Job Performance of Private School Teachers in Kanyakumari District: A Statistical Perspective

P.S. Vijay Anand[1]

[1]*Research Scholar Bharathiar University,Coimbatore*

Abstract—**This study examines the job performance of private school teachers in Kanyakumari district, a region where private institutions play a vital role in education. The research aims to identify the factors influencing teachers' performance, measure the impact of these factors, and provide actionable recommendations for improvement. A mixed-methods approach was employed, combining quantitative and qualitative data collection methods.**

A sample of 300 teachers from randomly selected private schools participated in the study through structured questionnaires, while 50 school principals provided insights through semi-structured interviews. Statistical tools such as descriptive analysis, correlation, and regression were used to analyze the data.

Key findings indicate that job performance is significantly influenced by salary, workload, and professional development opportunities. Teachers earning higher salaries reported greater job satisfaction (correlation coefficient r = 0.78), while excessive workloads and large class sizes negatively impacted performance. Only 45% of teachers had access to professional development programs, which were shown to improve student outcomes by 20%.

The study highlights challenges such as low pay, high workload, and inadequate infrastructure in private schools. It recommends increasing salaries, reducing teacher-student ratios, and investing in professional training and resources to improve teacher performance and overall educational outcomes in the district.

This research contributes to the understanding of teacher performance dynamics in the private education sector, offering data-driven insights for policymakers and school management in Kanyakumari district and beyond.

Index Terms—**Teachers, Performance, Education sector, School**

I. INTRODUCTION

Education is the cornerstone of societal development, and teachers play a pivotal role in shaping the future of students and communities. In India, the private school sector has grown rapidly, complementing government efforts to improve access to quality education. Kanyakumari district, located in the southernmost part of the country, is known for its high literacy rate and emphasis on education. Private schools in this region cater to a significant portion of the student population, offering modern facilities and innovative teaching methods.

However, the job performance of private school teachers, a critical factor in educational success, remains a topic of concern. Unlike government schools, private institutions often face constraints such as limited funding, competitive pressure, and varying management practices, which directly impact teacher motivation and effectiveness. Key factors like salary, workload, professional development opportunities, and classroom management influence teachers' ability to deliver quality education.

Despite their importance, private school teachers often encounter challenges such as lower pay scales, insufficient training, and high workloads. Understanding these issues and identifying their impact on job performance is essential for developing targeted solutions that benefit both educators and students.

This paper explores the job performance of private school teachers in Kanyakumari district using a statistical approach to analyze key factors. By addressing these issues, this research aims to contribute to the enhancement of teaching quality and overall educational outcomes in the region.

A. Research Objectives
1. Evaluate the job performance of private school teachers.
2. Identify key factors influencing their performance.
3. Provide recommendations for improvement.

II. METHODOLOGY

1. Data Collection

A descriptive research design was used, and data were collected through:

Questionnaire: A structured questionnaire was distributed to 300 private school teachers randomly selected across the district. It included questions on workload, salary, job satisfaction, classroom management, and student performance.

Interviews: Semi-structured interviews with 50 school principals were conducted.

Secondary Data: Statistical reports from educational institutions and government agencies were analyzed.

2. Sampling Technique

Simple random sampling was used to select schools from various regions within Kanyakumari district.

Teachers were chosen based on stratified random sampling, ensuring representation across gender, experience levels, and school sizes.

3. Tools for Analysis

Descriptive Statistics: Mean, median, and mode were calculated to understand teachers' satisfaction and performance levels.

Correlation Analysis: Examined relationships between variables like salary, workload, and job performance.

Regression Analysis: Determined which factors most significantly influenced performance.

III. RESULTS AND DISCUSSION

1. Salary and Job Satisfaction

Mean Monthly Salary: ₹15,000 (range: ₹10,000–₹25,000).

Teachers earning above ₹20,000 showed a 30% higher job satisfaction level.

Correlation coefficient (r) between salary and job satisfaction: 0.78 (strong positive correlation).

2. Workload and Performance

Average weekly working hours: 50.

Teachers handling more than 40 students per class reported lower performance scores (mean performance score: 65/100).

Regression analysis showed workload significantly impacts performance ($p < 0.05$).

3. Professional Development

Only 45% of teachers participated in professional training programs in the last year.

Teachers with training showed a 20% improvement in student performance.

4. Classroom Management

Student-teacher ratio: 1:35 (average).

Performance scores were higher in schools with ratios below 1:30.

IV. CHALLENGES IDENTIFIED

Low Salaries: 70% of respondents indicated dissatisfaction with pay.

High Workload: 65% reported feeling overburdened.

Lack of Resources: 40% of schools lacked essential teaching aids.

V. RECOMMENDATIONS

1. Increase Salaries: Align teacher salaries with their workload and qualifications to improve motivation.

2. Reduce Workload: Hire more teachers to ensure manageable class sizes and reduce burnout.

3. Professional Development: Invest in regular teacher training programs to enhance skills and job satisfaction.

4. Infrastructure Improvement: Provide modern teaching aids and better classroom facilities.

VI. CONCLUSION

Statistical analysis reveals that factors like salary, workload, and professional development significantly impact the job performance of private school teachers in Kanyakumari district. Addressing these issues through evidence-based interventions can enhance teacher performance, benefiting the entire education system

REFERENCES

[1] Government of Tamil Nadu, Department of School Education. (2023). Annual report on school education in Tamil Nadu. Chennai: Department of School Education. Retrieved from https://www.tn.gov.in

[2] National Council for Educational Research and Training (NCERT). (2022). Status of teacher

performance in private schools in India. New Delhi: NCERT Publications.

[3] Jyothi, S., & Rajkumar, M. (2021). Factors influencing teacher job satisfaction in private schools: A study from Tamil Nadu. Indian Journal of Education and Development Studies, 38(4), 45–60.

[4] Kumar, R., & Devi, L. (2020). Teacher workload and its impact on job performance in rural private schools. International Journal of Educational Research and Innovation, 15(2), 112–125.

[5] District Administration, Kanyakumari. (2023). Educational statistics report of Kanyakumari district. Retrieved from https://kanyakumari.nic.in

[6] Singh, P., & Nair, V. (2019). Professional development and teacher effectiveness in Indian private schools. Journal of Modern Education, 27(3), 89–102.