CHAPTER V

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The future of the Nation is in the hands of the young ones. To bring them, the teaching community takes a predominant role and hence, the future indirectly depends on the behaviour of the teachers. Hence, it is essential to study the behaviour of these teachers in order to get their good and bad. With this in view, this study was undertaken. Because of the limitations of the time and the familiarity of the researcher with the area, V.O.C. District was chosen purposely with the following objectives.

1. To measure the teacher effectiveness of High and Higher Secondary School teachers.

2. To assess the personality dimensions of High and Higher Secondary School teachers.

3. To study the demographic variables on teacher effectiveness and personality dimensions of High and Higher Secondary School teachers.

4. To identify the variables which affect teacher effectiveness and personality dimensions of High and Higher Secondary School teachers.

5. To discriminate the factors responsible for effective teaching of High and Higher Secondary School teachers.
In V.O.C. District, there are one hundred and forty one schools. Pilot study was initially conducted to correct the questionnaire and also to know the availability of the data. By considering the limitations of time for the researcher, twenty five percent of the schools were selected for the study. In each school, all the teachers teaching at all levels were considered and the execution of the data collection was done directly by the researcher.

Analysis was done to verify the hypotheses proposed and also to answer the objectives. The 't' test was used to test the significance of the difference between the mean values. The results indicate that agewise discrimination cannot be made among the teachers when their effectiveness and personality dimensions are concerned. These two are inherent properties of the teachers irrespective of their age.

In the Indian conditions the male being the head of the house has to look after all the needs for his family. This makes him unable to allocate the required time for their job. The test confirms this fact that the behaviour of the female teachers are better than men in Teacher Effectiveness Dimensions Index (TEI), Teacher Effectiveness Score (TES) and Teachers Level (TELE).

By virtue of the social customs, one may not be able to allocate the desired time for any work. With this view, teachers were separated into married and unmarried
but, the result is that the marriage is not a hindrance to effective teaching in all the dimensions, viz. Teacher Effectiveness Dimensions Index (TEI), Teacher Effectiveness Score (TES) and Teachers Level (TELE).

In our social customs, caste is considered as a social barrier and hence caste wise analysis was done. As expected the people of the upper stratum are generally doing lesser than those of the lower stratum. Probably the downtrodden people, who are now coming up in life, might have put more efforts to compete with those in the upper stratum. This is also revealed in our study.

The teachers working in the girls schools have higher effectiveness score than those in boys schools. Anyhow when the co-education schools are concerned a competitive spirit has developed teachers of both the sexes have the highest effectiveness score. Probably the Government can think of propagating more co-education schools in order to improve the quality of the teachers.

In schools run by private management, the management takes a lot of interest in having good teachers but in Government schools, this is not the case. However, the analysis shows that the teachers enter into the profession. But, the effectiveness is not discriminated by Government and Private schools.
Nowadays, in our society, it is considered as a social status to put their children only in the English medium schools. But, the study reveals that the effectiveness is more in mother tongue. Hence, this may be an eye opening for parents in future.

It is also a common feeling that effectiveness go parallel with the qualification. But, the study reveals that effectiveness is independent of the qualification i.e. teachers behave as teachers irrespective of their qualification. In the similar way effectiveness has nothing to do with the subjects taught by the teachers. Similarly, the behaviour of the experienced and inexperienced are almost the same. On the whole the teacher behaviour is not discriminated by experience, the subject taught, qualification, the management, marital status and age. But sex, community, mother tongue, medium of instruction and type of the school are the discriminating items for teacher effectiveness.

In the similar way the teacher effectiveness is not discriminated by whether the school is high school or higher secondary school.

The study also reveals that the people at the upper stratum are almost leaving the profession and those who are at the lower are entering more and more. In a similar way there is evidence to show that more ladies are entering into this profession.
The study also reveals that the teachers are honest in revealing the truth about themselves. The study also reveals that the married teachers are involved in pushing the results. Probably this might be due to their experience. Correlation study also reveals the importance of the teaching in mother tongue. Probably mother tongue might help the teachers as well as the taught to conceptualise things better.

The multiple regression analysis indicates the worth of pushing more and more downtrodden into the profession in order to increase the effectiveness. It also gives provision for mother tongue in teaching. Again the introduction of more and more lady teachers would improve enormously the effectiveness. The multiple regression also suggests that age improves the personal characters. The students achievement are motivated more in girls schools. Similarly, motivation is higher in private school also. Similarly, qualification also motivates students. Same is the case in caste and experience. The regression also suggests that by improving the Teacher Effectiveness Dimensions Index (TEI), Teacher Effectiveness Score (TES) and Teachers Level (TELE) of the teachers higher achievement can be obtained. Putting altogether, the study reveals that in order to bring better citizens, the administrators should concentrate in adding more ladies in teaching profession and also the downtrodden to be supported for better achievements.
RECOMMENDATIONS

1. Induction of more lady teachers in to the teaching profession.

2. To support for the downtrodden.

3. Teaching through mother tongue at the high and higher secondary school levels.

4. Opening of only co-education schools.