

Research Article

Factors that cause cynicism Among University Teachers of Nepal

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Abstract

Cynicism is a feeling of dissatisfaction which deals with the disappointment. Nowadays cynicism is found in most of the organization where employees believe that their organization lacks honesty. Since, cynicism is negative work attitude so, when employees are cynical they don't follow the rules and regulation in the organization and go against the organization by creating conflict in the organization, beside this cynicism can increase absenteeism rate in the organization, damaging the status of the organizations. Employee cynicism in an organization highly affects the organization by reducing quantity as well as quality of an organization's manpower. Nowadays cynicism is found in every organization like in education sector also it can be found. The research paper aims to identify the factors that cause cynicism and to explore the cynicism among university teachers of Nepal. 250 data were collected from different universities of Nepal and CFA has been performed to get the result.

Keyword: -cynicism, teacher

Introduction

Chapter-1

As we know education is one of the basic needs of human beings and leads to enlightenment. It is important for the personal, social and economic development of the nation and the society. Since, it enhances the ability of human mind by developing confidence and helps in building personality of a person. So, good education is necessary for everyone to get success in their life. Education offers a means to acquire knowledge regarding various topics and then implementing it to improve people's lives.

The education system was introduced in 1853 B.S in Nepal with the establishment of the first school named Durbar high school but after 2007 B.S when democracy entered in Nepal then education spread widely all over the country Parajuli, L. (2012). In Nepal the ministry of education Nepal holds the responsibility for the education system throughout the country Wood, H. B. (1965)

As, in 1951 "new nation" was formed when Nepal emerged as a new nation after the fall of the Rana oligarchy, from their new education system in Nepal was formed. With every passing year, development in the education sector is increasing in Nepal. Since, education plays a great role in the development of a country. However, this realization has not come upon developing countries like Nepal. For more than two decades, Nepal has been working to uplift its educational standard by providing quality higher education, but there are many obstacles on the way. In Nepal, the teaching profession, is often

viewed as a last choice, if one at all. This contributes to the significant existing gaps in knowledge and capacity available at the education sector in Nepal and the one of the reason behind this is mediocre with teachers lacking dedication towards their work Mathema, K. B. (2007).there are many reason behind the lack of their dedication towards their work and one of them is cynicism.

Since, educational is influenced by the attitudes, belief systems, preferences, interests, life styles, cultures values and personal traits of their members (administrators, teachers, students, parents). In this context, as a result of negative factors, a negative attitude born of the negative reflections, beliefs and images appears. This negative attitude raises both the individual's personality traits to the fore cynicism caused by working conditions (Kalagan and Guzeller, 2010).Cynicism and distrust amongst the teachers in an institute can negatively influence its culture. Now a days cynicism is not restricted to the particular place therefore it can be found everywhere, cynicism has been recognizing one of the growing problem; in any workplace that need an attention by the organization. As cynicism, is seen as major problem that affecting both organization and employees it is important for the organization to investigate the factors that causes the cynicism in the employees Cynicism can be found when the organization cannot support their employees. As we know cynicism is the obstacles to any organisation cynicism is an attitude characterised by general distrust of others, believing that human are selfish by nature. It is simply of being distrust and being suspicious of others motives and intention. Cynicism means bringing out emotional elements and negative emotions such as criticize, anger, shame, and trouble, besides this it also brings effects on job satisfaction, conflict on employees Abraham (2000).

A person may not trust the other person so easily but he will not stop him for being full of optimism about his performances, Since, cynical person trust no one so they miss out an opportunities .It is also the sign people are being hopeless and negatives and once the employees are negative, they are not engaged in their work, they can't be productive ,innovative and helpful to the team, it simply harms workplace relationship ,Cynical may feel unsafe, devalued ,not listened to and may see leaders as being ineffective and they may have no faith that the organisation will ever change things for their betterment

The damage of cynicism is lower levels of commitment, distrust, blame, criticism, negativity among the employess etc .it simply reduce workplace productivity, Cynicism leads to a generalized mistrust of authority, to disparagement of management communications and directions, and ultimately to denigration of the leadership and mission of the organization . This is directly counter to the requirements for several key aspects of effective organization development actions.

Mostly in many organizations the final result of the cynicism is employee turnover. Everyone is different but equal in certain ways and all have the same potential and the organization that had diversity understand very well. While having diversity in the workforce, there is found to be high employee turnover in the organization which means loss of employees through a number of circumstances, such as resignation and retirement due to many reasons.

Chapter-2

Review of literature

Cynicism encompassing teacher's negative and subversive feelings, beliefs, and behaviours about their schools affect school culture and academic achievement negatively as, organization cynicism can be found in any organization, in university and schools also cynicism is highly found in teachers, factors that cause cynicism may differ from environment or situation like ignored by other stakeholders injustice, communication problems, and rude behaviors etc. Korkut&Aslan, (2016) ,

cynicism creates the negative environment for teachers due to which it harms university rules, regulation as well students career. Baig et al., (2016) it has been observed that high levels of pressure, sadness, and cynicism are found in the teaching profession than in comparison between other professions.

Employees with low morale often have higher rates of absenteeism, increased stress levels and are not as productive as those with positive attitudes and have a high tendency of the cynicism in them. Sagır, T., & Oguz, E. (2012). decreasing performance, negative attitude toward organization and less employee participation in decisions can cause the cynicism among employees. In result the employees with high level of cynicism distance themselves from the organization, their performance decrease; they develop a negative attitude toward organization and do not participate in decisions. Another reason of the cynicism is that When the expectations of workers cannot be met, organizational cynicism occurs and it may causes various psychological results like deregulations, depression, insomnia, emotional burnout and disappointment (Kanter and Mirvis, 1989). If there is no any career progress in teacher then it might create monotonous life and increase cynic behaviour in them . Beside this if motivation level is getting down and there is high expectations, burnout level is increasing and cynic behaviours in organization increasing Polatcan, M., & Titrek, O. (2014). Role ambiguity, role conflict and work overload are also some of the factors that causes cynicism among teachers James, M. S. (2005). Poor organizational communication, unfair and discourteous interpersonal treatment, and managerial incompetence are all important factors predicted to increase levels of employee cynicism

Bennel, P. & Mukyanuzi, F. (2005) pressure at work is also likely to get employees dissatisfied. Many times employers ask their employees to complete as many tasks as possible within a specific time, thus creating huge work pressure on the employees which also create cynicism among employees likewise unethical attitudes of administrators towards teachers can cause negative feelings such as frustration and anger. Such negative feelings are likely to create cynicism by causing lack of confidence in others in the organization, poor performance, job dissatisfaction, reduction in the level of organizational commitment, and an increase in intention to quit Levent, F., & Keser, S. (2016).

Karadag, E., Kiliçoglu, G., & Yilmaz, D. (2014). Therefore, it is found that teacher's thoughts about difference in their institute, their doubtful approaches to planned implementations, disbelief in the policies and goals and negative feelings toward their institute may create cynicism in them and have reflections on academic achievement. Moreover, a cynic teacher may not believe that everything will be better for them. When teacher are found to be cynical then It is expected that teachers will leave their jobs or even drop out of the teaching profession altogether Sak, R. (2018). Faruk Levent and Sitar Keser(2016) Teachers whose expectations are met, views are received and who involves in decision-making processes will have a low level of organizational cynicism.

Among the reasons why organizational cynicism appears, some other factors that cause cynicism in organization are negations, perception of injustice, psychological problem, distrust of superiors, deficiencies in leadership behaviors, long working hours, pressure, management style, and their undesirable results, high level of role conflict, and excessive workload can cause organization cynicism Tokgoz&Yilmaz(2008)

James(2005) examined “Antecedents and Consequences of Cynicism in Organizations” survey found that there are also other factors that cause organizational cynicism like organizational justice, organizational policy, and psychological gap that arise between individual and his work. Besides this, from the survey, it was found that there are different cynicism within organizations which are

personal cynicism, societal cynicism, cynicism towards change, work cynicism, and employee cynicism.

Leonard and Leonard 2003, teachers work better when given the opportunity to work together, successful transformational leader create clear and workable vision for the future they focus on the long term goals changing the system. Mirvis and Kanter (1989) describe four factors that cause organization cynicism:

- 1) Pay system is not fair
- 2) Management can't be trusted
- 3) Company doesn't care
- 4) The organization's time is at a premium.

To date, Dean et al. (1998) there are three dimensions of cynicism which are the belief, the affect and the behaviour. Each of the three dimensions of cynicism has an effect on organizational performance

Belief = The belief dimension refers to unprofessionalism like ignoring the organizational rule by not taking them seriously, beside this not trusting other people. It is basically that the organization lacks integrity. Kim, Tae-Yeol, et al. (2009)

Affective = The dimension affective include negative emotions against the organization by including strong individual emotional reactions like disrespect, anger, distress (Dean et al., 1998).

Behaviour = Dimension Behaviour refers to the negativity towards their organizations and a tendency to criticize the organization Kim, Tae-Yeol, et al. (2009). This is mainly the tendencies toward negative, and often disparaging, behaviour.

Objectives

- 1) To study the factors that causes cynicism among university teachers.
- 2) To explore the cynicism among university teachers.

Chapter-3

Research methodology

Sample Design

Teachers from different university of Nepal were taken for the research as a sample. The sample size taken for the study is 250 and convenience sampling was used for the present study.

Data Collection

Both primary and secondary data are used to collect the data for the purpose of the study. For the first objective i.e. "To study the factors that causes cynicism among university teachers" secondary data was used and data were collected from books, journals; websites etc. like wise second objective of the research i.e. "To explore the cynicism among university teachers." Data was collected through questionnaire method, 14- items developed by Dean et al (1998) was used in the research. The questionnaire was divided into two parts, first part was the question related to demographic part and second part is question related to cynicism and CFA was used to explore cynicism.

Factors that cause cynicism Among University Teachers of Nepal

The demographic information was obtained through filling in the blanks. This part of question was designed to obtain the information like Age, Gender, Academic qualification, Job experience. For, question related to cynicism set of five-point Likert scale ranging from 1 is “strongly disagree” to 5 is “strongly agree” was used in this research. This part of questionnaire consisted of three dimension of cynicism as presented below: -

Questions Covering Belief dimension

- 1) I believe my university says one thing and does another.
- 2) My university’s policies, goals, and practices seem to have little in common.
- 3) When my university says it’s going to do something, I wonder if it will really happen.
- 4) My university expects one thing from its one employee, but rewards another.
- 5) I see little similarity between what my university says it will do and what it actually does.
- 6) I often experience irritation when I think about my university.

Questions Covering Affect dimension

- 1) I often experience aggravation when I think about my university.
- 2) I often experience tension when I think about my university.
- 3) I often experience anxiety when I think about my university.

Questions Covering Behavior dimension.

- 1) I complain about how things happen in my university to friends outside the organization.
- 2) I exchange “knowing” glances with my coworkers.
- 3) I often talk to others about the ways things are run in my university.
- 4) I criticize my university’s practices and policies with others .
- 5) I find myself mocking my university’s slogans and initiatives.

Chapter-4

Data analysis

1Demographic Profiling of Employees

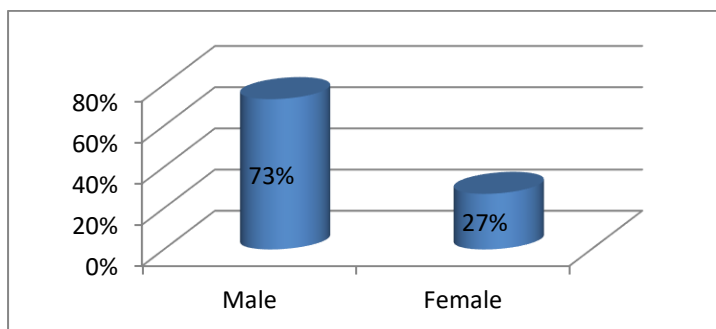
1.Gender:Here, As per the collected data the percentage of Male teacher is 73%, whereas female teacher is 27%.

Gender Frequency Distribution

Gender	Frequ ncy	Percent
Male	182	73%
Female	62	27%
Total	250	100%

Source: Primary Data

Gender Bar Chart



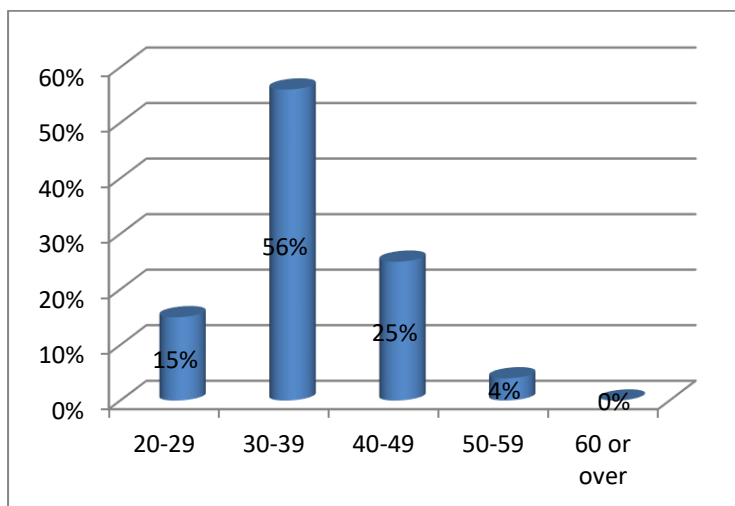
2.Age: As per the collected data, most employees are from 30-39 years which 56% followed by 40-49 (25%) where as percentage of employees from 20-29 is 15% and from 50-59 years is 4%.

Age Frequency Distribution

Age	Frequency	Percent
20-29	38	15%
30-39	140	56%
40-49	62	25%
50-59	10	4%
60 or over	0	0%
Total	250	100%

Source: Primary Data

Age Bar Chart



3. Education: Here, as per the collected data, most of the teachers education is masters is 59% where as doctorate is 36% and other 5%

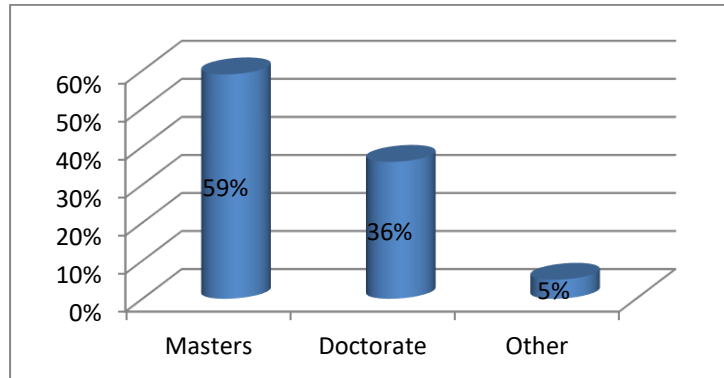
Education Frequency Distribution

Education	Frequency	Percent
Masters	148	59%
Doctorate	90	36%
Other	12	5%
Total	250	100%

Factors that cause cynicism Among University Teachers of Nepal

Source: Primary Data

Education Bar Chart



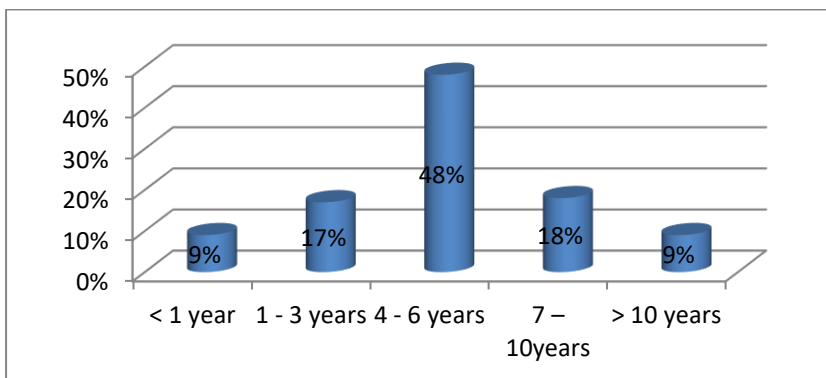
4.Experience:Here, the table below talks about the working experience of the teachers. As per the collected data, most teachers have 4-6 years of working experience which is 48%. whereas 17% have 1-3 years of experience and 9% have more than 10 years of experience.

Experience Frequency Distribution

Experience	Frequency	Percent
< 1 year	22	9%
1 - 3 years	43	17%
4 - 6 years	119	48%
7 – 10years	44	18%
> 10 years	22	9%
Total	250	100%

Source: Primary Data

Experience Bar Chart



2)Explore Factors related to Cynicism for Nepal Universities Teacher through AMOS

	Convergent Validity	Discriminant Validity	
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Tolerance Limit→		CR (>0.70)	AVE (>0.50)	MSV (AVE>MSV)	ASV (AVE>ASV)	Belief	Behavior	Affect
Nepal	Belief	.841	.527	0.066	0.044	0.726		
	Behavior	.975	.907	0.022	0.013	0.147	0.952	
	Affect	.807	.684	0.066	0.036	0.257	-0.071	0.7

Source: Primary Data

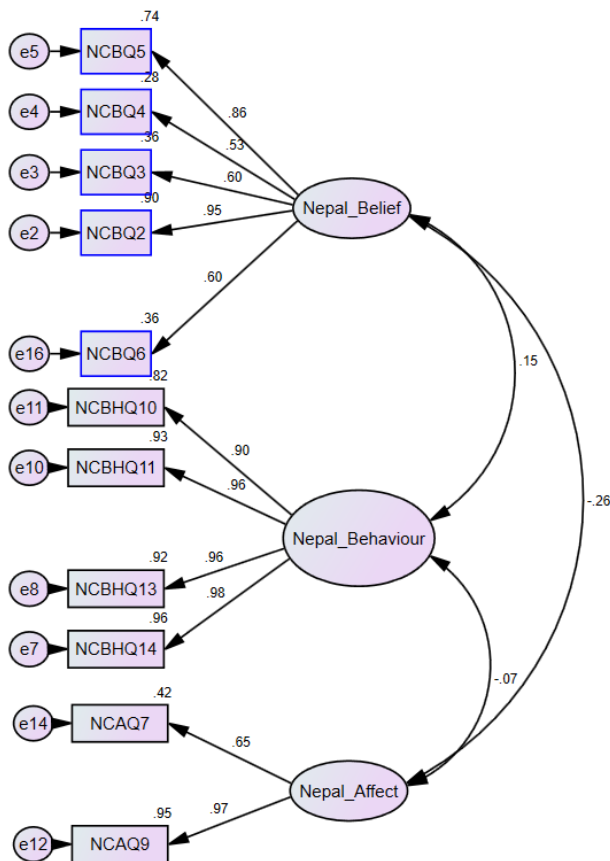
Where:

CR = Composite Reliability (is used to measure the internal consistency of the factors); AVE = Average Variance Extracted;

MSV = Maximum Shared squared variance;

ASV: average shared squared variance

Zero Order CFA for Nepal Cynicism



Here,

NCBQ=Nepal Cynicism Belief Question.

Factors that cause cynicism Among University Teachers of Nepal

NCAQ= Nepal Cynicism Affect Question.

NCBHQ=Nepal Cynicism Behavior Question.

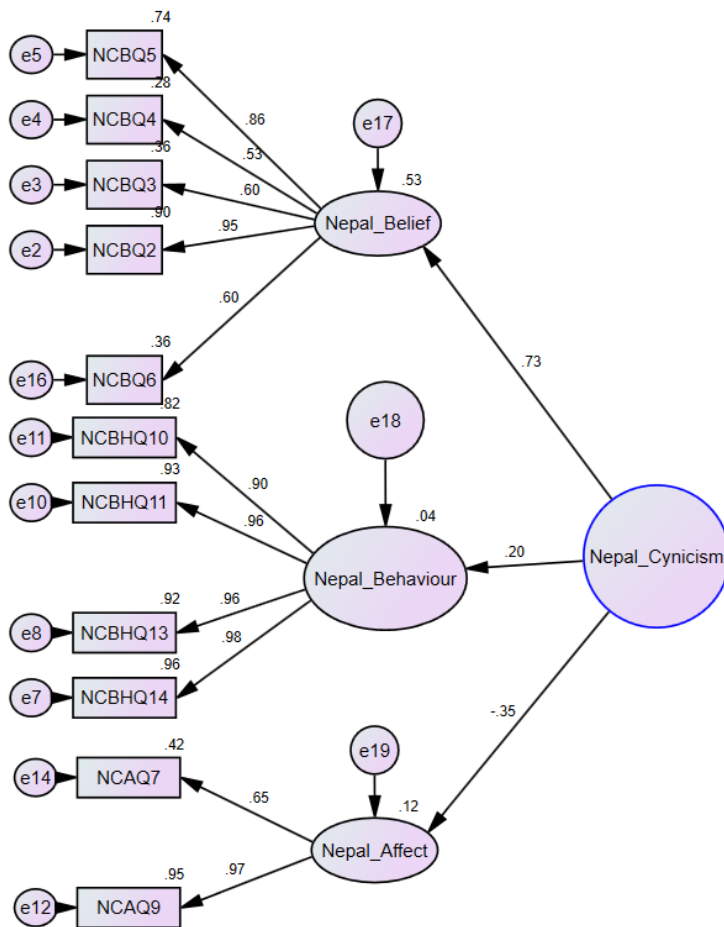
In the above table, both Convergent Validity and Discriminate Validity are inside the range of their tolerance level. Hence zero-order level is achieved in terms of their validity for model fit. Next step is to use the second-order validity for cynicism.

Second-Order for Goodness of Fit

Country	Model	CMIN	DF	CMIN/DF	RFI	TLI	MSEA	P-Value	
Nepal	Default	113.950	41	2.779	.925	.879	.085	0.000	
Recommended Values (Hair, J., Black, W. C., Babin, B. J. & Anderson, R. E., 2010)				Below 5 (<3 preferable)	Above 0.8 (>0.9 better)	Above 0.8	Above 0.9	Below 0.1 (<0.8 preferable)	Significant p-value expected (<=0.05)

Source: Primary Data

Second Order CFA for Nepal Cynicism



R-square of these dimensions is as follows Belief is 0.53, Affect is 0.12 and Behavior is 0.04. It is clearly seen that all the parameters have accomplished by the second-order fitness indexes. Factor loading for the dimensions like Belief, Affect, and Behavior are as 0.73, 0.20 & -0.35.

As per the gathered data tolerance limit of all the Fit Indices are within the respective range.

Discussion

Null Hypothesis (H_0^1): There are no factors for Cynicism in Nepal

Vs.

Alternate Hypothesis (H_1^1): There are factors for Cynicism in Nepal

Here,

- CR values for belief is 0.841, behaviour is 0.975 and affect is 0.807 against the tolerance limit of 0.70.
- AVE values for belief is 0.527, behaviour is 0.907 and affect is 0.684 against the tolerance limit of 0.50.
- MSV values for belief is 0.066, behaviour is 0.022 and affect is 0.066 against the tolerance limit of $AVE > MSV$.
- ASV values for belief is 0.044, behaviour is 0.013 and affect is 0.036 against the tolerance limit of $AVE > ASV$.

Here, again convergent validity and discriminate validity was checked and where the value of Chi-square is 113.950 with degree of freedom is 41 and had a considerably good fit (RMSEA = .085, GFI = .925, AGFI = .879.94). From the above table of second order for goodness of fit it is found that probability value for the cynicism is less than 0.05 which proves the model fitness of the different factors of cynicism having the value of the factor loading for belief is 0.53, for Affect is 0.12 where as for behavior is 0.04. From the all above result it is found that null hypothesis is rejected as there are the different factors associated with cynicism.

Chapter -5

Conclusion

The study's main purpose was to find the factors that cause cynicism and to explore those factors among the universities teacher of Nepal. Here, different dimensions related to the cynicism like affect, behaviour and belief was used to explore the cynicism among the universities teacher and overall, it was found that cynicism has shown a significant positive effect with the different factors for University employees.

In today's world, management has been the one of the essential element of every organization. The achievements in any organization depend on cooperation among the individuals from the organization. Thinking "employee is the most important asset" management should use different methods to improve the employee behavior and to regain their attitude regarding the organization and the most common way is motivating the employee which helps to reduce cynicism in the organization. Beside this, to reduce organizational cynicism different training sessions can be organized in the organization and these training sessions may cover topics such as conflict management, organizational justice, motivation and time management. Beside this teachers should

have responsibility and should have right to share their decisions for the betterment of the organization. And Experienced teachers may guide the new and young teachers in their organization.

As, Employees are the most valuable assets of an organization. So, proper working environment should be provided to them with benefits like training, bonus, job rotation, growth opportunities etc. Effective human resource management must be practiced at both strategic and day to day levels. (Singh, 2016) good communication between the employees also reduces the stress in their work which help to reduce cynicism in them.

Employees feel comfortable to stay longer, in positions where they are involved in some level of the decision-making process. That is employees should fully understand about issues that affect their working environment. The study is Limited to few universities in Nepal and only to the teachers, future researcher can focus on more other occupation employees to explore more about cynicism. there was high number of male participation in comparison to female participation, future researchers can focus on equal number of the participation.

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