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Development and standardization on teacher's work ethics scale (TWES)

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Abstract

Work ethics is a term that encompasses the organizational and personal standards of behavior a professional individual is expected to possess. Most organizations have their own internal code of practice that defines the work ethics of a certain profession. The study of work ethics is a significant one and for which the investigator has decided to develop and standardize a scale to measure it.

Keywords: Teacher's work ethics scale, physicians, attorneys, engineers

1. Introduction

Ethics refers to a set of rules that describes acceptable conduct in society. Ethics serve as a guide to moral daily living and helps us judge whether our behavior can be justified. Ethics refers to society's sense of the right way of living our daily lives. It does this by establishing rules, principles, and values on which we can base our conduct. The concepts most directly associated with ethics are truth, honesty, fairness, and equity. While ethics is a societal concern, it is of critical importance to the professions that serve society. Because professionals such as physicians, attorneys, engineers, and property and facility managers provide services that affect our welfare, they develop professional codes of ethics that establish professional standards for behavior. Researches confirm that teacher's work ethics can drive to positive impact on teacher's values. As there is no suitable tool available to study the school and college teachers' work ethics scale, the investigator have decided to construct and standardize a scale to measure the teachers work ethics. This Likert type scale is a five-point scale of "Always", "Often", "Sometime", "Rarely" and "Never". In this scale consists of 62 items have been collected from the various sources like Experts in Psychology, Teacher Educators, Books, Journals, Internet and so on.

Pilot Study

This scale with 62 items has been administered to the sample of 200 teachers (100 Higher Secondary School teachers and 100 College teachers) working in different higher secondary schools and different colleges of Madurai District, Tamil Nadu, India, in order to carry out the pilot study. Then their responses have been scored carefully and their marks secured by all the samples have been arranged in the descending order from the highest scorer to the lowest scorer. Then they were subjected to item analysis.

Item Analysis

The next step in the standardization of on teacher's work ethics scale after pilot study is to find out the t-value of each item, which forms the basis for item selection in order to build up the final scale. The Likert type scale calls for a graded response to each item on a five-point scale ranging from "Always", to "Never". The individual score for all the 200 students and teachers were ranked from the highest to the lowest score. Then 25% of the subjects with the highest total scores and 25% of the subjects with the lowest total scores were sorted out for the purpose of item selection. The high and low groups, were selected, formed the criterion groups and each group was made up of 50 students (Edward. L. Allen, 1957) ^[1].

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Table I: Item Selected For TWES

Item Number	't' Value	Item selected
1	2.26	S
2	1.84	S
3	3.26	S
4	1.32	NS
5	1.95	S
6	2.56	S
7	2.75	S
8	1.24	NS
9	1.92	S
10	2.46	S
11	2.68	S
12	2.58	S
13	1.42	NS
14	3.53	S
15	1.52	NS
16	2.25	S
17	3.24	S
18	1.24	NS
19	2.95	S
20	1.42	NS
21	2.26	S
22	4.42	S
23	3.92	S
24	1.08	NS
25	4.22	S
26	1.42	NS
27	3.52	S
28	0.94	NS
29	2.66	S
30	2.68	S
31	1.94	S
32	0.84	NS
33	2.85	S
34	1.92	S
35	1.26	NS
36	3.16	S
37	3.84	S
38	2.02	S
39	1.42	NS
40	2.48	S
41	2.24	S
42	1.06	NS
43	3.62	S
44	1.92	S
45	3.26	S
46	3.62	S
47	4.52	S
48	1.25	NS
49	2.42	S
50	3.30	S
51	1.42	NS
52	2.26	S
53	4.42	S
54	3.92	S
55	1.08	NS
56	2.68	S
57	1.94	S
58	0.84	NS
59	2.85	S
60	1.92	S
61	3.26	S
62	3.16	S

S – Selected NS – Not selected

It may be recalled that each item is followed by five different responses of “Always”, “Often”, “Sometime”, “Rarely” and “Never” in the work ethics scale. Then each item was taken individually and the number of teachers who responded “Always”, “Often”, “Sometime”, “Rarely” and “Never” was found out both the high and low groups separately. Thus for all the 50 items, the number of teachers coming under each category was found out separately for both the high and low groups and the t-values for all the 50 items have been calculated with the formula suggested by Allen Edwards (1957) [1]. As many as 50 items having the t-value greater than or equal to 1.75 (Edward. L. Allen, 1957) [1] have been chosen in order to form the final scale (vide: Table-I). Then this final scale has been administered to 200 teachers working in different higher secondary schools and different colleges of Madurai District, Tamil Nadu, India, in order to establish the scoring procedure, validity and reliability of this scale.

Scoring Procedure

The work ethics scale has 45 items, out of which 35 items are positively worded and the remaining 10 items are negatively worded. An individual score is the sum of the scores of all the 45 items. The scores range from 45 to 225. Higher score indicates the high work ethics and the details of scoring are given in the following table.

The scoring to the response given by the respondents should be like the following

Table II

Response	Positive	Negative
Always	5	1
Often	4	2
Sometime	3	3
Rarely	2	4
Never	1	5

Reliability

Reliability refers to the consistency with which a test measures, whatever it measures. The concept of reliability suggests both stability and consistency of measurement. The investigator calculated the reliability analysis and it was given in the following table.

Table III: Table Showing the reliability method and co-efficient values

Method of reliability Analysis	reliability Co-efficients
Correlation between forms	0.664
Equal-length Spearman-Brown	0.673
Guttman Split-half	0.656
Unequal-length Spearman-Brown	0.645

Validity

Validity reveals the merits of our measurement. This work ethics scale was given to the experts (20 members) in order to find out its content validity. The experts agreed that the items in the scale provided adequate coverage of the concept. This work ethics scale also has construct validity.

Percentile Norm

The following table represents the percentile norm for this work ethics scale.

Table VI

Percentile	Score Range	Norm
Below P25 (Q1)	Below 90	Low level
P25 To P75 (Q1 to Q3)	Between 90 and 160	Average level
Above P75 (Q3)	Above 160	High level

Conclusion

The investigator believe that this scale would be a contribution to the field of work ethics in Psychology and those who want to measure the value pattern anywhere in this country will find this scale very useful.

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