 Studies Related to Professional Commitment and Organisational Climate
2.5 The Overview
2.6 Emergence of the Problem
2.7 Hypotheses of the Study

CHAPTER III-CONSTRUCTION AND STANDARDIZATION OF PROFESSIONAL COMMITMENT SCALE FOR TEACHERS

3.1 Review of the Scales Already Developed
3.2 The Process of Scale Construction
3.2.1. PLANNING PHASE
   3.2.1.1. Identification of the Dimensions of the Professional Commitment
   3.2.1.2. Operational Definition of Professional Commitment
   3.2.1.3. Methodology for Scale Construction

(iv)
3.2.2. CONSTRUCTION PHASE
3.2.2.1. Preparation of Item Pool
3.2.2.2. Editing of the Items
3.2.2.3. Directions for Respondents
3.2.2.4. Try Out Of the Scale
3.2.2.5. Item Analysis
3.2.2.6. Selection of Items and Preparation of the Final Draft
3.2.2.7. Scoring System

3.2.3. STANDARDIZATION PHASE
3.2.3.1. Determination Of The Reliability Of The Scale
3.2.3.2. Establishing the Validity of the Scale
3.2.3.3. Preparing the Norms of the Scale
3.2.3.4. Interpretation of the Scores

CHAPTER IV-METHOD AND PROCEDURE 161-172

4.1 Universe of the Study and Sample
4.2 Design of the Study
4.3 Tools Used
4.4 Description of the Tools Used
   4.4.1 Professional Commitment Scale for Teachers (Self Constructed).
   4.4.2 Life Satisfaction Scale (Singh and Joseph, 2005).
   4.4.3 Teaching Experience
   4.4.4 Organisational Climate Scale (Pethe, Chaudhari and Dhar, 2001).
4.5 Administration of the Scales
4.6 Statistical Techniques Used for Data Analysis

CHAPTER V- ANALYSIS AND INTERPRETATION OF DATA 173-242

Section I-Nature of Score Distribution
Section II-Results Pertaining to Levels of Professional Commitment
Section III-Differential Analysis
Section IV-Correlational Analysis
Section V-Results Pertaining to Conjoint Effect of Variables

(v)
CHAPTER VI-SUMMARY

6.1 Teachers as Indispensables
6.2 Concept of Commitment
6.3 Concept of Professional Commitment
6.4 Dimensions of Teacher’s Professional Commitment
6.5 Significance of Professional Commitment in Teaching
6.6 Bearing of Specific Variables on Professional Commitment
   6.6.1 Life Satisfaction
   6.6.2 Teaching Experience
   6.6.3 Organisational Climate
6.7 Need and Significance of the Study
6.8 Statement of the Problem
6.9 Operational Definitions of the Terms Used
6.10 Objectives of the Study
6.11 Hypotheses of the Study
6.12 Delimitations of the Study
6.13 Emergence of the Problem
6.14 Universe of the Study and Sample
6.15 Design of the Study
6.16 Tools Used
6.17 Administration of the Scales
6.18 Statistical Techniques Used for Data Analysis
6.19 Findings of the Study
6.20 Suggestions for Further Research
6.21 Educational Implications

BIBLIOGRAPHY

APPENDICES

Appendix 1 Preliminary Draft of Professional Commitment Scale for Teachers (Self Constructed).
Appendix 2 Provisional Draft of Professional Commitment Scale for Teachers (Self Constructed).
Appendix 3 Final Draft of Professional Commitment Scale for Teachers (Self Constructed).
Appendix 4 Life Satisfaction Scale by (Singh and Joseph, 2005).
Appendix 5 Organisational Climate Scale by (Pethe, Chaudhari and Dhar, 2001).