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ROLE COMMITMENT & TEACHER EFFECTIVENESS: NEED OF PRESENT EDUCATION SYSTEM

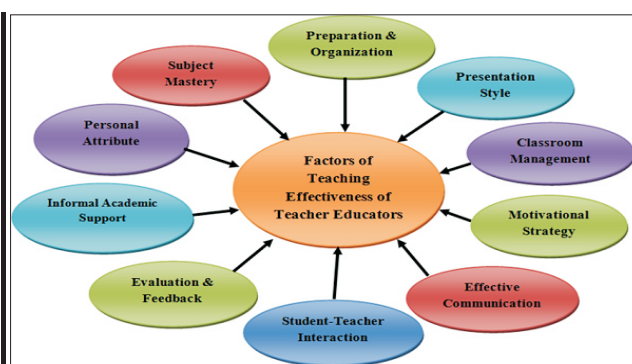
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ABSTRACT

Education is the important weapon which helps individuals to live in a meaningful life and also makes him rational. There is no doubt the training of human mind is not complete without proper education. The strength of a nation depends upon how well educated its citizens are. The future of a nation depends upon the quality and commitments of its teachers. Moreover, teachers have to perform a lot of responsibilities for their countries. The success of any educational system depends largely upon the effective way of the teachers work. The teacher effectiveness depends mainly on several factors and not on any one factor. Role commitment is one of the most important factors for teacher effectiveness. A dedicated and committed teacher used latest teaching



techniques, methods and other audio visual materials for enhancing learning. If the teacher will not have role commitment then they will not go to school on time and evaluate the students properly, as they are not planned to do their work on time. They will not follow the ethics of the profession and will be outdated in the subject matter. The teacher forms the most important link in our educational system. They provide inspiration, direction and meaning to all the activities of the school. Hence, the place of teacher in our school system is very important. If the teacher is unable to do his work effectively, then the whole schooling systems collapse. Our

educational system is undergoing a period of drastic change, due to advancements of schools; teachers have to play multiple roles i.e. an administrator, role models, friends, philosopher and counselor for the students. The present paper indicates that is very important for teacher to know all the causes of negative effects on his/her profession and how to improve their effectiveness and role commitment which is helpful in his/her teaching and professional growth. Because teachers are responsible for molding the students as true citizens by inculcating the right values in their

minds. This is possible only if the teachers have effectiveness and only if they are truly committed.

KEYWORDS: Teacher Effectiveness, Education System, training of human mind.

INTRODUCTION:

Role commitment consists of two words, 'role' and 'commitment'. The role is the expectations of the society from an individual occupying a particular position in the social system. This depends upon the behavior pattern of an individual in doing his duty and the way of behaving in accordance with the actual situation. A teacher plays different roles in the society as the roles of worker, husband or wife, parent, and a good citizen. We shall not deal with the various roles occupied by teachers as persons, but instead with the various roles occupied by persons when they are

teachers. So here this paper discussed only the role of teacher related with school, pupil, society, parents and nation. Commitment is defined as an engagement 'or liability' pecuniary obligations'. It is committing of oneself of being committed to a partial or course of conduct etc. (The Oxford English dictionary 4th Edition 2006). In education the commitment is one of the most important aspects of the personality and quality of teacher. Role commitment has assumed a great importance in education throughout the world. It is considered as a natural ingredient of teaching profession. To sustain their energy and enthusiasm for the work, teachers need to maintain their personal commitment to the job. Commitment is fulfilling one's task/ work/ duty etc. Role commitment is not merely a philosophic obligation but also an unavoidable necessity and an inevitable demand of the dynamic modern society. Dave (1998) defined five commitment of a teacher. These are: (1) Commitment to the learner (2) Commitment to society (3) Commitment to achieve excellence: (4) Commitment to basic human values (5) Commitment to the profession.

Teacher Effectiveness: - Teacher effectiveness means perfection or the optimum level of efficiency and productivity of the teacher. Teacher effectiveness, as given in dictionary of education, is the ability of a teacher to create a meeting and an interaction between the physical, intellectual and psychological interests of the students. This is the ability of teacher to relate the learning activities to the developmental processes of learner and to their current and immediate interests and needs. Some of the factors that could have great influence on teacher's effectiveness: (i) Psycho-social Maturity (ii) Locus of Control (iii) Organizational conflict Intelligence (iv) Academic background (v) Attitude towards teaching profession (vi) Socio-economic status (vii) Adjustment (viii) Age (ix) Teaching experience (x) Professional training (xi) Gender (xii) Level of aspiration (xiii) School climate (xiv) Job-satisfaction

TEACHER'S ROLES AND RESPONSIBILITIES

Teachers are agent of modernization and social changes and sensitive towards the promotion of social cohesion, international understanding and protection of human rights. They cultivate rational thinking and scientific temper among the students, create knowledge, select, organize, and also participate actively in transacting the curriculum to select and organize educational activities and programmes for learners with special needs. He/she develops capabilities for inculcating national values and goals as enshrined in the constitution of India among the students. They are sensitive and to make others aware about the emerging issues such as environment, ecology, population, gender equality and legal literacy and also arrange counseling sessions for the students for the development of sound personality, for stimulating their learning attainments and for making them well adjusted individuals of the society. They inculcate a sense of value judgment, value commitment and value transmission in the new generation and to understand the aspiration and expectation of the community and establish mutual supportive linkage between school and community or school and society. They organize student activities so as to foster lifelong learning and the last we can say that teacher's role as nation builders and provide to the generations all the power to make the world a better place to live in. (Tomar & Pattnaik, 2014)

NEED FOR EFFECTIVE AND COMMITTED TEACHER:-

The 21st Century classroom is student centered, not teacher centered. Teachers no longer function as lecturers but as facilitators of learning. The students are learning by doing, and the teacher acts as a guide, helping students as they work on projects. So in the changing situation, the teacher must adapt & change their roles and responsibilities. Teachers are no longer teaching in isolation. The science of teaching requires content knowledge, organization, management skills, and detailed planning. The 21st century teacher should be student centric, holistic. They should know about how to learn as much as teaching about the subject area. But teachers are more than this.

(i) They must also be able to adapt to a dynamic teaching experience. When it all goes wrong in the middle of a class, the teacher must apply different learning styles and adapt the teaching style to be inclusive of different modes of learning.

(ii) The effective teacher can look at others ideas and envisage how they would use these in their class. They can

make links that reinforce and value learning in other areas, and leverage other fields to reinforce their own teaching and the learning of their students.

(iii) The committed teachers are able to leverage the collaborative tools to enhance and captivate the learners.

(iv) Effective Teacher changes and learns as the horizons and landscape changes.

(v) Effective and committed teacher should use tools and technologies fluently that enable communication and collaboration. They go beyond learning just how to do it, they also know how to facilitate it, stimulate and control it, moderate and manage it.

(vi) These teachers are not necessarily associated with the curriculum, but also give equal importance as such : tolerance, acceptance, a wider view than just their curricula areas, global awareness, and reflection

RELEVANCE OF ROLE COMMITMENTS AND TEACHER EFFECTIVENESS

Role commitment and teacher effectiveness are two sides of the same coin. They correlate each other. Some points are discussed below to show the relevancy and importance of these two psychological variables in the teaching profession:-

Committed teachers are expected to teach creatively and with a clear vision of the future of mankind. They are expected to be constant students of their subjects, of their students, of themselves and of the environment in which they have to operate. Teaching for them is a mission to which they are transparently and wholeheartedly dedicated. For committed teachers, teaching is not just a career to make a living. They are not mere technicians conveying the understanding of the constituents of syllabi. They are rather passionately dedicated to the great cause of education that increases effectiveness of teachers and also enrolment and development of human potentiality in a manner as to ensure constant progress of civilization and culture.

Today our society requires a higher level of skill and knowledge of all individuals. A teacher is effective if he/she can adapt to and improve his/her environment and present modern system. And also has love for learner, readiness to help learner concern for their all round development for running his teaching to meet the varied requirements of his students, families, community and the nation. It is care and concern for doing everything in the classroom in the school and in the community in the best possible manner and in the spirit of "Whatever you do, do it well." It is including the role aspect comprising genuine practice of professional values such as impartiality, objectivity, intellectual honesty, national loyalty etc. We can say that committed teacher internal acceptance of the role and responsibility of the teaching profession and all these things make him an effective teacher.

CONCLUSION:-

The teacher effectiveness has been evaluated by student achievement and attitude as the product criterion. Committed Teachers have the greatest potential to influence children's education. He/she can present content and skills that will enhance the opportunities for students to learn. Some time teachers have limited control over many of the most important factors that impact students' learning. Since there is clearly a shared responsibility between the teacher and the student as to what that student learns, and because many students are able to learn in spite of the teacher, while others fail despite all of the best efforts of a skilled teacher.

Thus, effective and successful teachers have the ability to evaluate their own instructional effectiveness and be professionally responsible for acquiring new skills and knowledge. They also demonstrate their commitment to teaching by accepting responsibility for pupil learning.

There is need for professional competence for ability to make effective use of sound personality pattern and professional insights in relating to children and in promoting their all round development. The effectiveness of education is dependent on the effectiveness and commitments of teachers. In India most of the classroom teaching is dominated by the teachers. Hence, greater attention should be paid to teacher effectiveness and role commitment to improve the teaching learning situation. The teacher effectiveness is determined through the formal experience, teacher qualities, teacher behavior, immediate effects and long term consequences. All these things are related to role commitment. Teacher effectiveness gets proper shape with help of role

commitment. The effective teacher never stops experimenting to discover what best suits his own particular needs and those of his students. The effective teacher applies teaching methods that are easier, quicker, better, safer, more rewarding, intensive and more suitable.

In the last we can say that teacher's play all role and responsibilities for betterment of pupil and also for attaining the goals of education and the role commitment is the proper customary function to pledge or promise or obligation for teacher effectiveness.

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