

# Structure of Disputed Management with Special Reference to Management Indicator

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**Abstract:** In a school environment disputes can affect the accomplishment of educational goals resulting in adverse effects on the academic environment, inducing and affecting the morale of educators, the pace at which they work, and increasing absenteeism and negative impact on pupils' performance and can become an obstacle towards achieving the educational development or better performance. Descriptive survey method was used in this study. 462 respondents were chosen for collecting the data for this study. Self-made tool was used as Questionnaire on Disputed Management of Private secondary school (QDMPSS). Yes, No, Can't say statements were decided. Management indicator includes five dimensions i.e. governance, administration, decision making, teacher condition and financial condition. Percentage score of each dimension has been calculated on the basis of total score on management indicators and its all dimension obtained from different stakeholders. Result indicates that among all the five discussed dimensions- governance, administration and decision making, teacher condition, financial condition, the financial condition is regarded as the most responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.

**Keywords:** Structure, disputed management

## 1. Introduction

In a school environment disputes can affect the accomplishment of educational goals resulting in adverse effects on the academic environment, inducing and affecting the morale of educators, the pace at which they work, and increasing absenteeism and negative impact on pupils' performance and can become an obstacle towards achieving the educational development or better performance. The issue of conflict management then becomes paramount for goal accomplishment hence the value of this study cannot be over emphasized. Moran (2001) in Shah mohammadi, (2014) sees conflict management as "a philosophy and set of skills that assist individuals and groups in better understanding and dealing with conflict as it arises in all aspects of their lives" (cited in Tshuma & Ndlova. June 2016.p.82). The management Committee of private secondary schools comprises of

### 1) Office Bearers as

- President (1)
- Vice- President (1)

Manager (1)

- Assistant Manager (1) &
- Treasurer

### 2) Ex-offices Members

The Ex-offices members comprises of following two members

- Principal (1)
- Senior Teacher (2), Who are kept under rotations and lastly

### 3) Ordinary Member There are seven ordinary members in general.

The Committee shall have 15 (Fifteen) members including office bearers elected by the member of General body. Any successful school reaches its heights of excellence due to the relentless efforts of teachers, students, parents, and staff and of course the administrators or the school management. It is the true partnership between the teachers and management that help's any school to reach its optional level. Many a time, when new initiatives are taken by the management, there are a few teachers who raise a lot of questions and are sometimes even unwilling to support them. Sometimes, management dismiss these pleas while at other times, these teachers are labeled trouble makes. But, it is important to understand, each other's perspective and their work together for the benefit of the students. Administrators can have a harmonious relationship with the teachers by embracing, educating and empowering them. Happy teachers mean happy students and better performance. It is therefore essential to have a healthy relationship between the pillars of the school-teachers and the administrators.

## 2. Research Question

1) What is the structure of disputed management on the basis of management indicator of private secondary schools of Varanasi region?

### 2) Operational definition:

- *Structure:* refers to various factors that are responsible for disputes among the component of private secondary schools in Varanasi region.
- *Disputed management:* refers to a serious disagreement of thoughts or actions between and

among various components of management of private secondary schools in Varanasi region which leads to legal issues among them.

- *Private Secondary School:* schools which impart education of the secondary stage i.e., from class 9th to class 12th, and are getting government aid but managed by private owners.

3) *Objective*

1. To study the structure of disputed management with special reference to management indicator of private secondary schools of Varanasi region.

*The Method to be used:* Descriptive survey method was used in this study.

- *Population:* In this study, all the private secondary schools located in Varanasi region which were having disputes in their management, members of the management, teachers, non-teaching staff, and parents of the student constitute the population of the study.
- *Sample and Sampling Techniques:* At the first stage at least 5 private secondary schools which had disputes in their management from each district of Varanasi region were selected. Varanasi region covers four districts i.e. Varanasi, Chandauli, Ghazipur, and Jaunpur. Thus, 20 such schools were selected by using the purposive sampling technique. Afterwards, members of management including 20 managers, 165 teachers including 20 Principals, 80 non-teaching staff, and 177 parents were selected by using cluster and purposive sampling techniques. In all 462 respondents were chosen for collecting the data for this study.

Table 1  
Distribution of total respondent in Varanasi region

S. No	Stakeholders	No. of Stakeholder
1.	Manager	20
2.	Principals	20
3.	Teachers	165
4.	Non- teaching staff	80
5.	Parents	177
	Total	462

- *Design of the Study:* The ex-post facto design was used to complete the study.
- *Tools Used in the Study:* Self-made tool was used as Questionnaire on Disputed Management of Private secondary school (QDMPSS). Yes, No, Can't say statements were decided.
- *Scoring of the Questionnaire:* The questionnaire has 55 items, each items have three responses, Yes, No, Can't say.

Table 2  
The Scoring of items of the questionnaire (QDMPSS)

S. No.	Response Categories	Favorable Items Marking	Unfavorable Items Marking
1.	Yes	1	3
2.	No	3	1
3.	Can't say	2	2

- *Statistics Used in the Study:* Percentage wise score has been calculated for the analysis of data.

- *Data analysis:* To study structure of disputed management of private secondary schools of Varanasi region researcher used management indicator. Management indicator includes five dimensions i.e. governance, administration, decision making, teacher condition and financial condition. Percentage score of each dimension has been calculated on the basis of total score on management indicators and its all dimension obtained from different stakeholders.

Table 3  
Percentage wise score of the structure of disputed management of management indicator

S.No	Management indicators	Percentage
1	Governance	19.87%
2	Administration	19.79%
3	Decision making	20.20%
4	Teacher condition	18.92%
5	Financial condition	21.22%

- a) On the basis of the total score in percentage, 19.87% governance is regarded as the responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.
- b) On the basis of the total score in percentage, 19.79% administration is regarded as the responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.
- c) On the basis of the total score in percentage, 20.20% Decision making is regarded as the responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.
- d) On the basis of the total score in percentage, 18.92% Teacher condition is regarded as the responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.
- e) On the basis of the total score in percentage, 21.22% financial condition is regarded as the responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.
- f) Among all the five discussed dimensions- governance, administration and decision making, teacher condition, financial condition, the financial condition is regarded as the most responsible factor for serious disagreement of thoughts or actions between and among various components of management of private secondary schools in Varanasi region.

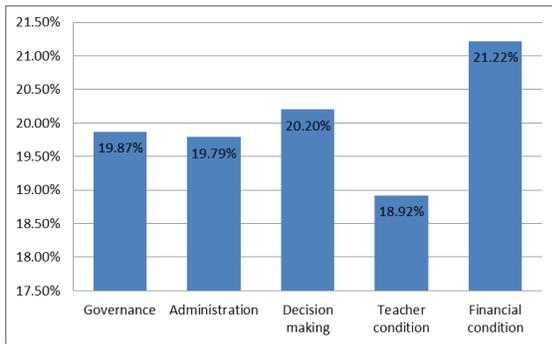


Fig. 1. Percentage wise score of the structure of disputed management of management indicator

### 3. Result and Discussion

In this study, it was found that, financial condition is the most responsible factor for disputes among the stakeholders of schools especially teachers. Dick & Thodlan (2013) stated that, it is not possible for all departments of the school to provide adequate budgetary funds that can enable the departments to purchase all their requirements. Hence some are likely to get more and others less. This inequitable distribution of scarce resources creates disputes between departments, teachers and between departments and school management. Lack of

adequate physical and financial resources was also noted as one of the major factors for disputes in schools. Kipkembo & Kipruto (2013) stated that, some conflict among the school personnel sometimes is because of the result of inadequate school resources. In some cases heads of schools are blamed for the lack of teaching and learning resources resulting in conflict between school administration and teachers or parents.

### 4. Conclusion

This paper presented an overview of structure of disputed management with special reference to management indicator

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