CONSTRUCTION AND STANDARDIZATION OF TEACHER’S ROLE
CONFLICT SCALE (TRCS)

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ABSTRACT

This paper has been designed to construct and standardize the Teacher’s Role Conflict Scale for assessing the degree of role conflict among teachers. It has been found that this is an important area of study for both researchers and practitioners as more and more employees are struggling with multiple roles as employees, parents, students, caretakers of elderly parents etc that causes role conflict. Different steps were being followed to develop and standardize this scale as planning and preparation, first try-out, second try-out, scoring, item analysis, final form of the scale and interpretation of raw scores. Initially, 80 likert-type items written in English and Hindi for preliminary form covering the seven areas of role conflict as Work-Family Conflict, Family-Work Conflict, Work-Professional Growth Conflict, Work-Self Conflict, Work-Health Conflict, Work-Social Conflict and Family-Social Conflict were given to twenty judges belonging to the fields of Education, Psychology, Sociology and Language for further rating. 45 items were retained on the basis of their unanimous decision and these items were administered to 400 teachers selected randomly from schools and colleges of Haryana. Final selection of the items was made on the basis of t-test computation. Items which were found to be significant at 0.01 level or 0.05 level were selected. The items under Family-Social Conflict were rejected as they were not found to be significant. Therefore, only six dimensions were retained for the final form of the scale after item analysis. Thus, the final draft of the scale consisted of 28 items (in both English & Hindi versions). Test-retest method was used for estimation of reliability and .748 was found as the calculated value of Reliability coefficient. The scale was validated against the face, content and construct validity. Percentile norms have been prepared to measure the level of role conflict among teachers.

KEYWORDS: Role Conflict, Item analysis, Reliability, Validity.

REFERENCES


