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Akshay Kumar Mishra

Assistant Professor, Jaipuria Institute of Management, Jaipur

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Impact of Orientation Program on Teacher's Performance

(82nd Orientation Program At UGC-HRD Centre, B R A Bihar University, Muzaffarpur)

ABSTRACT

Education is a multidimensional tool for the development of humans. Literacy is always different from education; it is a first and very small footstep for being educated. Training is an evergreen demand for the enhancement of personal proficiency, which further leads to fetch enhanced productivity. Therefore, when a training program is added to the curriculum, it has a predetermined set of objectives for enhancement and value addition. A nation's development has been many determining factors, the quality of its people is one of the most important among them and this depends upon the excellence of the education system. The Success and Excellency of such a system have two strongest pillars, one is teachers and the other is a student. Thus, the empowerments of teachers become essential for the development of society. The Orientation program is a kind of training programme which is funded by the University Grant Commission and conducted by many universities throughout the country for the development of teachers. This paper will explore various aspects in this regard based on primary sources of information.

Keywords: Education, Training, Orientation Programme, teacher's performance

INTRODUCTION

There are many determinants for the development of the nation, and a strong and fruitful education system is one of the most important amongst them. By this system of education, quality of life is being conferred on society. It gives overall development to the human being. This can be also understood with the help of the famous shloka of the Sanskrit:

विद्या ददाति विनयम् विनयाद्याति पात्रताम्।

पात्रत्वाद्धनमाप्नोति धनाधर्मं ततः सुखम्॥

The meaning of the above shloka is 'education/knowledge gives discipline, discipline generates worthiness and by worthiness, one becomes rich/wealthy, wealth gives good deeds, right conduct and thus good deeds gives joy'. The above exhortation depicts many important aspects of education which includes knowledge, discipline, skills etc. These abilities are being conferred by teachers in any form or nature. Therefore, teachers are needed to be empowered by the education system by the training as well. There are three interwoven elements, Matter, student and teacher, those are involved to provide education. The teachers are equally important as they induce desired

knowledge to the students. Some teachers are by birth and others can be trained to desired skills to make teffectivetive and efficient teacher¹.

The training gives a suitably defined path to success; it gives direction to reach the goal and thus leads to improve efficiency and productivity. The education without training and training without the true spirit of education may lead one to some unintended destination and the teachers must be suitably qualified and appropriately trained and experienced². The orientation programme is intended to provide training to university teachers to make them empowered in terms of social awareness, socioeconomic changes, environment etc. and thus skill-oriented teachers. Further, this program emphasized enabling the teachers to discover themselves and their potential³. The curriculum of the course comprises four broad components under which various multidisciplinary topics have been placed and discussed with participants by the resource persons belonging to various disciplines. These components are

- A. Awareness of linkage between society and environment, development and education,
- B. Philosophy of education, Indian education system and pedagogy,
- C. ICT in higher education Resource awareness and knowledge generation
- D. Management and Personality Development

LITERATURE REVIEW

Though feeble literature has been found during the research in respect of the said topic and it signifies the selection of the topic of research. A very brief review has been made based on available resources in the form of Journals and articles. The teacher with competencies and commitment, encompassed by professional ethics is the need of the hour (kaur and Rakhi, 2013)⁴. In the present scenario of rapid changes, teachers must update their knowledge and skills and be conversant with the latest development in the field. (kumari)⁵. The success of professional development is depended upon the ability of the teacher to learn new skills and to recognize the limitations of previous beliefs and practices (Vasumathi, 2010)⁶. The Academic Staff Colleges created an academic culture of self-development among the teachers and the course conducted by them have been linked with the career advancement of teachers too (Kulkarni, 2012)⁷.

RESEARCH METHODOLOGY

The study is based on the primary data which has been collected with the help of a questionnaire. The respondents are asked to give opinions against for response comprises of various factors for

the study. The duration of the course is 28 days and after the commencement of the course, it has directed to develop a research paper, which requires to be submitted during the course. Therefore, the time constraint becomes a significant limitation and the study is limited to this particular course only. As per the attendance sheet, the total number of participants is 25, out of which 21 were respondents for the study.

ANALYSIS AND INTERPRETATION BASED ON SURVEY

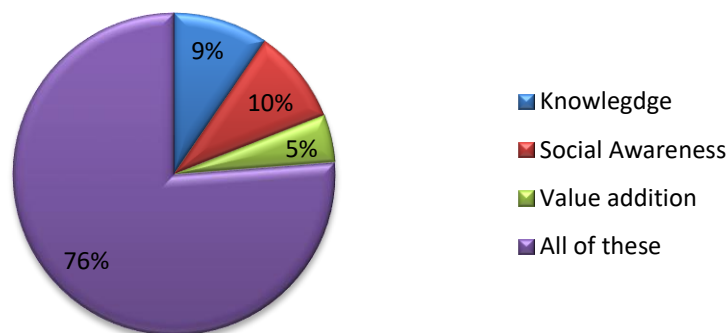
The study has revealed some significant findings concerning the orientation program at UGC-HRD Centre, B R A Bihar University, which is the centre for imparting training to teachers. This Academic staff college (UGC H R D Center, now) is one of 45 Academic Staff College established in 1987 and is equipped with good infrastructure facilities such as classrooms, computer lab etc.

Findings

Due to time constraints, a brief questionnaire comprises nine questions, followed by one open-ended question for suggestions and improvements. The first question has been asked to analyze whether the participants are benefited in terms of enhancing their knowledge or social awareness or value addition to their existing knowledge or all of these three benefits.

A total of 76% of the respondents said that the curriculum of the course is beneficial for the overall development rather than knowledge, awareness and value addition. The following chart shows the responses concerning various aspects of development.

Chart 1: Benefits of Orientation Program



Resource Person

The quality of lectures in various multidisciplinary contents depends upon the knowledge, depth of the subject matters, interaction with participant teachers and way of communication etc. This task has been performed by various prominent resource persons from related expertise and discipline. The responses have been taken concerning the discussion of the component's topic with resource persons in terms of Language, Subject matter, Communication and time management for the lectures. The participant teachers are asked to give rates from 1 to 4 where 1-Poor, 2-Average, 3-Good, 4-Excellent.

Chart 2: Language

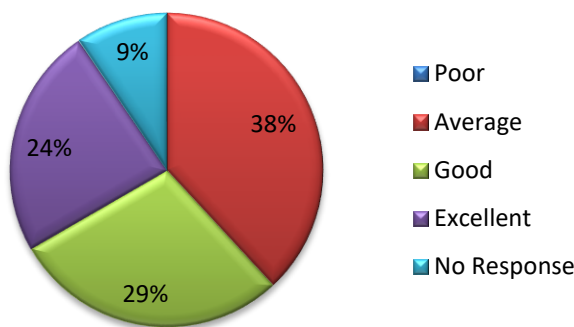


Chart 3: Subject Matter

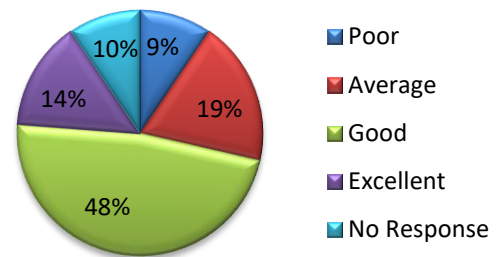


Chart 4: Communication

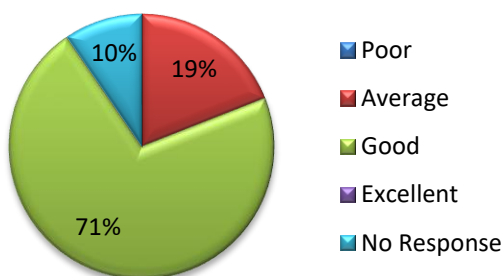
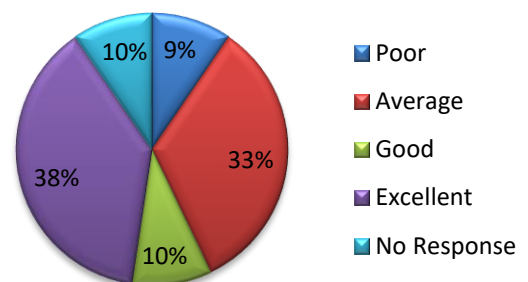


Chart 5: Time Management



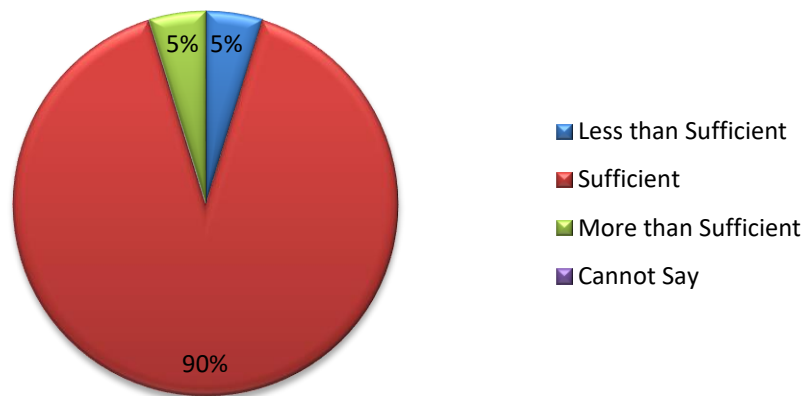
The responses for the lectures given by the resource person varies in terms of the above four parameters, 38% of participant said that the language of the lectures is average whereby 24% said, it was excellent. Different participants know English, Hindi, Urdu and Assamese, this may be the reason for the variations in the response. This variation in response has been found for the other

two factors as well. Apart from this 71% of the respondents have said that they had excellent communication.

Suitability of Course Contents

The success of any educational program depends upon many determining factors; the curriculum is one of the most important among them. With the help of the questionnaire, it is suitably asked the respondent whether the course content is sufficient or it is either less or more than sufficient. The following Pie-chart shows the distribution of responses in percentage terms, where 90% of participants feel that the course content is sufficient.

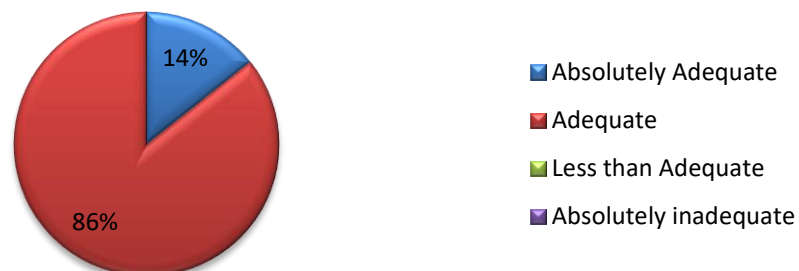
Chart 6: Course Content



Suitability of Course Duration and Working Hours

The duration of the course was from 9th September to 6th October 2015, i.e. a total of 28 days and 7 hours (Including 1-hour lunch break) daily. So the suitability has been for the same whether this is adequate or more or less than adequate.

Chart 7: Working Hours

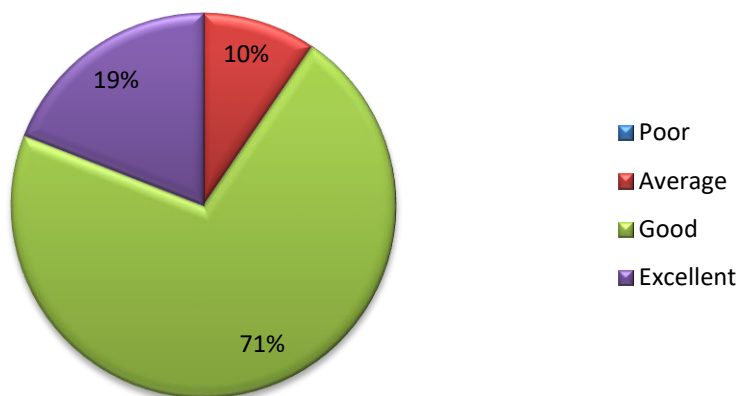


18 out of 21 i.e. 86% of participants responded that the duration and working hours are sufficient and the rest 14% responded that it is absolutely adequate.

Administration/Management of the Course

Administrative support is very much essential for the success of any course; therefore, it is suitably asked for the responses in connection to the management of the course at HRDC.

Chart 8: Management of the Course

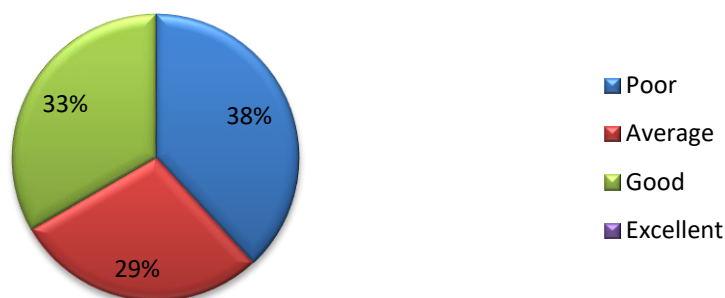


71% of respondents came in favour of good management of the course whereby 19% felt it is excellent and 10% of respondents said, it is average.

Computer Lab Facilities

The course content is also comprised of computer literacy components with lab facilities, which include MS-Word, Ms-Excel, MS-PowerPoint and Internet. The following chart shows the responses about the lab facilities in percentage terms.

Chart 9: Computer Lab



38% of participants are not satisfied with the computer lab facilities, 29% scored it as average, whereby 33% of responses came in favour of good lab facilities during the course.

CONCLUSION AND SUGGESTION

Based on the study made it can be concluded that the majority of participants are satisfied with the objective of developing skills at various parameters except for the computer lab facility. The participants have satisfaction with the overall performance of the Human Resource Development Center for providing training with the help of this orientation program and thus imparting knowledge to them. Though, it has been also observed during the course that the institution facilitated a wonderful arrangement in the classroom with a projector, which is beneficial for the participants and thus efforts made by the institutions are appreciated but it should be noted that there is always a scope for improvement to excel more.

Some suggestions have been made by the participant scholars, which may be considered for the betterment. Since there are many important topics in the course component and time is limited, therefore materials (hand out etc.) should be provided to the participant to have more focused interaction on the topic. The computer lab facility needs to be updated and maintained properly in terms of proper power backups so that participants will get proper lab facilities. Library and hostel facilities for outstation participants should be maintained with proper care.

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