

ANALYSIS OF TEACHER EFFECTIVENESS IN RELATION TO ATTITUDE TOWARDS TEACHING PROFESSION

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ABSTRACT :

The main purpose of this study is to examine the relationship of teacher effectiveness and attitude towards teaching profession and to compare the attitude of effective and ineffective teachers towards teaching profession. In this study questionnaire survey method was employed. Teachers in Present Scenario in this new era of information technology and economic globalization, knowledge becomes the driving force of nearly all types of economic, social, and political developments at different levels of country. In this context and in facing up the challenges in the new century, education in general and school education in particular is the key for the successful future that can build up the necessary knowledge forces among young generations and citizens for rapid local and global developments in different areas. Furthermore, the results show that effective teachers do not differ in their attitude towards teaching profession in terms of gender and experience. Like effective teachers, ineffective teachers do not differ in their attitude towards teaching regarding gender and experience.

Key words : Teacher effectiveness, profession, education

INTRODUCTION :

The ultimate goal of education is the harmonious and progressive development of the child. It can be achieved only when teachers have certain characteristics and qualities in them. A scholar may properly be devoted to his special subject, but the teacher must always think of subject matter in relation to its value in life and its use for children. The great teacher is concerned with what the pupil can do with subject matter and how knowledge affects the learner, and not primarily with the mastery of a subject for its own sake (Sodhi, 2010). The Chambers 20th Century dictionary defines teaching as "act of teaching or instructing". The Little Oxford Dictionary gives the following under the word 'teach', "Impart knowledge or skill, give instruction or lessons, instill and inspire with." To provide inspiration is also included under teaching. Teaching is a dynamic interplay between the teacher and the nature of the pupils. During the teaching process, the teacher establishes a rapport and a sound working relationships with the students and many kinds of learning can be affected under this guidance. Teaching can be defined as a form of interpersonal influence aimed at changing the behaviour potential of another person. Interpersonal influence refers to behaviour aimed at change in another. The teacher behaviour must gain its influence by being perceived by the learner. Thus teaching can be regarded as a series of events where in a teacher endeavours to change the behaviour of the pupils along the desired direction.

Education is a very powerful instrument for change in society. The progress of the country can be judged with the quality and quantity of the schools. In India attention has mostly been directed towards the quantitative aspects of educational planning. Great expansion in the field of education is going on throughout the length and breadth of the world. The wider sociological and technological changes make it imperative that there should be adequate qualitative improvement at all level of education, along with the quantitative expansion. In a world based on science and technology it is education that determines the level of well being, prosperity, safety and security of the people. Our success in the great enterprise of national reconstruction shall depend on the quality and number of person coming out of our educational institutions. We are initially bound to give a 'quality education' to all the

children that are born who in turn also have a constitutional right to be educated properly. No reform is more important and essential than to convert education into a powerful instrument of social, economic and cultural transformation which is necessary for achieving our national goals.

The International Commission on Education for Twenty First Century (1996) has emphasized on the development of teachers on the four pillars of education viz. learning to know, learning to do, learning to be and learning to live together in teacher education. The National Curriculum Framework for Quality School Education (2000) has also emphasized to inculcate the same pillars of education.

The Indian Association of Teacher Educators Conference (2001) also recommended for the establishment of a Teacher Education University. The NCTE has always been in favour of competency-based and commitment-oriented teacher education at primary and secondary level.

In spite of the efforts made recently at national as well as state level in the direction of modernization of curriculum, examination reforms viz. developing model, text books, development of instructional materials, improvement in the methods and techniques of teaching through refresher and inservice courses for teachers, new programmes for teaching science and mathematics, introduction of work experience and co-curricular activities, there is a hue and cry from all quarters-parents, community and even pupils, that the standards of education are gradually going down as reflected in the low academic achievement of the pupils. To go deep into the matter, one goes to the length of saying, that cases of wastage and stagnation in schools are fastly increasing and also giving rise to poor academic achievement of the pupils. Importance of education has all the more increased in the present era of information technology.

No system of education can rise higher than its teacher. From the beginning teachers have had the most difficult task to perform. They are the ultimate arbitrators of the educational process and unless they are contended and sincere no scheme, no programme, whether utopian or concrete can be successful. Regarding, the importance of the teacher. Mudaliar Report (1952-53) says, "the most important factor in the contemplated educational reconstruction is the teacher – his personal qualities, his educational qualifications, his professional training and the place he occupies in the school as well as in the community."

By producing capable teachers, the likelihood of attaining desirable educational outcomes is substantial. Schools may have excellent material resources in the form of equipment, buildings and libraries and curricula may be appropriately adapted to community requirements but if the teachers are misfits or are indifferent to their responsibilities, the whole programme is likely to be ineffective and would be a waste.

REVIEW OF LITERATURE :

Gnanadevan (2005) studied the attitude of higher secondary students towards morality in relation to certain selected variables. He observed that girls have more favourable attitude towards morality than boys. He also found that students studying in urban and rural schools also differed significantly in their attitude towards morality.

Purushothaman and Stella (1993) conducted a study to analyse the teacher morale of the innovative and non-innovative schools in ten secondary schools situated all over the Tamil Nadu state. They concluded that the morale of the teachers as individuals and as a group is a significant factor that is related to successful and unsuccessful functioning of any institution.

Henry et al. (2011) in their study of novice teachers in North Carolina public schools,-the investigated the development of teachers' effectiveness during their first five years-in the classroom and contrasted the effectiveness of teachers who stayed with that of those who left. Across grade levels, teachers' effectiveness increased significantly in their second year of teaching but flattened after three years. The teachers who left the-profession were less effective, on average, than those who stayed at least five years.

Thakur (2012) examined the relationship between burnout and effectiveness of-primary school teachers. The sample consisted of 218 subjects and the data were-collected by administering two tools-(i) Primary School Teacher Burnout Scale (ii) Teacher Effectiveness Scale. The data analysis yielded that there was a significant-negative relationship between teacher burnout and effectiveness. Further, significant-differences in

mean scores of effectiveness of school teachers emerged as function of level of burnout.

Rao (2020), while delivering the convocation address of U.P.T.U., Lucknow said, "Availability of adequately qualified and highly motivated teachers is undoubtedly the most critical component of high quality education. Mediocrity in our educational system can only multiply mediocrity and cannot create excellence. In the words of Ruskin : "Education does not mean teaching people what they do not know. It means teaching them to behave as they do not behave. It is not teaching the youth the shapes of letters and the trick of numbers and leaving them to turn their arithmetic to roguery and their literature to lust. It means, on the contrary, training them into the perfect exercise and kingly continence of their bodies and souls. It is a painful, continual and difficult work to be done by kindness, by watching, by precept and by praise, but above all by example."

Authier (2012) tried to identify whether demographics, experience, assignment-method or any combination of the three may be seen as predicting occasional teacher- effectiveness and/or satisfaction in their daily placements. A more developed- understanding of such predictive relationships may lead to an increase in perceived- effectiveness from both the view point of the occasional teachers themselves and the-classroom teachers whom they replace.

Kumar and Awati (2014) conducted an investigation to study the teaching-effectiveness of women student teachers in relation to their creativity. The sample-consisted of 500 female student teachers of colleges of education (B.Ed) affiliated to-Karnataka State Women's University Bijapur. The teacher effectiveness scale-developed by Ummekulsum and the creativity test (verbal and Non verbal) prepared-and standardized by Baquer Mehdi were used The results show that the student-teachers with high creativity had higher teaching effectiveness scores as compared to-female student with low creativity. The rural female student teachers had significant-higher creativity scores compared to urban female student teachers. The science-female student teachers had higher scores as compared to arts female student teachers. The other caste female student teachers showed higher creativity scores as compared-to SC/ST caste female student teachers.

Values of teacher :

It has generally been a matter of discussion as regards what kind of values determine ways of life. Is it one particular value or set of values or, that person behaves in consortium of values which he adopts from time to time, or that he fixes up with one value and remain faithful to it throughout his life.

RESULT & DISCUSSION :

**Table-1
Relationship between Teacher Attitude and i/d Ratio**

Attitude Area	Teacher Attitude		i/d		Coefficient of correlation	Significance level
	Mean	S.D.	Mean	S.D.		
Towards Teaching Profession	36.92	8.02	2.31	1.20	0.296	0.01
Towards class-room teaching	35.48	6.41	2.31	1.20	0.195	0.05
Towards Child Centred Practices	38.19	8.21	2.31	1.20	0.123	N.S.
Towards Educational Process	39.84	7.27	2.31	1.20	0.114	N.S.
Towards Pupils	37.35	5.86	2.31	1.20	0.038	N.S.
Towards Teachers	38.21	5.87	2.31	1.20	0.021	N.S.
		N=100				

It is evident from table-1 that there is significant positive relationship between Teacher attitude towards teaching profession and i/d ratio at 0.01 level of significance, while Teacher attitude towards class-room teaching has positive relationship with i/d ratio significant at 0.05 level of significance. The correlations between the remaining areas of Teacher attitude and i/d ratio are not significant.

Table-2
Relationship between Teacher Attitude and I/D Ratio

Attitude Area	Teacher Attitude		I/D		Coefficient of correlation	Significance level
	Mean	S.D.	Mean	S.D.		
Towards Teaching Profession	36.92	8.02	0.38	0.13	0.187	0.05
Towards class-room teaching	35.48	6.41	0.38	0.13	- 0.001	N.S.
Towards Child Centred Practices	38.19	8.21	0.38	0.13	0.351	0.01
Towards Educational Process	39.84	7.27	0.38	0.13	0.342	0.01
Towards Pupils	37.35	5.86	0.38	0.13	0.289	0.01
Towards Teachers	38.21	5.87	0.38	0.13	0.097	N.S.
		N=100				

Table-2 reveals that Teacher attitude towards child-centred practices, towards educational process and towards pupils are positively related to I/D ratio at 0.01 level of significance. Also there is a significant positive relationship between attitude towards teaching profession and I/D ratio at 0.05 level of significance. The correlation between Teacher attitude towards teachers and I/D ratio is positive, but is not significant. Teacher attitude towards class-room teaching is negatively related to I/D ratio but is not significant.

SUGGESTION :

The teacher plays a main role in the education sector. He has the greatest responsibility on his or her shoulders in building the nation. The teaching is the fundamental duty of a teacher and it has to be made more effective in order to make teaching effective and it should mould the students effectively. The main function of a teacher is to create a good learning environment that motivates students to learn the most. A good teacher may be one who helps in the development of basic skills, understanding, proper habits, desirable attitudes, value judgment and adequate personal adjustment of students. Effective teachers also lead to best academic performance of all round development of the students (Joyce & Magesh, 2016).

Effectiveness of teaching depends on, beside other factors, on the attitude of teachers towards their profession. Therefore, for making teaching learning process more effective and to be successful in teaching profession, a teacher needs to love the profession and carry on the teaching work willingly and enthusiastically and derive satisfaction from the job (Devi, 2013).

Enhancing teacher effectiveness at the school level, the higher authorities in Education may form committee involving principals and subject experts to evaluate the teacher competence and effectiveness and may motivate them by giving awards or additional increments based on performance. The teacher may try to acquaint themselves with novel strategies of teaching as it is an important factor in the teaching-learning process. Teacher educators may apply integration of technology while they give training to pre-service teachers that they can effectively adopt them when they enter the career. In order to achieve maximum teacher effectiveness the teacher are motivated by

the school principals, in attending various in-service training, workshop, conferences and seminars etc(Rani & Devi, 2015).

Moreover, it is suggested that Government should increase the salaries of teachers and take matter concerning teachers as high priority. There should be an attitudinal change by members of the society towards teachers and the teaching profession, teachers should not be looked down on but looked upon as moulders and builders of the nation. Government should encourage teachers by sponsoring them for in-service training. There should also be infrastructural development in the schools, provision of learning and teaching materials. Generally, conducive environment should be provided by government so that teachers will be satisfied with their jobs (Maliki, 2013).

CONCLUSION :

According to findings of the results, the analysis and interpretation of the data pertaining to Teacher attitude and Teacher Morale to test the Hypothesis H₅ in this section, suggests that Teacher attitude towards teaching profession is significantly related to rapport among teachers, Teacher status, Community support of education and school facilities and services. It has non-significant relationships with other dimensions of Teacher Morale. Teacher attitude towards class-room teaching is significantly related to Teacher status and Community Pressure. Teacher Attitude towards child-centred practices is related significantly to Rapport among teachers, Curriculum issues, School facilities and services and community pressure. It is non significantly related to the other dimensions of Morale. Teacher Attitude towards educational process is significantly related to Rapport among teachers, Teacher load, Teacher salary, Teacher status, Community support of education and community pressure. Teacher attitude towards pupils is significantly related to Teacher rapport with the principal, satisfaction with teaching and Teacher status.

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