

A Comparative study on the Teaching Competency between Novice and Veteran Teachers in the Teaching Learning Process of Secondary School of Bilaspur City Chhattisgarh

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Abstract

Education in the broadest sense of the term is meant to aid the human being in his/her pursuit of wholeness. Wholeness implies the harmonious development of all the potentialities God has given to a human person. Researcher has taken variable teaching competency on teaching of novice and veteran teacher. The teacher acquires that knowledge through his continuous efforts and learns presentation during their training which determines his effectiveness. This research study is mainly of an exploratory nature. It is a comparative study of teaching competency between the Novice teachers' (whom are new in teaching profession with the idea of new generations & their demands & E- technology, ICT and practice of new methods and trends in teaching learning process) and Veteran teachers' (whom are having plenty of years of experience in the teaching learning process and pedagogy) of Secondary school (Government and Private both with the Affiliation of CBSE) of Bilaspur city.

Keywords: Teaching competency, E-technology, ICT, Novice, Veteran

Introduction

Education is a systematic process through which a child or an adult acquires knowledge, experience, skill and sound attitude. It makes an individual civilized, refined, cultured and educated. For a civilized and socialized society, education is the only means. Its goal is to make an individual perfect. Every society gives importance to education because it is a panacea for all evils. It is the key to solve the various problems of life. Waking up to life and its mysteries, its solvable problems and the ways to solve the problems and celebrate the mysteries of life. Waking up to the inter-dependencies of all things, to the threat to our global village, to the

power within the human race to create alternatives, to the obstacles entrenched in economic, social and political structures that prevent our waking up.

Meaning of the Problem

The research study in hand is mainly of an exploratory nature. It is a comparative study of teaching competency between the Novice teachers' (whom are new in teaching profession with the idea of new generations & their demands & E- technology, ICT and practice of new methods and trends in teaching learning process) and Veteran teachers' (whom are having plenty of years of experience in the teaching learning process and pedagogy) of Secondary school (Government and Private both with the Affiliation of CBSE) of Bilaspur city. It has been undertaken in order to assess the teaching competency of both with their specific qualities & traits.

Teaching Competency

Teaching competency includes teaching behavior and teaching skills. Teaching behaviors' can be linked with knowledge of the subject matter and its presentation. The teacher acquires that knowledge through his continuous efforts and learns presentation during their training which determines his effectiveness. Barr (1952) remarked "Teacher effectiveness is a relationship between teachers, pupils and other persons concerned with the educational understanding. Teaching competency is a combination of traditional ideas that were propounded by the great educators in the past on one hand and at the new ideas like- systematic approach to education on the other hand". The competency may vary from person to person, place to place, situation to situation or due to generation gap.

Rational of the Study

Teacher competence affects the quality of teaching and determines the success of students' learning. **Richards and Schmidt (2002, p. 94)** define competence as "a description of the essential skills, knowledge and behaviors' required for the effective performance of a real world task of activity". The definition covers three key words: skills, knowledge, and behaviors' that determine the effectiveness of performing an action. Relating to teachers, **Bailey (2006, p. 210)** describes competence as "statements about what teachers are supposed to know and be able to do". While in delivering these knowledge, skills and information's, teachers have to be competent towards present educational aim & it's must to assess the competent of the teachers towards imparting knowledge to students so the today's aim of education could be fulfilled. The new generation of students born roughly after 1980 is considered to be "Digital Natives" who are fundamentally different from previous generation (**Prensky, M. (2001)**). "They've had "Digital technology surrounding them from the time they were infants. ...That digital world affords them many things that the previous world didn't".

In the past decade, there has been a considerable amount of discussion on “Digital Natives”. The main argument is that the digital culture in which the Digital Natives have grown up has influenced their preferences and skills in a number of key areas related to education.

As teachers have tremendous potential to affect the beliefs and values of the students, it is important to understand teachers’ competencies in the present scenarios. Teachers need to adjust their pedagogical models to suit the new kind of learner they are encountering in this new generation of students. **The class rooms have become modern as the smart classes & ICT in the teaching are being involved, even RMSA also state for computer based teaching for the digital native.** In the present scenario the methods of teaching and evaluations are changing in the respect of “digital native” as new method other than the traditional methods are coming into existence and **evaluation scheme like CCE are introduced to assess the “digital natives”**. In our present classroom TLP there is difference in the teaching of novice and the veterans at one side new comers comes with latest techniques and technology to teach while in other side veterans having experience and strategies.

So the purpose of this study is to find out the teaching competency in new methods and strategies between novice and veteran teacher.

Research Question

- How is the competency on teaching of novice and veteran teacher?
- Which group is more competent in teaching in the present scenario?
- Are they both competent to teach the native learners?
- Does the generation gap create a hinge in teaching learning process?

To answer these questions it is important to do a study about this topic

Objectives

1. To study the relationship between novice and veteran teacher in their teaching competency.
2. To compare the teaching competency of novice and veteran teacher.
3. To compare the effect of generation gap in the teaching of male veteran and female veteran teacher.

Hypothesis

- H1 There will be no significant difference due to effect of generation gap among total novice and total veteran teachers in their teaching competency.
- H2 There will be no significant difference due to effect of generation gap in the teaching competency of private novice and private veteran teachers.

- H3 There will be no significant difference due to effect of generation gap in the teaching competency of government novice and government veteran teachers.
- H4 There will be no significant difference in the teaching competency between male veteran and female veteran teachers.

The Plan & Procedure

After identifying the problem and accepting the need to study on it another important part occur; the research procedure. It is important to choose an ideal and suitable research procedure and decide the design, to find out and identify a reliable and valid solution for the problem so the objectives of the study can be fulfilled. For the sake of it, it's must to identify the population its ideal replica; sample, the design & method, the tools & an epitome statistics. Without information of the above none of the research can move forward towards the solution. In this chapter related to the present study, the method, population, samples tools and proper statistics have been described.

Population

A population is any group of individual that has one or more characteristics in common. A population may be defined as a group of individuals with at least one common characteristic which distinguish that group from other individuals. The population of this study is the secondary school teachers of the Bilaspur city whom are the teachers of class VI to class XII and already done the B.Ed. training or any other teacher training equivalent to it and are belonging to the age group of below 30 for Novice and having experience less than 02 years and above 50 for Veteran teacher and having experience of more than 20 years.

Sample

A list of all the schools of Bilaspur city was collected according to the nature as explained in the delimitation of the study. Schools were categorized into government and private schools. From the list of government three schools were selected on the basis of random sampling method and from the list of private school eight schools were selected on the basis of random sampling method. From these selected school, novice and veteran teachers' were taken for the purpose of study. On the basis of sex male teachers and female teachers' were categorized. Out of the total population of novice and veteran teachers' of government school, 10 male and 10 female teachers' were selected on the basis of random sampling method. In the same way out of the total population of novice and veteran teachers' of private school, 10 male and 10 female teachers' were selected on the basis of random sampling method. In this way total sample selected for the study was of 40 teachers'; 20 veterans and 20 novice teachers' including under categorization of 10 male and 10 female in both the novice and veteran teachers' group.

Methodology

In the present study descriptive cross sectional survey method of investigation has been used. Survey research, is that branch of social scientific investigation that studies large and small population by selecting and studying samples chosen from the population. The purpose of survey is to ascertain the prevailing present condition. This method studies, describe and interprets what exists at present. It studies condition or relationship that exists, practices that prevail, beliefs, points of view, attitude, liking or disliking that are held, processes that are going on, effects that are being felt and the trends that are developing.

* Factorial design (2x2x2) was used for the study.

Tool of Research

To do this study various tools were observed as B. K. Passi and M. S. Lalitha's general teaching competency scale (GTCS) but in this limitation occurs that this test, only test the general competency of the teachers' similarly the LOTS also rate the general competency but in the present study, specific study on the teaching competency for new method & strategies had been studied thus investigator had prepared a tool on teaching competency for new method & strategies and thus used the self-made tool for this study.

The Teaching Competency Rating Scale

The teaching competency scale constructed by the investigator is designed to assess the competency toward teaching with its various objectives and aspects related to new trends and strategies for the 21 century learners. This test is based on the concept; as the so called intelligence is not a unitary concept or trait but it is composed of many traits, thus this test is to measure differential traits on teaching competency.

For such sake to assess the teaching competency researcher has made some dimension and its core competencies. The researcher first prepared a booklet including objectives, dimension, and explanation of dimension and then the test had been structured; first researcher constructed more than 30 questions' and gave it to expert panel with the help of dissertation guide, the panel suggested some manipulation, on the suggestions' and feedbacks' from panel, the researcher had picked up 30 question and prepared a teaching competency scale.

Testing and Analysis of Hypothesis

H1- There will be no significant difference due to effect of generation gap among total novice and total veteran teachers in their teaching competency

To test this hypothesis the t- test has been used to find out the difference between total novice and total veteran teachers Table showing Mean, SD, and t- value of teaching competency of total novice and total veteran teachers

Teachers	No of Teachers N	Mean	Standard Deviation	Degree of Freedom	t- value	Remarks
Total Novice	20	124.2	7.186	38	3.660	Significant
Total Veteran	20	114.5	9.420			

* Level of significance is 0.01

Above table shows that the mean of teaching competency in the total novice teachers is higher than the mean of teaching competency in the total veteran teachers. The results is significant at **0.01** level of confidence because the required t- value for '38' degree of freedom at '**0.01**' level of confidence the table value is '**2.71**', whereas the obtained value is '**3.66**', which is higher than the table value. On the basis of the above result the null hypothesis H1 is rejected.

Thus we conclude that there is significant difference in the teaching competency of novice teacher and veteran teacher and from the above mean it's clear that the competency score of novice teachers is higher than the competency score of veteran teachers.

H2 There will be no significant difference due to effect of generation gap in the teaching competency of private novice and private veteran teachers.

Table showing Mean, SD, and t- value of teaching competency of private novice and private veteran teachers

Teachers	No of Teachers N	Mean	Standard Deviation	Degree of Freedom	t- value	Remarks
Private Novice	10	123.1	6.56	18	3.179	Significant
Private Veteran	10	112.1	8.76			

* Level of significance is 0.01

Table No. 4.1.B shows that the mean of teaching competency in the private novice teachers is higher than the mean of teaching competency in the private veteran teachers. The results is significant at '**0.01**' level of confidence because the required t- value for '18' degree of freedom at '**0.01**' level of confidence the table value is '**2.88**', whereas the obtained value is '**3.179**' which is higher than the table value. On the basis of the above result the null hypothesis (H0-2) is rejected.

Thus we conclude that there is significant difference in the teaching competency of private novice teacher and private veteran teacher and from the above mean it's clear that the competency score of private novice teachers is higher than the competency score of private veteran teachers.

H3 There will be no significant difference due to effect of generation gap in the teaching competency of government novice and government veteran teachers.

To test the Hypothesis, t- test for small sample below 30 has been computed between the scores of government novice and government veteran teachers.

Table showing Mean, SD, and t- value of teaching competency of government novice and government veteran teachers

Teachers	No of Teachers N	Mean	Standard Deviation	Degree of Freedom	t- value	Remarks
Govt. Novice	10	127.8	5.028	18	3.270	Significant
Govt. Veteran	10	118.1	7.93			

* Level of significance is 0.01

Table No. 4.1.C shows that the mean of teaching competency in the government novice teachers is higher than the mean of teaching competency in the government veteran teachers. The results is significant at '0.01' level of confidence because the required t- value for '18' degree of freedom at '0.01' level of confidence the table value is '2.88', whereas the obtained value is '3.270' which is higher than the t-table value. On the basis of the above result the null hypothesis (H0-3) is rejected.

Thus we conclude that there is significant difference in the teaching competency of government novice teacher and government veteran teacher.

H4-There will be no significant difference in the teaching competency between male veteran and female veteran teachers.

To test the Hypothesis, t- test for small sample below 30 has been computed between the scores of Female veteran and Male veteran teachers.

Table showing Mean, SD, and t- value of teaching competency of Female veteran and Male veteran teachers

Teachers	No of Teachers N	Mean	Standard Deviation	Degree of Freedom	t- value	Remarks
Female veteran	10	115.3	10.53	18	0.510	Not Significant
Male veteran	10	113.1	8.29			

* Level of significance is 0.01

Table No. 4.3.B shows that the mean of teaching competency in the Female veteran teachers is higher than the mean of teaching competency in the Maleveteran teachers. The results is not significant at '0.01' level of confidence because the required t- value for '18' degree of freedom

at '0.01' level of confidence, the table value is '2.88', whereas the obtained value is '0.510' which is lower than the table value. On the basis of the above result the null hypothesis (H0-3B) is accepted.

Thus we conclude that there is no significant difference in the teaching competency of Female veteran teachers' and Male veteran teachers'.

Findings of the Research

- (i) There was significant difference due to effect of generation gap among total novice and total veteran teachers in their teaching competency.
- (ii) There was significant difference due to effect of generation gap in the teaching competency of private novice and private veteran teachers.
- (iii) There was significant difference due to effect of generation gap on in the teaching competency of government novice and government veteran teachers.
- (iv) There were significant difference due to effect of generation gap in the teaching competency between male novice and male veteran teachers.
- (v) There were significant difference due to effect of generation gap in the teaching competency between female novice and female veteran teachers.

Conclusions

- (1) After analysis & study it occurs that there was significant difference between total novice and total veteran teacher in their teaching competency.
- (2) There was significant effect of generation gap in the teaching competency of novice and veteran teacher.
- (3) The impact of electronic age in the teaching technique of novice teachers was higher in comparison to veteran teacher.
- (4) The teachers' acceptance of new methods and technique for teaching was higher in novice teachers rather than veteran teachers.
- (5) Sex showed no influence in the teaching competency of novice and veteran teachers.
- (6) Organization (Government & private) showed no influence in the teaching competency novice and veteran teachers
- (7) The study showed from the various dimensions the novice teachers have variance with veteran teachers
- (8) From the discussion of various response of novice and veteran teachers' in the various dimension it's been clear

Educational Implications

- ❑ Orientation program can be done effectively and immensely for the teachers before adopting the new strategies and trend according to deeds & demands.
- ❑ Teacher educators and novice teachers need to be constantly mindful of the expectations and demands from schools. As research studies (e.g., Burden, Peterson, 1979; 1990) also support by finding similar to researcher, he have reported on changes that occur during a teacher's career, teacher competence is a dynamic notion.
- ❑ The curriculum can be prepared in such a way by considering all the level of teachers (Novice & Veteran).
- ❑ The new methods should not be forcefully enforced on the teachers (Novice & Veteran) it can be done according to competence of them.
- ❑ One of the most important components of general pedagogical knowledge is that of effectively managing a classroom full of students. The teachers can perceive and manage the dynamic classroom, emerged from research exploring the behaviors' of veteran and novice teachers.
- ❑ The planning and implementing of new trend should be done as change requires everywhere but it should be feasible not drastic and with concerned to each dimension of teachers for making learning sound and better with it's pure quality

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