

## **To Explore the Causes of Absenteeism at Government and Private Primary Schools: A Case Study from Pakistan**

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**ABSTRACT.** The main purpose of the research was to evaluate the various causes of absenteeism in Government and Private school teachers in primary school Tehsil Jampur District Rajanpur (Punjab) Pakistan. 100 teachers were selected for sample. Half from government and half from private sector. In other word 50 teachers were from Government Schools and 50 were from Private School Sector. In this survey, research tool was used a questionnaire. We found out percentage for the scrutiny of information. In this scrutiny we see that Private School Teachers enjoy less leaves than Government School Teachers. Professional safety, relaxed manners of Head of Institute, various family functions, problems of conveyance and sickness are the major causes of absenteeism of the Government School Teachers. Whereas, Private School Teachers get less leaves because they believe their profession is insecure and they are less satisfied with their profession and functioning surroundings.

### **1. INTRODUCTION**

In Pakistan education is the fundamental duty of Provincial administration whereas Federal administration generally helps for curriculum improvement, sanction and funding the research. In offering of quality education, providing future training at various levels, School of public and private are running at various levels. An important role of teachers in the process of education. Since the time independence, the education system of Pakistan is facing a lot of troubles. One of the most severe problems is teachers' absenteeism. Teachers' absenteeism rate is high in rural and remote areas. In these areas, quality of education in schools is reducing. Absenteeism of teachers is also affecting developing as well as developed countries. Researchers found that teacher absenteeism affect usefulness of school and results delay in the achievement of students' learning and it also causes the absenteeism of students. Now we want to know, Definition of absenteeism. The practice of regularly staying away from work or school without good reason. Absenteeism represent either or willful absence from duty or assigned work. Teacher absenteeism has a wide and powerful effect on a country's educational system. High levels of absenteeism of teacher harmfully impacts student achievement, school reputation, contribute to the reject of the profession and stimulate student absenteeism.

We cannot ignore that the absenteeism of teachers mainly affects the learning and performance of the students (Obeng-Denteh, Yeboah, Sam & Monkah, 2012). Teachers' qualification, effort that they put while teaching, Teaching method, check and balance system and teachers' absenteeism catch much intention of parents when they select a school for their children (Sathar & Lloyd, 2000). Researches of Woods & Montagno (1997) show that great number of teachers' absenteeism creates a hindrance in academic achievement of the student. Pakistan is a rising state and our place is at 113<sup>th</sup> among 120 countries of the globe and literacy rate is merely 57% (Bajwa, 2011). Little literacy is due to a lot of causes in which poverty, be short of attentiveness, gender inequity and state's negligence play basic function. Various issues about schools also a reason of little literacy

e.g. students drop out, school's infrastructure, harsh manner of teachers and teachers absenteeism mainly in rustic areas. In Pakistan District Rajanpur is a backward where literacy rate is especially low and teachers hang about missing from schools commonly. A small number of researches have been found published mainly on learning difficulty. That is reason researcher chose this region and subject for the research. The study will focus on a fundamental problem i-e teacher's absenteeism at primary school level.

## 2. LITERATURE REVIEW

The on hand data on teacher's absenteeism is observable that absence rate of teachers in developing countries is lofty. Several scholars focused the lack of inspiration from teacher side, overcrowded classrooms, deficient facilities, unoccupied vacancies, load of non academic responsibilities, lack of satisfactory trainings. Declining social position of the teaching occupation and rising community group variation among teachers and the clients of public schools. (Mooij.et.al2010). In a different study, special causes of absence have been discussed. Causes were political involvement, unions of teacher salaries job safety by some authorities (Harris, 2009). Minor responsibility of teachers and political involvement is also a cause of teacher's absenteeism in schools. (Hasnain, 2008). We see that large pay of teacher seniority, poor supervision were constantly related to high rate of absenteeism. (Kremer et al. 2005) Some schools were better and absent ratio was fewer because these schools were closer to the road and inspection authorities visited regularly. (Kremer et. al 2005).

Ratio of absent school teachers was 18% (Ali & Reed, 1994). One of the causes of previous survey too shows that coaching time in schools, performance of teacher, teacher's qualification' teachers training and promotions are not linked with absence. (Chaudhury et. al 2004). Research detained and supervised in Bangladesh in 1990 by World Bank. Research proved that 50 % teachers were not present habitually. (Bank, 2001).

Another survey in Uttar Pradesh and Madya Pradesh (India) was conducted. 17% teachers were not gone to schools. And 20% teachers were not present in their period. (Rao & Narasimha, 1999). A further survey was conducted in the N.W.F.P. (Pakistan) which shows the facts that teacher's absence was institute that teacher's not present rate is absolutely related with the free availability of leaves to the staffs by the department or chief of the institution. (Ehrenberg, et.al 1991). A survey information on primary education in India shows that only one third principals out of 226 were present when schools were seen by Public Report on Basic Education Team.(Probe, 1980).

## 3. OBJECTIVES OF THE STUDY

The objectives of the study were following

- To locate various causes of teacher absenteeism at primary school in District Rajanpur Punjab Pakistan.
- Find out individual, departmental and financial factors implicated in the teacher's absenteeism at primary level in Rajanpur District Punjab Pakistan.
- Match up to the causes of teacher's absenteeism among public and private school in Rajanpur District Punjab Pakistan.

## 4. METHODOLOGY

**Population:** We are select all private and public school teachers of Tehsil Jampur District Rajanpur, Punjab, Pakistan comprised the population of the research .

**Sample:** Tehsil Jampur comprises on mostly rural area. Schools are located in far flung areas and distantly located schools are hard to reach for data collection. So the researcher selected the 100 teachers of primary level conveniently from Tehsil Jampur. Fifty teachers from government school and fifty teachers from private schools were selected as quota.

**Research Instruments:** As a research tool a questionnaire for primary schools teachers was adopted with due permission (Akhtar, 2013).

**Data collection and Analysis:** For data collection researcher observed himself the schools and get the data. By using SPSS analyzed data and find out percentage.

## 5. RESULTS

**Table.1 A teacher take leaves in one month (in days).**

Sr.No.	Statement	Government		Private	
		Frequency	% Age	Frequency	% Age
1	00 Leave	23	46	33	66
2	01-05 Leaves	27	54	17	34
3	06-10 Leaves	-	-	-	-

Table.1 shows that 46% teachers of government schools avail no leave. 54% avail from 01 to 05 leaves in one month. Whereas the 66% teachers of private schools gain no leave. 34% avail from 01 to 05 leaves per month.

**Table.2 How much salary do you receive per month?**

Sr.No.	Statement	Government		Private	
		Frequency	% Age	Frequency	% Age
1	01-05 Thousand	-	-	48	96
2	5001-10 Thousand	-	-	2	4
3	10001-15 Thousand	3	6	-	-
4	15001-20 Thousand	8	16	-	-
5	More than 20 Thousand	39	78	-	-

Table.2 shows that 96% teachers of private schools receive pay within the range of 01-05 thousand and 4% teachers receive 5001-10 thousand per month. On the other side no one receive 01-10 thousand. 6% receive 10001-15 thousand, 16% receive 15001-20 thousand and 78% receive more than 20 Thousand.

**Table 3 Personal reasons of Absenteeism**

**D.A= Disagree**

**A=Agree**

**S.A= Strongly Agree**

Sr.NO	Statement	Government %age			Private %age		
		D.A	A	S.A	D.A	A	S.A
1	Do you like your job?	-	26	74	10	36	54
2	If you are ill you don't go to school.	26	58	16	20	66	14
3	You don't go to school, in case of function in your family e.g. marriage	18	52	30	36	48	16
4	If you have any emergency in your home, You don't go to school.	22	46	32	30	46	24
5	Do you have transport problems?	52	18	30	26	36	38
6	If you have a convince problems on occasion, you go to school.	54	12	34	22	36	42
7	You are satisfied with your salary	50	16	34	68	14	18

Result of tables 3 shows that greater part private school teachers do not like their jobs, on the other side teachers of government schools like their jobs. In the cause of illness government school teachers take less leaves as compare to Private school teachers. On the family functions teachers of

government school avail more leaves than private school teachers. Generally private schools teachers have a transport problem but government teachers have no transport problem. Private schools teachers avail more leaves than government school teachers in convince problems. Government school teachers are satisfied their salary than private school teachers.

**Table 4: School Related reasons of Absenteeism**

Sr.No.	Statement	Government %age			Private %age		
		D.A	A	S.A	D.A	A	S.A
1	Your colleagues have cooperative attitude with you.	-	24	76	24	32	44
2	You feel secure about your job security.	12	28	60	26	42	32
3	Your head rewards you when you achieve a goal.	32	26	42	24	42	32
4	Your principle gives importance to your suggestions.	16	28	56	22	44	36
5	You are satisfied with working hours in your school.	2	34	64	26	30	44
6	You are satisfied with your job.	4	32	64	26	32	42
7	You are fulfilled with working atmosphere in your school.	8	48	44	16	42	42
8	You take leave with prior permission.	14	24	62	50	26	24

Result of tables 4 shows that greater part private school teachers think not secure but mostly government teachers think more secure. Principles private school give no remuneration when they achieve goal as compare to Head teachers of government schools. Principles of private school are not involved but Principles of government schools involve its staff. Private schools teachers are not pleased with their jobs and working atmosphere. On other side Government teachers are more pleased with their jobs and working atmosphere.

## 6. CONCLUSION

Research gives result that salary of private schools teachers is not better than private schools 78% public schools teachers take salary more than twenty thousands and 16% teachers of public schools have pay 16-20 Thousand. Other 6% teachers of government schools have pay 11-15 Thousand. Any teachers of government schools is not get pay less than ten thousands while 4% teachers of private schools take out pay within the range of 6-10 thousands and 96% also get within the range of 1-5 thousands. We also see that 66% private teachers don't get any leave in per month. On the other side mostly public schools teachers get 1-5 leaves a month. That is reason of harsh atmosphere in private schools that teachers get fewer leaves than the teachers of public schools. The teachers of private schools are not think better working situation of their school but government school teachers feel more satisfaction. Government school teachers are satisfy with their working environment, job and feel secure about job On the other side private school teachers are less satisfied with their working environment, job and feel insecure about job. So it is a cause private school teachers get less leaves than government school teachers

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