

## Role of Teacher Morale in Enriching Classroom Climate

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### Abstract

Teacher morale plays a crucial role in shaping a positive and productive classroom climate. High teacher morale, characterised by job satisfaction, enthusiasm, and a sense of professional purpose, directly influences teachers' attitudes, instructional practices, and interactions with students. When teachers feel valued, supported, and confident, they create an encouraging learning environment marked by mutual respect, motivation, and active engagement. This paper explores how elevated teacher morale contributes to effective classroom management, fosters emotional well-being among students, and promotes collaborative learning. It also highlights factors that enhance teacher morale, including administrative support, collegial relationships, recognition, and opportunities for professional development. The findings emphasize that maintaining high teacher morale is essential for enriching classroom climate, improving student outcomes, and sustaining the overall quality of the teaching–learning process.

**Keywords:** Teacher Morale, Classroom Climate, Teacher Motivation, Educational Environment, Student Learning

### INTRODUCTION:

Education plays an important role in moulding professional and personal life of each person. Mahatma Gandhiji said, "The purpose of education is to bring out the best in you". Swami Vivekananda defines education as 'the manifestation of the perfection already in man.' The whole process of education is shaped and moulded by the teacher who plays a pivotal role in any system of education. According to Bishay (1996), the teaching profession ranks high on the success list of a society. However, the teacher is highly qualified, experienced, satisfied with the career and talented in teaching and other academic work, without actual involvement and commitment to the job, all the said qualification, experience and talents are a mere useless.

This commitment is voluntary and natural one and no one can compel a teacher to be committed to the job. It should be automatically formed by both internal and external motivators. This commitment which includes interest towards job, aim to deliver the best, positive attitude towards job and institution is termed as 'teacher morale'. Morale is derived from sa-gi, originally from Chinese language which means soldier (sa) and energy (gi). Morale is originally referred to the collective will of citizens of a nation at war to sustain fighting. Later, it was applied for sports teams, schools, and work organizations. Morale is considered as a tendency of employees to work together enthusiastically for a common purpose in the industry. Classroom climate influences the student achievement, their self-esteem and participation in the lesson. The most important aspect of classroom climate is the relationship between teacher and students. The classroom is a wonderful place to be when everything is working well. Hence the role of a teacher is to provide the learners to provide a suitable classroom climate conducive for learning. This article throws light on how positive teacher morale can offer the best classroom climate for the teachers and the learners.

#### **What are the benefits of positive teacher morale?**

- ❖ Promote individual characteristics of teachers like Confidence, Zeal, Cheerfulness and Hope.
- ❖ Imbibe personal values like adjustment, willingness to work, commitment and discipline.
- ❖ Develop group spirit, cohesiveness, ambition towards accomplishments of goals and leadership behaviour.
- ❖ Offer Job Satisfaction, Contentment of Salary and positive attitude towards the environment, curriculum and work-load.
- ❖ Prevents work place related injuries or accidents.

#### **CONSEQUENCES OF POOR MORALE**

Teachers develop stress due to the following reasons resulting to a poor classroom climate.

- ❖ Lack of administrative support
- ❖ Lack of Regard and Appreciation
- ❖ Absence of the sense of Belongingness
- ❖ Less scope for Professional Development

- ❖ Poor Salary and Staff benefits
- ❖ Inefficient Leadership
- ❖ Poor Rapport among Teachers

### **RELATIONSHIP BETWEEN TEACHER MORALE AND CLASSROOM CLIMATE**

Teacher morale and school climate go hand in hand. Schools can set goals for their student achievement, but if teacher morale is low then there will be less interest and motivation to incorporate those goals. Strengthening social culture in the school among the teachers would begin to change the mindset of teachers thereby developing a compatible classroom climate. This would give teachers an opportunity to develop trust among each other and enjoy being with each other as a school family. Teacher recognition among the staff would provide teachers a greater appreciation of their co-workers and begin working to achieve the goals of the school. Although stressors are related to this profession, relieving unnecessary stress factors would enhance the culture so that all teachers can come together and achieve the goals for the school in unity. The studies by Otto (1996) revealed that "workload pressures" contributed to low teacher morale, and Bruno (1983) in his findings proved that burnout of teachers also contributes to low morale among teachers. Excessive paper work and extra duties can be contributors to excessive workloads thereby affecting the classroom climate. When the morale of an institution is high, there will be a remarkable rise in the achievement of students, Positive attitude of the staff and the students about the organization, decision making and suggesting beneficial measures for the students becomes easier for the staff, conducive workplace environment, well managed classroom discipline and healthy relationships with peers and management will be attained to the optimum level.

### **TEACHER'S ROLE IN ENRICHING CONDUCTIVE CLASSROOM CLIMATE**

- ❖ Regular to work
- ❖ Love for the Students and identifying their Potentials
- ❖ Planning and Conducting classes with Enthusiasm
- ❖ Regularly reviewing and updating instructional practices
- ❖ Establishing good rapport with the Parent Community
- ❖ Co-operating with the Colleagues and abiding by the School Policies
- ❖ Proposing Constructive suggestions for the advancement of students

- ❖ Establishing Respect for self and other members
- ❖ Promoting values through hidden curriculum
- ❖ Providing Counselling to the students when needed

### **SUGGESTIONS TO FOSTER TEACHER MORALE**

The Management should take suitable measures to develop in the following areas to foster teacher morale in the Institution.

- ❖ To make the staff members feel that their work is more than just a job
- ❖ To offer time to creatively celebrate accomplishments
- ❖ To grant time to Passionate teachers to pursue projects
- ❖ To place teachers' welfare as a top priority in the institution
- ❖ To create a friendly atmosphere among the teachers and the Management
- ❖ To promise the professional growth of the teachers in the institution
- ❖ To grant timely incentives and increments
- ❖ To provide promotions and leadership in an ethical manner

### **ENHANCING POSITIVE CLASSROOM CLIMATE IN THE CLASSROOM**

A class room must have a positive climate. The children must feel a sense of security. The atmosphere must be conducive to taking safe challenges without fear of ridicule. A positive environment is the building block in developing a child with the positive self-efficacy to take safe challenges. If a child fears shame and ridicule from peers and teachers, they will avoid taking risks to protect themselves from embarrassment. Activities which will promote self-confidence and remove fear of academics should be carried out periodically by the teacher. The following activity will develop a sense of ownership in the primary classes. A poster with six classroom rules is displayed on the wall. Below the poster rules are developed and handwritten by the children. The objective is to have student involvement in rule setting and give the children a feeling of ownership. The learning environment is the most important factor in a classroom. A major factor in the learning environment is the teacher's role. Teachers must take their position as a role model seriously. Through observing role models, children acquire skills that will assist their successful assimilation into society. Positive behaviour of the teacher will have to appear in venues such as the playground, parental interaction, and socialization with children. A teacher should be a guide, and fade into the background. The ultimate role of a

teacher should be a coach, not a dictator. The classroom should be proactive and not reactive. Every strategy employed in the classroom should develop in the hope of developing internalized self-control and enhancement of individual and group development. Proactive strategies assist the child in evolving into autonomous and mature individuals. A concerned educator should ease into a child centered environment within a couple of months after the start of the academic year. Children should be involved in decision making process which includes classroom policies, themes for academic units, and roles students will play in development of school projects. Involving children in the choice making process is essential in creating an autonomous class room environment. Developing class room rules as a team, using inclusive social activities, and developing problem solving activities have proven to be an asset in avoiding behaviour issues in the class. Respect for individual learning styles, and personalities are to be nurtured in the classroom. Demanding respect and modelling respect by the teacher will imbibe values in the students. The main goal is teaching the art of self -monitoring behavior. Self- monitoring allows the children to evaluate, record, reflect on their own behavior. Children should be instructed to maintain discipline and to identify behaviours, and how to modify them in the future. The humour of the teacher will also make an impact on positive classroom environment.

## CONCLUSION

By treating teachers in ways that empower them, such as involving them in decisions about policies and practices and acknowledging their expertise, administrators can help sustain teacher morale. Teachers need to be the role models who act in a proactive manner. Educators must provide a safe environment where children can exhibit their skills. Classrooms should be a place where students feel respected and feel their contribution is worthwhile. Creating a positive emotional environment is a must for this contemporary generation. The job involves the development of future self-sufficient adults, the future leaders of our country. Let us hope for a change in creating a harmonious society by the teachers with peace starting from home transforming to the nation thereby creating a united world.

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