



Teaching Performance Management of Teacher Trainees of Education College

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1. Introduction

"Investment in teacher education can yield very rich dividends, because the financial resource required a small when measured against the resulting improvements in the education of millions. First rate teacher training institutions thus play a crucial role in the development of education." Indeed the Kothari commission has given importance to the role of teacher education. Education is the bipolar process in the context of classroom, there is one pole is teacher and another is student.

To teach students, teacher keeps various general and specific objectives. After completing teaching-learning process, to measure the achievement of the objectives teacher uses various kind different kind of evaluation system. Teacher also uses various kind of activity, so that the maximum outcomes of the teaching-learning process are possible.

Basically the word 'performance' means an outcome a result. It is the end point of people, resources, and certain environments being brought together with the intension of producing certain things, weather a tangible product or less tangible service. It can be state as individual's judgment about desired level of satisfactory of the performance.

Teaching Performances differed from person to person and time to time. It directly related to individual's ability and motivation to the work. Various kinds of the factor affect to individual's Teaching Performance and the group performance. So, it can be said that Teaching Performances the function of the ability and motivation. The term 'Teaching Performance management' refers to individuals and group work. In this paper 'Teaching Performance management' refers to individual's function of ability and motivation. It covers planning, measurement, diagnosis, and help for individual.

2. Rationale of the Study

Teacher Education Institutions are directly related with training of teacher trainees in all spheres of education. Teacher Education Institutions try to develop various types of desirable skills for modifications of behaviors. The teacher is a one of the most effective change agent of the society who is accountable for responsible society and nation. Teaching is the only profession in which the teacher not only educates but also trains the teacher trainees.

In Teacher Education Institutions students come from different regional locations and community with their particular beliefs about the task. Teacher Trainees also differ from their castes, qualifications, gender, habitat and stream. Hence, the teacher trainees differ in their ability to work and manage the teaching-learning processes.

Today's teacher must be competent with modern teaching-learning processes, skills, using technologies and performing tasks related to teaching tasks. In this context, the teacher trainees should be competent with respect to their own work and managing factors related to their own performance.

So, it is necessary to know about the level of Teaching Performance Management of teacher trainees according to their perceptions of their ability for particular tasks. So, in the present research work an attempt has been made to find out the level of Teaching Performance Management of teacher trainees of Educational Institutions.

3. Objectives of the Study

The objectives of the present research were:

1. To study the level of effectiveness of 'Teaching Performance Management' of teacher trainees.
2. To study the Teaching Performance Management of teacher trainees in relation to following background variables:
 - (i) Gender
 - (ii) Academic Qualifications
 - (iii) Habitat

4. Hypotheses of the Study

Hypotheses of the present investigation were:

Ho₁: There will be no significant difference between mean score of male and female teacher trainee on Teaching Performance Management Scale.

Ho₂: There will be no significant difference between mean score of rural and urban teacher trainee on Teaching Performance Management Scale.

Ho₃: There will be no significant difference between mean score of educational qualification of teacher trainee on Teaching Performance Management Scale.

5. Variables of the Study: Variables of the present research study were:

Sr. No.	Type of Variables	Variables under the Investigation
1.	Dependent Variable	(a) Teaching Performance Management
2.	Independent Variable	(b) Teacher Educators' Perceptions
3.	Moderate Variables	(a) Gender; (b) Academic Qualifications (c) Habitat

6. Delimitations of the Study

The study was delimited to the Teacher Trainees of Teacher Education Institutions of STT College of teacher education, Visnagar studying during the year of 2016-2017.

1. **Research Area:** The present research study was conducted taking sample from STT College of teacher education, Visnagar
2. **Research Design:** The present research was Descriptive Survey by its nature.
3. **Population and Sample of the Study:** The population of the study in the STT College of teacher education, Visnagar. The sample for the study will be selected by using Random sampling method from the said college.
4. **Research Method:** In the present investigation survey method will be employed.
5. **Tools of the Study:** To collect the data for the present investigation the investigator had Prepared Teaching Performance Management Scale using five point scale measurements. Tool was highly reliable and valid according to Reliability and Validity.
6. **Data Collection:** Data for the present research will be collected by the investigator by seeking the time in advance by for the data collection.
7. **Statistical Treatment:** For the calculation of the data, the researcher will be employed the formulas of Mean, Standard Deviation, and t-value an F-Value.

8. Data Analysis and Interpretation

The sample of Selected Teacher Trainees from teacher education Institutions College of education, Ahmedabad were employed Teaching Performance Management Scale. The tabulation and statistical calculations will be made for analysis and interpretations of data. The t-test and F-Test was employed for the comparison of two groups. The analysis and interpretation of the data will be presented under the following.

7. Major findings of the study

Mean score of the female teacher trainee were found significantly higher than the mean score of male teacher trainee on Teaching Performance Management Scale.

Mean score of the P.G. qualified teacher trainee were found significantly higher than the mean score of only graduate teacher trainee on Teaching Performance Management Scale.

Mean score of the urban habitat teacher trainee were found significantly higher than the mean score of rural habitat teacher trainee on Teaching Performance Management Scale.

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