

APPENDIX S

Chi-square values showing relationship between
Value Commitment and Continuance Commitment,
and the selected professional and
personal characteristics

Table 1

NUMBER AND PERCENT OF RESPONDENTS AT THE
RESPECTIVE QUANTILES OF THE DISTRIBUTION
OF VALUE AND CONTINUANCE COMMITMENT SCORES

	Most committed				Least committed			
	Q4		Q2 - Q3		Q1		Total	
	f	%	f	%	f	%		
a. Value commitment to teaching	95	25.54	182	48.92	95	25.54	372	
b. Continuance commit- ment to teaching	93	25.00	181	48.66	98	26.34	372	

Table 2

THE VALUES OF CHI-SQUARE FOR TESTS OF ASSOCIATION
BETWEEN AGE, MARITAL STATUS, PROFESSIONAL STATUS
LENGTH OF EXPERIENCES AND THE OTHER PERSONAL
AND PROFESSIONAL CHARACTERISTICS OF TEACHERS

Characteristics	Chi-square	df	Remarks	C (N=372)
<u>Age</u>				
1. Membership in professional organization	11.808	3	**	.17
2. Publications	30.089	3	**	.27
3. Anticipated length of stay	138.348	9	**	.52
4. Professional status	185.227	6	**	.52
5. Length of experience	258.298	4	**	.64
<u>Marital Status</u>				
1. Anticipated length of stay	25.615	3	**	.25
<u>Professional Status</u>				
1. Educational qualifications	23.947	2	**	.25
2. Membership in professional organizations	22.385	3	**	.23
3. Anticipated length of stay	64.808	6	**	.39
4. Administrative position	64.830	2	**	.39
5. Nature of present appointment	75.090	2	**	.41
<u>Length of Experience</u>				
1. Membership in professional organizations	14.598	2	**	.19
2. Publications	28.904	3	**	.27
3. Administrative position	51.487	3	**	.35
4. Anticipated length of stay	84.098	9	**	.42

C = contingency coefficient.

** = Significant at .01 level of significance.

Table 3

CHI-SQUARE VALUES FOR TESTS OF ASSOCIATION
BETWEEN PERSONAL AND PROFESSIONAL
CHARACTERISTICS OF TEACHERS, AND
LEVEL OF VALUE COMMITMENT

Characteristics	Chi-square	df	Remark	C (N=190)
1. Marital status	.148	1	ns	0.0
2. Educational qualification	5.192	2	ns	0.03
3. Husband's occupation ^a	2.314	1	ns	.14
4. Length of experience	6.037	3	ns	.18
5. Choice of teaching as a career	7.306	2	*	.19
6. Membership in professional organization	7.208	1	**	.19
7. Anticipated length of stay	8.518	3	*	.21
8. Previous posts held	6.848	1	**	.19
9. Present nature of appointment	8.290	1	**	.20
10. Age	11.357	3	**	.24
11. Professional status	15.216	2	**	.27
12. Administrative position	12.906	1	**	.25
13. Publications	7.208	1	**	.10

C = contingency coefficient

a N = 125

* = Significant at .05 level of significance

** = Significant at .01 level of significance

ns = not significant

Table 4

CHI-SQUARE VALUES FOR TESTS OF ASSOCIATION
BETWEEN PERSONAL AND PROFESSIONAL
CHARACTERISTICS OF TEACHERS AND
LEVEL OF CONTINUANCE COMMITMENT

Characteristics	Chi-square	df	Remark	C (N=191)
1. Administrative position	.037	1	ns	.01
2. Publications	.012	1	ns	.01
3. Previous posts held	.048	1	ns	.02
4. Membership in professional organization	1.740	1	ns	
5. Professional status	.297	2	ns	.04
6. Husbands occupation ^a	.002	1	ns	.00
7. Length of experience	2.436	3	ns	.11
8. Age	3.385	3	ns	.13
9. Educational qualifications	4.888	2	ns	.16
10. Choice of teaching as a career	3.209	2	ns	.13
11. Present nature of appointment	2.563	1	ns	.12
12. Marital status	7.251	1	**	.19
13. Anticipated length of stay	8.926	3	**	.21

C = contingency coefficient

a N = 125

** = Significant at .01 level of significance

ns = not significant

Table 5

CHI-SQUARE VALUES SHOWING ASSOCIATION BETWEEN
VALUE COMMITMENT AND THE VARIABLES HOLDING
INTERCORRELATING VARIABLES CONSTANT

	Variables (Vs)	Chisquare	df	C	N
I	Age X Commitment <u>Vs not controlled</u>	11.357**	1	.24	190
	Age X Commitment <u>Vs Controlled</u>				
	a) Professional status	ns	1	.08	56
	b) Anticipated length of stay	ns	1	.04	75
	c) Membership in organizations	ns	1	.17	117
II	Anticipated length of stay X commitment <u>Vs not controlled</u>	8.518*	3	.21	190
	<u>Vs controlled</u>				
	a) Professional status	ns	2	.05	58
III	Professional status X commitment <u>Vs not controlled</u>	15.216**	2	.27	190
	<u>Vs controlled</u>				
	a) Age	8.688*	1	.38	53
	b) Administrative position	ns	1	.15	37
	c) Status of appointment	ns	1	.06	35
	d) Membership in organizations	ns	1	.18	116
	e) Publications	ns	1	.09	88
	f) Order of choice of a career	ns	1	.06	24

** Significant at .01 level

* Significant at .05 level

C contingency coefficient

Table 6

CHI-SQUARE VALUES SHOWING ASSOCIATION BETWEEN
CONTINUANCE COMMITMENT AND THE VARIABLES
HOLDING INTERCORRELATING VARIABLE CONSTANT

Variables (Vs)		Chi-square	df	C
Anticipated length of stay X Commitment	a) Vs not controlled	8.9269*	3	.21 (N=191)
	b) Vs controlled marital status	8.584*	2	.05 (N=169)

* Significant at .05 level

C contingency coefficient