

OPEN ACCESS

Volume: 10

Special Issue: 1

Month: October

Year: 2022

E-ISSN: 2582-6190

Impact Factor: 4.118

Received: 24.09.2022

Accepted: 18.10.2022

Published: 21.10.2022

Citation:

Silpa Joshy, C. "A Comparative Study on Private Sector and Public Sector Teachers in the Period of Covid-19 Pandemic." *ComFin Research*, vol. 10, no. S1, 2022, pp. 25–36.

DOI:

<https://doi.org/10.34293/commerce.v10iS1-Oct.6145>



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A Comparative Study on Private Sector and Public Sector Teachers in the Period of Covid-19 Pandemic

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Covid-19 has become a serious problem to society. It has made great changes to the economy. Teachers are the major part of a society, those who play an important role in building up a society. So it is very much important to know the problems faced and advantages enjoyed by the teachers. As there are private and public sector educational institutions and their working environments have various differences, it becomes important to compare problems and benefits they have. This study focuses on identifying and to compare the challenges faced, benefits enjoyed and various opportunities available for teachers in both sectors. Both primary and secondary sources of data are used for this study. Ratio analysis, percentage analysis etc were the tools used. The study compares and reveals the present situation of teachers in both sectors and differences in their working conditions.

Keywords: Covid-19, Private, Public Sector**Introduction**

Covid has become a serious problem to society. It had a great impact on different sectors in the economy. The major sector which it affects is the educational sector. Education is the process of facilitating learning, or the acquisition of knowledge, skills, values, beliefs, and habits. Educational methods include storytelling, discussion, teaching, training, and directed research. Education frequently takes place under the guidance of educators and also learners may also themselves. . Education can take place in formal or informal settings and any experience that has a formative effect on the way one thinks, feels, or acts may be considered educational. In most regions, education is compulsory up to a certain age. In India, under the programme Sarva Shiksha Abhiyan free and compulsory education is provided to children between the age group of 6-14.

A teacher is a person who helps others to acquire knowledge, competences or values. Informally the role of teacher may be taken on by anyone (e.g. when showing a colleague how to perform a specific task). .In most countries, formal teaching of students is usually carried out by paid professional teachers. Teachers can be also called as facilitators, who facilitate children in their learning. A teacher plays an important role in strengthening and bringing out an intelligent young generation. There are public sector teachers and private sector teachers. Public sector teachers are those from

government educational institutions. They enjoy all benefits provided by the government and they are controlled by the government. On the other hand, private sector teachers are those who work in non-governmental educational institutions. They are controlled and managed by the private management. As teachers are a major factor in building up a society it is important to know their status of job.

Statement of the Problem

Human resource is considered to be the most valuable asset of any organization. It may be noted that human resources should be utilized to the maximum possible extent in order to achieve individual and organizational goals. It is said that a satisfied employee is a productive employee. Covid has become a serious problem to the economy. It has made a bad impact on every aspect of life, especially in the field of education. As the teachers are major units in the educational process, their status should be known.

There are variations in salary, working conditions, opportunities, benefits etc for private sector teachers and public sector teachers. The job satisfaction level of both the sector teachers varies. So it is necessary to compare the job satisfaction of private sector and public sector teachers in the period of covid pandemic. This study helps to find out opportunities, benefits enjoyed and challenges suffered by teachers working in both sectors.

Objectives of the Study

- To identify the benefits enjoyed by teachers from the public sector and private sector.
- To identify the challenges faced by teachers from the private sector and public sector.
- To identify the opportunities enjoyed by teachers from the public sector and private sector in the covid pandemic period.

Scope and Significance of the Study

This study mainly focuses on the job satisfaction of private sector and public sector teachers in the covid-19 pandemic period. A questionnaire is prepared and distributed among randomly chosen teachers from the public sector and private sector. The study will help to realise job satisfaction among private and public sector teachers in the period of covid pandemic.

Research Methodology

Research Design

For this study here, descriptive study based on the public sector and private sector teachers is used.

Sources of Data Collection

- Primary Data has been collected through questionnaires specially designed for the study.
- Secondary Data were collected from relevant journals, websites and other sources.

Data Analysis Tools

The percentage analysis is used for the study.

Data Presentation

The findings and analyzed results are presented in the forms of tables.

Review of Literature

Chamundeswari (2013) investigated the performance of teachers in different categories of schools i.e. 196 teachers from state board schools, 198 teachers from matriculation board schools and 194 teachers from central board schools. The results of the study indicated that teachers in central board schools were significantly better in their performance compared to matriculation and state board schools. Furthermore, a significant difference has been found among teachers working in state board schools, matriculation board schools and central board schools.

- Arshad and Akramnaseem (2013) observed a significant difference in the performance of trained and untrained teachers as well as private trained teachers and government trained teachers. Trained teachers are found more effective in their performance than untrained teachers and government trained teachers" performance were better as compared to private trained teachers
- Hashemi Nejad et al. (2012) compared performance of the teachers trained in ICDL (International Computer Driving License) training courses with untrained teachers in high schools of Tehran. Results indicated that there is a significant difference between trained teachers in ICDL training courses with untrained teachers in use of equipment and educational software.
- Bassey et al. (2011) conducted a study on 720 secondary school teachers (440 from the public and 280 from the private) of Cross River State of Nigeria. They determined the effect of school type on teacher's job performance. Results indicated that teachers in private school were superior as compared to public school teachers in teaching. However, teachers in the two types of schools were almost the same in classroom management, students discipline and supervision of co-curricular activities.
- Caillier (2011) examined job performance in the public sector. A theoretical research model was developed to examine job performance, and it is subsequently tested on state government workers. Government employees reported higher performance levels when they believed agencies received enough funding to fulfil their goals; and individual job performance was higher when employees believed that their agency spent appropriated funds efficiently.

Data Analysis and Interpretation

Table 1 Age wise classification

Choices	Frequency		Percentage	
	Public	Private	Public	Private
20-30	3	14	12%	56%
30-40	11	7	44%	28%
40-50	7	3	28%	12%
50 & above	4	1	16%	4%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that most of the teachers in private sectors are in the age group 20-30 and most of public sector teachers belong to the 30-40 age group.

Table 2 Gender Wise Classification of Respondents.

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Male	5	1	20%	4%

Female	20	24	80%	96%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 20% of male teachers and 80% of female teachers work in the public sector and 4% of male teachers and 96% of female teachers work in the private sector. This shows that female teachers are more than male teachers.

Table 3 Qualification of Respondents

Choices	Frequency		Percentage	
	Public	Private	Public	Private
UG.B.ED	7	4	28%	16%
PG.B.ED	8	13	32%	52%
MPhil	2	1	8%	4%
PhD	2	0	8%	0%
Others	6	7	24%	28%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 28% of teachers from the public sector and 16% from the private sector have qualified UG. B.Ed, 32% from the public sector and 52% from the private sector has qualified. Pg. Bed. Few teachers from both the sectors had completed M Phil and hold other qualifications Few teachers (8%) from public sector hold PhD.

Table 4 Sector wise Classification of Respondents

Choices	Frequency	Percentage
Public sector	25	50%
Private Sector	25	50%
Total	50	100%

(Source: Primary Data)

Interpretation

The above table shows that 50% of teachers belong to the public sector and 50% belong to the private sector.

Table 5 Satisfaction with Pay

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	0	2	0%	8%
Dissatisfied	2	9	8%	36%
Neutral	3	5	12%	20%

Satisfied	16	7	64%	28%
Very satisfied	4	2	16%	8%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 64% of teachers from the public sector are satisfied with their pay whereas only less portion, that is 28% from the private sector, are satisfied.

Table 6 Opinion on Timely Payment

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	0	1	0%	4%
Dissatisfied	2	0	8%	0%
Neutral	0	3	0%	12%
Satisfied	18	14	72%	56%
Very satisfied	5	7	20%	28%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that the majority of public sector teachers (72%) and private sector teachers (56%) are satisfied with the above statement. Only few teachers are having an opinion that they are not getting payment on time.

Table 7 Satisfaction on the Information System, Materials and Resources Provided

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	0	0	0%	0%
Dissatisfied	1	4	4%	16%
Neutral	10	3	40%	12%
Satisfied	13	15	52%	64%
Very satisfied	1	2	4%	8%
Total	2	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 52% of public sector teachers and 64% of private sector teachers are satisfied with the information, materials and resources provided to them. 40% of public sector teachers and 12% of private sector teachers are of neutral opinion. None of the teachers from both sectors are very dissatisfied with the above statements.

Table 8 Opinion on Leisure Time Provided

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	2	0	8%	0%
Dissatisfied	3	2	12%	8%
Neutral	10	7	40%	28%
Satisfied	10	16	40%	64%
Very satisfied	0	0	0%	0%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 40% public sector teachers and 64% private sector teachers are satisfied with the above statement. This further indicates that employees get enough leisure time.

Table 9 Benefits Provided by Superior

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Bonus	10	7	40%	28%
Perquisite	6	5	24%	20%
Fringe benefits	2	1	8%	4%
Non-teaching day payment	2	1	8%	4%
Others	5	7	20%	28%
Not answered	0	4	0%	16%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows at 40% of teachers from public sector and 28% of teachers from private sector gets bonus, 24% teachers from public sector and 20% from private sector are provided with perquisites, 8% teachers from public sector and 4% from private sector are provided with fringe benefits, 8% teachers from public sector and 4% teachers and private sector gets non teaching day payment and 20% teachers from public sector and 28% from private sector enjoy other benefits.

Table 10 Satisfaction with Online Classes

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	17	19	68%	76%
Dissatisfied	5	2	20%	8%
Neutral	2	1	8%	4%
Satisfied	1	3	4%	12%
Very satisfied	0	0	0%	0%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table says that the majority of teachers from both the private as well as public sector is very much dissatisfied with the online classes.

Table 11 Satisfaction with the Attitude of Superior

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	2	0	8%	0%
Dissatisfied	0	1	0%	4%
Neutral	6	5	24%	20%
Satisfied	12	14	48%	56%
Very satisfied	5	5	20%	20%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that both private and public sector teachers are satisfied with the attitude of their superior.

Table 12 Security with my current job.

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Very dissatisfied	0	2	0%	8%
Dissatisfied	1	15	4%	60%
Neutral	2	4	8%	16%
Satisfied	17	3	68%	12%
Very satisfied	5	1	20%	4%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that most of the teachers from the private sector are dissatisfied with their job security and the majority from the public sector are satisfied.

Table 13 Need to Work Hard to Retain my Job

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	1	0%	4%
Disagree	2	2	8%	8%
Neutral	6	2	24%	8%
Agree	14	15	56%	60%
Completely Agree	3	5	12%	20%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that the majority of both the sector teachers says that they had to work hard to retain their job.

Table 14 Frequent Changes in Government Policies Compel Workers to Work Hard and Increase Workload

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	1	0	4%	0%
Disagree	1	2	4%	0%
Neutral	8	8	32%	32%
Agree	13	14	52%	56%
Completely Agree	2	1	8%	4%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 56% from the public sector and 16% from private sector agree and 12% from both sectors completely agree that frequent changes in government policies compel them to work hard and increase workload. 32% from public sector and 36% from private sector are of neutral opinion and remaining completely disagrees.

Table 15 Get a clear progression

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely Disagree	0	0	0%	0%
Disagree	0	5	0%	20%
Neutral	10	6	40%	24%
Agree	14	13	56%	52%
Completely Agree	1	1	4%	4%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table and graph shows that the majority of public sector and private sector teachers agree that they get a clear career progression.

Table 16 The varied behaviour of HR resources is a major challenge in a job

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely Disagree	2	0	8%	0%
Disagree	4	8	16%	32%
Neutral	9	10	36%	40%

Agree	7	6	28%	24%
Completely agree	3	1	12%	4%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 8% of public sector teachers and none of the teachers of private sector teachers completely disagree to the above statement, 16% public sector teachers and 32% private sector teachers disagree to the above statement, 36% public sector teachers and 40% private sector teachers are of neutral opinion, 28% public sector teachers and 24% private sector teachers agree to the above statement and 12% public sector teachers and 4% private sector teachers completely agree to the above statement.

Table 17 Job Rotation and Promotional Activities

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	0	0%	0%
Disagree	1	5	4%	20%
Neutral	6	4	24%	16%
Agree	17	14	68%	56%
Completely agree	1	2	4%	8%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 68% of teachers from the public sector and 56% of teachers from the private sector agree that they get opportunities for job rotation and promotion. 24% of teachers from the public sector and 16% of teachers from the private sector are of neutral opinion and 4% of teachers from the public sector and 20% of teachers from private sector completely disagree with the above statement.

Table 18 Participation in the decision making process

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	0	0%	0%
Disagree	2	3	8%	12%
Neutral	5	4	20%	16%
Agree	15	11	60%	44%
Completely agree	3	7	12%	28%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 60% public sector teachers and 44% private sector teachers agree and 12% public sector teachers and 28% private sector teachers completely agree to the above

statement. This further indicates that the majority of teachers get an opportunity to participate in the decision making process.

Table 19 Availability of Training Opportunities Through Online Mode

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	1	0%	4%
Disagree	0	4	0%	16%
Neutral	3	0	12%	0%
Agree	20	18	80%	72%
Completely agree	2	2	8%	8%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that 80% of public sector teachers and 72% of private sector teachers agree that training opportunities are available to them.

Table 20 Engaging in Extracurricular in School and Other than School Events helps to Gain Knowledge in such Fields and Improve Personally

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	0	0%	0%
Disagree	2	0	8%	0%
Neutral	1	0	4%	0%
Agree	18	19	72%	76%
Completely agree	4	6	16%	24%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table shows that the majority of 72% teachers from the public sector and majority of 76% teachers from the private sector agree that engaging in extracurricular activities in school and other than school events help to gain knowledge in such fields and improve personally.

Table 21 Comfortability in Interaction with Parents through Online Mode

Choices	Frequency		Percentage	
	Public	Private	Public	Private
Completely disagree	0	0	0%	0%
Disagree	0	1	0%	4%
Neutral	4	3	16%	12%
Agree	16	18	64%	72%
Completely Agree	5	3	20%	12%
Total	25	25	100%	100%

(Source: Primary Data)

Interpretation

The above table and graph shows that the majority of teachers are in the opinion that they can interact with parents through online mode also.

Difficulties / Challenges Faced by Teachers in Taking Online Classes

- Majority of teachers from both sectors opined that they face the difficulty of
- Low quality network
- Lack of proper responses from students
- Difficulty in actual evaluation of students etc.

Benefits of Online Classes

- Majority of teachers from both sectors opined that they
- Can save travelling expenses and time.
- Helps to improve their knowledge technologically etc.

Findings

- Out of 50 respondents 25 work in the public sector and 25 work in the private sector
- Majority of public sector teachers belong to the age limit 30-40 and majority of private sector teachers belong to the age group 20-30. Due to covid-19 pandemic recruitments are also less in government sector.
- Majority of public sector and private sector teachers are female.
- Out of the available responses Public sector teachers are highly qualified i.e a majority of teachers from public sector are qualified UG, B.Ed, M.Phil. and Ph.D
- Majority of public sector teachers are satisfied with their pay and a majority of private sector teachers are dissatisfied with their pay. From that it is clear that, there is a large variation in the pay scale of both sectors. Public sector is paid more and the majority of public sector as well as private sector teachers are satisfied with the timely pay.
- Majority of both the public sector and private sector teachers feel satisfied with the information access system availability of resources and materials provided to do their job.
- Most of the private sector teachers are not at all satisfied with their job security.
- A majority of teachers from the public sector opined that they get a bonus and a majority of teachers from the private sector equally opined that they get bonus and other benefits but private sector teachers are also in the opinion that their job is not a lifetime job, they are not subjected to any pension facilities .
- Majority teachers from both the sectors agree to the statement that they need to work hard to retain their current job. In that most private teachers are in the opinion that their work has a nature of multitasking .
- Majority of teachers from the public sector agree and majority of teachers from private sector opined neutral that frequent changes in government policies compel them to work more and increase their workload. In case of private sector teachers management's decision affect.
- Majority of teachers from the public sector and private sector agrees that the varied behaviour of HR resources that they have to handle with is a major challenge in their job.
- Majority of teachers from both sectors agree that the job rotation and promotional activities in their organisation helps them to improve themselves in their job.
- A majority of teachers from both sectors agree that they get to participate in the decision making process.
- Majority of teachers from both the sectors agree that they get training opportunities through online mode.

- Private sector with the highest majority and a majority of public sector teachers agrees that they get to interact more with parents through various associations in online mode also.

Suggestions

- Private sector teachers should be provided with a working condition that their job is secure enough which motivates them and they contribute more to their work.
- Private sector teachers should be provided with a better salary which matches their workload.
- Private sector teachers should be more qualified.
- Both private and public sector organisations should treat the teachers in a friendly manner and should be provided with adequate measures to ensure their classes are taken in a perfect manner.
- Public sector should have young blood in the teaching field.
- Private teachers should be provided with more benefits apart from salary.
- Government should provide tax benefits such as entertainment allowance to private sector teachers

Conclusion

Human resources are the most valuable asset of any organisation. An organisation which has talented, committed, dedicated and motivated workers is the richest asset for achieving the organisation objective and co-operation and hard work of the human resource of the concern is necessary. In the past 2 years we had lost a number of valuable resources affected by covid-19 pandemic.

This study was carried out to compare the job satisfaction of teachers working in the public sector and private sector in the period of covid-19 pandemic. Public sector teachers enjoy more benefits over private sector teachers. Teachers in both sectors get various opportunities to improve themselves. Though public sector teachers are much more educated than the private sector. In this study it is clear that there is a wide range of variation in both sector teachers salary and private sector teachers are dissatisfied with the salary provided to them and security in their job. From the study it is clear that , if more opportunities and better working conditions are provided to both the sector teachers, they will contribute more to their work.

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