



# Compromise Behaviour And Human Relations Of Teachers Leads To Communal Harmony: Need Of The Hour

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## **Abstract**

The compromise behaviours a kind of task oriented coping behaviour to solve problems related to students, fellow- teachers, administrators and parents and to make a safe performance in their teaching-learning process. In the present situation, the teachers face a conflict situation in their working environment due to lack of cooperation with others in their working environment. In this circumstance, teacher prefer this kind of behaviour may provide logical steps to solve the problems in a easiest way and create a congenial work environment and that shows that they have good mental health and they proceed their academic life in a peaceful way as well as they are able to maintain a harmonious relationship between himself and communities in school environment.

**Key words:** Compromise Behaviour, Conflict, Teaching, Learning, Mental Health, Relationship and Academic.

## **Introduction**

In the present situation, most of the teachers working in educational institutions face conflict between the co-teachers, administrators and students due to the inconsistency of the ideas between them. In this juncture, most of the teachers get into aggression and preferred to withdraw from the school environment. So, the feelings of specified behaviour such as aggressive behaviour and withdrawal behaviour are not suitable for solving the school problems and it may increase the intensity of the problems once again. If these problems are to be solved by the teachers in conflict situation, teacher must prefer opt behaviour that

is compromise behaviour, which is the best way to change the conflict through preference of positive cognitive elements. At the same time, teacher can develop good human Relations with fellow teachers. Compromise behaviour prepare a positive mind to select positive cognitive elements in a dissonance situation in an effective way of getting into coping behaviour to solve any problems related to students, academic activities and ultimately it creates a harmonious situation in the classroom and in the working place of school environment that will also be continued among students in the aspects of academic and extracurricular activities also. But they can give honest and specific feedback to each students about their individual strength and also teacher should exchange their knowledge with their children in the classroom, with co-workers and administrators. If teachers and others commit any mistakes in their institutional environment, knowingly or unknowingly, they should come forward to ask apology. So, that they can create a peace in the school. In this circumstance, the teacher makes use of their own compromise behaviour pattern in the problematic situation in the school environment and the same may be reflected in the society.

### **Teachers compromise behaviour in school and Society**

Teachers perform different pattern of behaviour in the school environment that are compromise behaviour, aggressive Behaviour and withdrawal Behaviour. Among them, compromise behaviour is needs based one for teachers to perform their duties in an effective manner by understanding students' capacity and prefer suitable teaching methods by making use of available resource. Now days the teacher are facing many problems in the working environment, due to the non –cooperative tendency of co-teacher, students, administrators and parents. Because everyone coming from different culture. In this circumstance, the teacher may perform compromise behaviour and apply coping strategy to understand the nature of problem and solve the same by identifying and selecting appropriate positive cognitive elements. Teacher also meets the parents of their students in school environment and outside the school. In this circumstance the teacher should allow parents to give their opinion about the education system, children education, opinion about developments of school and collecting fund from the parents those who are willing and also make use of their resources for the development of school activities. In this direction, they may promote mutual understanding to each other and its creates positive environment in the school.

### **Maintenance of human relation by the teachers in community**

Teacher is a social agent to bring new idea related to school activities from the community. At present, most of the teachers not like to interact with parents of their students and also not give proper respects. This situation creates bad opinion about the school and builds bad thinking in their minds. If we want to remove the above opinion, teacher should understand the importance of community. Because the community is the backbone of the school to give suggestion and to improve the programmes related to school. When teacher keep close contact with the community that may strengthen their relationship with parents and come to know about their students strength and weakness. Based on that he prefers the suitable

teaching methods and utilise their class room teaching. The teacher and parents rapport develop students achievements, discipline, students attendance, better attitude towards learning (Hester, 1989) and also to create bridge to understand the community people and collective opinion that are formed in their mind. If teacher wants to maintain good relationship with community people, he must act in value introspection, has good listening skills and give respects to community equally without any discrimination. So, the teacher is an agent to develop students' community to bring out changes in their personality with logical and rational treatment. The above qualities of the teachers to resolve the conflict and create good rapport with them.

### **Relation between compromise behaviour and human relations**

Teachers' compromise behaviours a kind of effective coping behaviour to solve problems related to students, fellow- teachers, administrators and parents and to make a safe performance in their teaching process . If teacher prefers this behaviour in conflict situation, that may provide logical steps to solve the problems in a easiest way and create a congenial work environment and that shows that they have good mental health (Clavesen,1966) and they proceed their academic life in a peaceful way as well as they are able to maintain a harmonious relationship between himself and communities in school environment (Gate and Jersild, 1948, Feinberg, 1953) and establish a congenial environment in the educational institutions. So the teacher compromise behaviour to promote the habit of mutual understanding with students, teachers and parents in school environment. Once the habit formation related to compromise behaviour is present in school environment, it will be very helpful to attain the expected goal and promote mutual benefits among teachers, students and communities.

### **Impact of compromise behaviour and human relationship on communal harmony**

Teachers should have values in their profession and that guide them to create peace and harmony in the school environment. Students are the members of a future society, if we create a tremendous level of moral development and that may paves a way to create communal harmony in the society. In the working environment, the teacher living with harmony with others (i.e. students, co teachers, administrators and parents) is not easier job because we live with different personalities and different culture based people. So, they have different opinion, ideas and suggestions. If it's not correlated each others, they may develop frictions among them and that may affect whole academic activities as well as utilization of community resources .Here, the teacher is a role model of the society to develop community and create harmonious life. So, he should participate in community events and treat people with respects and show gratitude. So that the community people freely talk and give their opinion without any hesitation.

If any problem arises in school environment related to students, parents and fellow- teachers, one should prefer the compromise behaviour and develop logical steps to remove problems and create a favourable working environment. So, the compromise behaviour of teachers in one of the important key element in developing stable personality among children and exist congenial work environment. If we want

to strengthen the communal harmony, the teacher should organize the community related programme in school and invite the community people and allow them to interact and also conduct competition for students like essay and speech competition related to non-violence and harmonious activity. The teachers also spend a quality time with communities. So that they can collect valuable information from community and implement the same in schools. If teachers want to maintain good human relation with parents, students and others, he must understand the feelings of others and also promote co-operative tendency and integration among them. Based on the above contributions, the teachers' compromise behaviour and Human Relation are very important components to develop communal harmony.

## Conclusion

Teachers' compromise behaviours is one of the most common and effective ways of coping behaviour to solve the conflict and frustration among students and communities. Because, the development of a nation purely is based on the young generation. So, the teacher should develop value based activities among their minds then only they can perform their activities in a right way in the society and also they can maintain good human relations.

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