

**A Correlation Study of Teachers' Turnover and Students' Achievement at Secondary**

**Level at Lahore**



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**A Correlation Study of Teachers' Turnover and Students' Achievement at Secondary  
level at Lahore**



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**CERTIFICATE OF APPROVAL**

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## DECLARATION

It is certified that this M. Phil thesis titled “A correlation study of teachers’ turnover and students’ achievement at secondary level in Lahore” comprises of original research. To the best of my knowledge and belief, this thesis does not contain any material published or written previously by another person except where due references are made to the source in the text of the thesis. It is further certified that help received in preparing this thesis and all resources used have been acknowledged at the appropriate places.

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**CERTIFICATE**

This is to certify that the research work described in this M. Philthesis is the original work of the author that was carried out under my supervision. I have personally gone through all the data, results/contents reported in the manuscript and certify its correctness and authenticity.

I also certify that the thesis has been prepared under my supervision according to the prescribed format, therefore; I endorse its evaluation for the award of M. Phil degree through the prescribed procedure of the University.

Supervisor,

Dr. Muhammad Zaheer Asghar

## **DEDICATION**

To my grandparents, parents, husband  
and all those teachers who ever taught me even a single word,

*Especially,*

**Prof. Dr. Abdul Hameed**

**Dr. Seema Arif**

**Mr. SajidMasood**

**Ms. Farah Naz**

**Dr. Fariha Gull**

*and*

With Due Respect

**Dr. Muhammad ZaheerAsghar**

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## ABSTRACT

Academic achievement of students is highly concerned with teachers' accessibility. There is a close relationship between teacher and student and this attachment sometimes helps them in good learning and sometimes can lead to their serious kind of loss in their academic achievement in the absence of the teacher. That is why teacher turnover has become an important issue all across the world. The teacher turnover issue arose as a significant problem that affects students' academic achievement and learning. The study was designed to find out the possible correlation of teacher turnover with student achievement at the secondary level of private schools of Lahore district. The study has determined the factors of teacher turnover in different schools of Lahore, moreover, the study has examined the relationship between teacher turnover and student achievement at the secondary level. The nature of the study was correlation and survey-based using the quantitative methods of data collection. The population of the study was consisting of private schools of Lahore district at the secondary level. The structured questionnaire was adopted containing 28 questions for the teachers and a four column performa was adopted for the schools' administration to examine the students' achievement. Teacher turnover was represented by the number of teachers that were present in the schools in the starting of the academic session and the number of teachers that left at the end of the academic session. The student achievement was taken by the results of Board of Intermediate and Secondary Education of Lahore. Sampling technique was convenient. The data from the school administration was taken from (n=40) private schools of Lahore and the data from teachers was collected from (n=250) secondary teachers of Lahore district. The Data analysis was performed by using Statistical Package for Social Sciences (SPSS). The t-test, ANOVA, and correlation were used to explain the different factors. The study resulted that there is positive as well as negative correlation between teachers' turnover and student

achievement, in the session 2013-2014 there was a negative correlation between student achievement and teacher turnover, whereas in session 2015-2016 there was a positive correlation between the teacher turnover and student achievement. In the light of this study, it is recommended that school organizations should give proper instructional facilities and adequate salary to teachers to reduce the rate of teacher turnover. Future study can be conducted that will be based on this research that how to develop a strategy in order to reduce teacher turnover at secondary level. This future research will help to reduce teachers' turnover and sustain student achievement.

Keywords: *turnover, achievement*

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## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 Background of the study**

The teaching is a phenomenon that facilitates learning. The teaching profession can change many lives. As teaching is regarded as the prophetic profession (Guerriero, 2014), it can be assumed that how much it is important to one's life. Throughout the career of an educator, the teaching-learning process is performed on regular basis. Teaching is an ongoing process. A teacher is the most important person who can influence a life of an individual through his/her personal goodness; teaching, interpersonal skills and much more. That is why students idealize their teachers as a role model. This profession is an application of skills and attributes designed to facilitate the learning process that meets the needs of an individual and society as a whole. As an educator, an individual can touch the life of a child and change his/her future as well (Feng & Sass, 2016).