

Performance management: “A comparative study of government and private schools”

¹ Kumar Mamil, ² Dr. Mishra Kushendra

¹ Research scholar (M Phil), Dept. of Rural Management, BBAU, Lucknow, India.

² (HOD), Dept of Rural Management, BBAU, Lucknow, India.

Abstract

Performance is a core element of the evaluating the task of the teachers. Performance has sustain its significance both in the academic and professional perspectives for many private sectors and governments schools. Management issues are fundamental to any organization. Performance is the process of assessing the progress of an employee or of a group of employee on a given job and his potential for the future development. How do we plan to get thing, performance management is the process of qualifying the efficiency and effectiveness of past action. Performance is a significant element of the information and control system in organization. This study appraises and demarcate the management and the job performance among school teachers in India. So, generally people like to send their wards to the reputed schools, known for high academic achievement record in the future. Because, the student having high division with high percentage of marks have a lot of opportunity at the time of admission, training and vocation purposes. The methodology insure on the prove of 437 primary school teachers selected from primary schools in Lucknow city, India. The predominant findings show that public schools teachers were well experienced and more qualified but trend of absenteeism and lateness was found in them. The study focus on the difference in job performance between Government and Private schools. The pawn used to cadence the Job Performance was Job Performance Questionnaire adapted and interpret by Researcher. Data analysis has been done by using descriptive statistics and independent sample t-test. The results sought that private school teachers have scored high on job performance in comparison government school teachers.

Keywords: Job Performance, Performance, Management, Teachers.

1. Introduction

Teachers are milestone of school education. They are motivator in the educational portion and they have been destroy the students overcoming problems by their work ambitious and wracking. They have expected to work daily within one or more pregnant part of educational responsibility: first, the whole professional enterprise of education, which emerge the region of syllabus and instruction; and other the educational environment of administrative and managerial functions. It is a very difficult effort for various teacher in India, when they have attain the classroom in which have native student who can't understand the teacher, in India have various language and demographic culture. They are held responsible for setoff appraise will increasable change step by step over time. The place of teacher in society is of huge importance. He acts as the pivot man of the Transmission of intellectual traditions and technical skill from generation to generation and helps to keep the lamp of knowledge awareness. He not only guides the individual but also to say, the formulate the nation. Teachers have, therefore, to gain highly their challengeable and special responsibility to the society. The standard of education in schools and higher level is commonly have been influenced by the quality of leadership and management styles of school leaders and education systems. The educational motivator and school administrator have supposed to develop ideas more scientifically and creatively and also appropriate time or various resources and material. He is also accelerate to support the school organization towards development and progress. The school principals must be able and integrated to lead their subordinates and teachers to recognize and perform their tasks, functions and responsibilities for the children who getting

education and, in the continuous process make them feel that they are getting satisfaction and fulfillment. Evaluate the value of performance can be described as a systematic attempt to distinguish the more efficient teachers from the less efficient teachers and to discriminate among strength and weaknesses of an individual has across many job elements. In brief, performance appraisal is a measurement of how well someone performs job-relevant tasks. It has been measured after taking in to expiation many research, that performance appraisal arrangement become effective if they do not obtain positive feedback among grader and grantees. They must be cable to effective pressure the teachers to perform the effort and subprogram without intuitive feeling, pressured or victimised; eligible and able to influence to teachers to assessing their many personal goals and objectives with those of the school.

2. Literature Review

The Relation between school management and teacher job performance have been established through years of research in setting of the schools. furthermore, even less has been written document about comparison of principals' behavior at the government and private, primary schools and their impressive on job performance of teachers. The performance of teachers surely affects the student's achievement, as press in the studies conducted by Hattie (2003) and Fenster (2006) ^[1]. In the research of Heck (1998) and Hallinger have found that a school leader's leadership style is the main factor that Rockley influences school effectiveness and should emphasis characters. moreover, in the studies conducted by Milanowski (2004) ^[1] and Hattie (2003), it broadens that issue of the claim of the thirty five percent attribution of teacher performance to student

achievement by claiming that good teachers increase student find out and that scores from a rigorous teacher evaluation system can be substantially connected to student achievement. Sahkin (2003) and Sahkin concluded transformational leaders drive higher performance by giving opportunity to the people and to make senescing for them. Educator's perceptions of their leader's style of leadership has been field of studied as it impact the educator' job performance and satisfaction. Rad and Yarmohammadian (2006) studied leadership styles and job. Satisfaction and found that a positive relationship between job satisfaction and leadership styles produced higher job performance and execution. Julian (2005) has studied the leadership attributes CEOs and job performance. They found some traits have human relationship to their effectiveness and leadership. Kim (1986) has found that teachers reported that consideration seemed to be more familised to their job performance than to of creation of structure. Kim (1986) also found that teacher reported degree of initiation of structure of their principal was not consciously correlated with teacher satisfaction. Mason-Bush (2003) concluded that teachers' motivation and performance in the schools were affected by the principal's leadership style. Schlerens and Bosker (1984) reexamined studies of private and government schools system in some developed countries. This study disclosed that private schools seemed to be more valuable because of the active roles of parents in these schools. Seattle (2005) has proved that moreover some private schools are better compare to the government schools. Gobir (2005) has proved that the performance of private schools are depend on hard work and experience. She expressed that private schools tend to find out high result with less expenditure on the teachers. Peter (2002)^[5] & Alt and Akpan *et al.* (2005) disclose that Private school administrators are moreover effective in maintaining discipline. than their similitude in Public schools (cited in Akomolafe, 2012)^[4]. Results of study by Bisong, bassey, Isangedighi (2011) and ubi has sought that teachers in private schools were superior to their similitude in public schools in teaching, as well as formative and summative evaluation. Teachers in the two school types were about the same in classroom management, students discipline and supervision of co-curricular activities.

3. Objective of the study

To do a comparative study of school teacher job performance in Government and Private schools.

To find out the job performance between the Government and private primary schools.

To study and compare the teaching methodology adopted in government and private schools.

4. Research Method

This study have taken a descriptive survey design to perform the employee. In this study Using a multi-stage sampling technique, and 437 teachers were selected from private and government schools. Data collection was sought out with the use of a self-constructed questionnaire method Job Performance Questionnaire transformed and translated by the researcher (originally constructed by Anand and Sameer in 2001 in India). Data analysis was completely done by using independent sample t test and descriptive sampling. A pilot study was conducted on a sample of 40 teachers in Lucknow city, Uttar Pradesh State, India. The scale's of reliability was established by Cronbach Alpha Coefficient Method, seems to be satisfactory, that is.81.

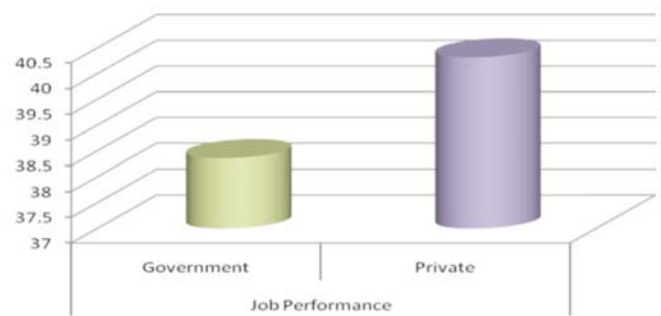


Fig 1: Mean difference of private and government School teachers

Table 2: Results of Independent Sample's' Test of Job Performance among teachers with reference to the type of School

	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error
Job Performance	7.288	.007	-3.661	435	.000	-1.955	.534

The hypothesis was tested using Independent Samples'' Test. Table 2 indicates that government and private school teachers are different in their job performance. A t test reveal a statistically reliable difference between the mean number of teachers job performance that the government school teachers have (M = 38.36, p = .007, á = .05). The hypothesis that there is no significant difference between government and private primary schools in teachers' job performance was therefore rejected.

5. Findings & Suggestion

Table 1 Mean and Standard Deviations of Job performance between government and private school teachers. Table 1 show that mean score of private school teachers is higher than government school teachers in job performance. This research prove that job performance of private schools teacher is higher than their government school teachers. A lot of factor can influence the performance of teacher such as socio-economic characteristics of students reform to better teachers number of student and etc. there are in many countries school reforms to better teachers 'performance and student learning point out the idea of straight school management with clear warning or instructional practice and student outcomes. management of school has its most significant attributes impact on teachers through the overall managerial process that aligns appraisal with better results and both of these with professional progressive.

6. Conclusion

The study disclosed the difference between government and private school teachers with reference to job performance management. The private school teachers had higher mean score than government school teachers that means private school system and management has an effective dynamic influence on teachers. This study established schools with privately management type have higher level support of teachers at schools. The atmosphere and climate of school is an affective function on teacher performance. The climate of school is supported by leaders. Gobir (2005) stated that the performance of private schools is connected to hard work. She expressed that private schools tend to achieve high result with low payment of teachers. Peter (2002)^[5] & Alt and Akpan *et al.* (2005) disclosed that Private school administrators are high

progressive in maintaining school discipline than Public schools (cited in Akomolafe, 2012) ^[4]. Results of study by Bassey, Bisong, Ubiand Isangedighi (2011) indicated that teachers in private schools were superior to another part in public schools in teaching, as well as expression and summative evaluation. The present study outcomes are with help of the some literatures and rejected by others unimportant task. Bertola (2013) ^[6] indicates that theoretical perspective fits experimental proof from UK, US and some other European schooling systems, where private schools are attended by students who appear to be more progressive and talented as well as (Epple and Romano 1998 ^[8], richer De Fraja 2002 ^[7]; Epple, Figlio & Romano 2004) ^[10]. Checchi (2013) ^[6] and Bertola find out proof in the 2009 PISA survey (OECD 2012) ^[2] that private schools of course do not everywhere deliver better schooling outcomes.

7. References

1. Malinowski A. The Relationship between Teacher Performance Evaluation Scores and Student Achievement: Evidence from Cincinnati. *Peabody Journal of Education*. 2004, 79.
2. OECD. PISA 2009 Technical Report, Paris, Organization for Economic Cooperation and Development, 2012.
3. Scheerens J, Bosker R. The foundation of educational effectiveness. London, Pergamon, 1997.
4. Akomolafe CO. A Comparative Study of Principals' Administrative Effectiveness in Public and Private Secondary Schools in Ekiti State, Nigeria. *Journal of Education and Practice*. 2012; 3(13):39-45.
5. Alt MM, Peter K. Private School: A brief portrait. *Almanac of policy issues* (Online) available www.google.com October, 2002-2013, 15.
6. Bertola G, Checchi D. Who Chooses Which private education? Theory and intentional evidence, CEPR Discussion Paper, 2013, 9513.
7. Fraja De G, The design of optimal educational policies, *Review of Economic Studies* 2002; 69:437-466.
8. Epple D, Romano R. Competition between private and public schools vouchers and peer-group effects, *The American Economic Review* 1998; 88(1):33-62.
9. Bedi AS, Garg A. The Effectiveness of Private versus Public Schools: The Case of Indonesia. *Journal of Development Economics*, 2000; 61(2):463-494.
10. Epple D, Figlio D, Romano R. Competition between private and public schools: testing stratification and pricing predictions. *Journal of Public Economics*. 2004; 88:1215-1245.
11. Fenster M. Relating teacher candidate performance to their students' academic achievement. Unpublished Research Paper, Master's Valdosta State University, United States of America, 2006.