



## **A study on teachers expectations with special reference to engineering colleges in Pandharpur city**

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### **Abstract**

The present study tries to focus on understand requirements of teachers, expectation of teachers from management body of the institute and management readiness to support these expectations. researcher have used descriptive research methodology. Researcher have framed a structured questionnaire to conduct the survey related to understand the teachers perception about teaching and learning, Factors Responsible For Teachers Motivation. The study reveals that teachers high expectation factors are Updated and number of Laboratories & amenities, Industry based Curriculum, Timely salary given by the institutes & Biased free Performance Appraisal System.

**Keywords:** teachers expectations, researcher, engineering colleges

### **Introduction**

Teaching is a noble and extraordinary complex activity involving a range of skills, perceptions, attitudes, knowledge and sensitivity. The teacher's place in the development of society and nation at large is of vital importance. The effective performance of an education institute depends not just on the available resources, but its quality and competence as required by the organization from time to time. The teacher is the top most academic and professional person in the educational pyramid under whose charge, the destiny of our children is placed by the parent's and society. Everyone expects that teacher should be competent and they carry entire responsibility for the development of Students, but at the same time teachers are not provided with all required support. In this study Efforts has be taken to understand requirements of teachers, expectation of teachers from management body of the institute and management readiness to support these expectations. The research study has tried to find out gap between teachers expectations and management support.

### **Objective of Study**

1. To Understand the Academic Profile of the Teachers from Engineering Colleges from Pandharpur
2. To Identify the Factors Responsible for Teachers Motivation in the form of Expectation from Management of the Institute.

### **Scope of Study**

1. **Geographical Scope:** The geographical scope of the proposed study is confined to the Pandharpur city only.
2. **Topical Scope:** Topical scope of the study understand the between teachers expectations and management support in engineering colleges. Finding perception, attitude and other related parameters towards management of engineering colleges and teaching profession in engineering colleges.
3. **Analytical Scope:** Analytical scope of the study/research is focused on the analyzing and giving suitable solution for the data from the study.

4. **Functional Scope:** functional scope of the study is confined to the functions of the management and the development of the education area.

### **Research Methodology**

Research methodology is the base of every research project the Research Methodology refers to systematic study of investigation. It also refers all the methods of interviewing and observation. In this study researcher have used descriptive research methodology. Researcher have framed a structured questionnaire to conduct the survey related to understand the teachers perception about teaching and learning, Factors Responsible For Teachers Motivation

### **Sources of Data Collection**

1. **Primary data:** Primary data is the one which is collected afresh and for the first time, and thus happen to be original in character. Here, primary data will be collected from the Engineering college Management & teachers working in various engineering colleges at Pandharpur City.
2. **Secondary Data:** Secondary data means data which is already available i.e., researcher refers to the data which has already been collected and analyzed by someone else. The secondary data will be collected from websites, text books, articles, etc.

### **Sampling Design**

The present study is going to be carried out in engineering colleges at Pandharpur. There are three colleges has covered in the study. Researcher has selected the Census Population so all three engineering colleges are under the study. All three engineering college teachers working in colleges at Pandharpur city and management body members will be population of the study. There are three engineering colleges at Pandharpur and 400 teachers are working in those colleges.

### **Sample Size Calculations**

Calculation of the Sample Size is as follows.

**Population Size:** Total employees working in in engineering institutes under study are 404. It is population under the study.

**Confidence level:** 95 %

**Confidence interval:** ± 5%

**Sample size estimating method:** Percentage or Proportion sample size estimating method.

**Formula:**

$$n = \frac{z^2 \cdot p \cdot q \cdot N}{e^2(N - 1) + z^2 \cdot p \cdot q}$$

Where:

n = Size of Sample.

N = Size of Population (1195)

z = 1.96 (as per table of area under normal curve for the given confidence level of 95%)

p = Sample proportion (0.5)

q = 1- p (1- 0.5 = 0.5)

e = Confidence interval ± 5% (0.05)

By calculating the above equation sample size of the study was 197 employees. (Kothari, 2006)

Now to select the faculty member from the three engineering institutes from Pandharpur researcher have used Proportionate to Population Random Sampling method.

**Sample Table**

**Table 1:** Sample Design for Teachers

Sr. No	Name of College	Population of Teachers	Proportionate to Population
1	SKN Sinhgad College of Engineering, Korti, Pandharpur	130	63
2	SVERI's College of Engineering, Pandharpur	200	98
3	Karmayogi Engineering College, Shelve, Pandharpur	74	36
	Total	<b>404</b>	<b>197</b>

**Data Analysis and Interpretation**

**Part A: Demographic & Academic Profile Analysis**

This part of the analysis contains questions concerning general information about the respondents and helps to understand the demographics & academic profile of the respondents who took the survey. The questions aim to find out respondents Age, Gender, Designation, Highest Qualification, Education, Designation, work experience, Employment type and salary level.

The purpose of this data is related to make further researcher scope to understand the impact of demographic & academic factors of the respondents on expectation from Engineering Colleges from Pandharpur.

**Part B: Teachers Expectations Analysis**

This part of the analysis contains information about the opinion of the teachers about expectations of teachers from the institute from Engineering Colleges from Pandharpur. Here the researcher has considered thirteen different variables considering Performance Appraisal System, Timely salary, development programmes, Teacher engagement, Involvement of teacher, stress free working condition, world class infrastructure, teachers policies, Laboratories & amenities, Curriculum, Holidays and Vacation, academic and non academic event & Job Safety and Security on which respondents opinion has been taken on five point likert scale and analyzed the data to satisfy the objectives.

**Table 2**

Sr. No.	Category	Frequency	Percentage
1	<b>Male</b>	113	57
2	<b>Female</b>	84	43
1	Age Group	20-30	78
2		30-40	63
3		40-50	32
4		50-60	24
1	Designation	Assistant Professor	119
2		Associate Professor	47
3		Professor	31
1	Academic Qualification	Diploma	0
2		Degree	37
3		Pursuing Masters Degree	41
4		Masters Degree	72
5		Ph.D	47
1	Employment Status	Permanent	69
2		Probationary	24
3		Ad Hoc	87
4		CHB	17
1	Salary Level	10k – 20 k	62
2		21k – 30k	41
3		31k – 40k	27
4		41k – 50k	29

**Part B: Teachers Expectations Analysis (Management Support)**

This part of the analysis contains information about the opinion of the teachers about expectations of teachers from the institute from Engineering Colleges from Pandharpur. Here the researcher had tried to find the Management support indirectly asking the question to the teachers on various aspects of the job. Here the researcher had taken job satisfaction of the teachers related to the various variables in the Institute. Here the researcher has considered thirteen different variables considering Performance Appraisal System, Timely salary, development programmes, Teacher engagement, Involvement of teacher, stress free working condition, world class infrastructure, teachers policies, Laboratories & amenities, Curriculum, Holidays and

Vacation, academic and non academic event & Job Safety and Security on which respondents opinion has been taken on five point likert scale and analyzed the data to satisfy the objectives.

**Descriptive Statistics for Teachers Expectation From the Institute**

Here the researcher wants to understand the mean and standard deviation of the responses given for employee motivation statements by the selected respondent from the company. Researcher wants to understand is there any difference in opinion on above statements about the motivation and also wants to analysis on which statement opinion about respondents are same.

**Table 3:** Descriptive Teachers Expectation from the Institute

Sr. No.	Statements	Mean	SD
1	Biased free Performance Appraisal System boosts the employee performance.	3.85	0.6881
2	Timely salary should reduce the financial burden of the teachers.	3.94	1.0005
3	Institute should support the teacher financially for development programmes.	2.89	0.7313
4	Transparency in the Teacher engagement and disengagement will help teacher for the future planning.	3.42	1.1907
5	Involvement of teacher in deciding academic and non academic activities improves the institutional attachment	3.63	1.2038
6	Green campus makes stress free working condition.	2.69	1.0282
7	To adopt upcoming teaching pedagogies world class infrastructure of the institute contributes more.	2.47	1.0965
8	Balanced teachers policies will help teacher to take corrective decisions.	3.05	1.3369
9	Updated and number of Laboratories & amenities increases the operational efficiency.	4.43	0.3852
10	Industry need Curriculum creates industry ready engineers.	4.19	0.6846
11	Accurate Holidays and Vacation policies makes stable work life balance.	3.39	1.4555
12	For every academic and non academic event creation of teams reduces the Interpersonal conflict.	3.26	1.3579
13	Institute should relate Job Safety and Security directly with the performance of the teacher	2.34	1.0551

**Discussion**

More number of male respondents, maximum number of employees are in the category of in the age range of 20- 30 years, maximum 60% that is 119 employee’s out of 197 were the Assistant Professor, survey maximum number of the respondents educational qualification is Masters degree holder, Maximum 87 (44%) respondents employment type is Ad-hoc, Maximum 64 (31%) number of respondents salary range is 10k -20k.

**Teachers Expectations**

In terms of Teachers expectation from the management the descriptive analysis of the teachers from the engineering institutes from Pandharpur reveals that teachers have highly expectation about Updated and number of Laboratories & amenities with the high mean of 4.43 & Standard deviation of 0.3852%, Then teachers have high expectation regarding Industry based Curriculum with the high mean of 4.19 & standard deviation of 0.6846% after that teachers have high expectation about Timely salary given by the institutes which will reduce the financial burden of the teachers with the high mean of 3.94 & standard deviation of 1.0005% then teachers have high expectation related to the Biased free Performance Appraisal System with the high mean of 3.85 & standard deviation 0.6881.

So as per the teachers high expectation factors are Updated and number of Laboratories & amenities, Industry based Curriculum, Timely salary given by the institutes & Biased free Performance Appraisal System.

After that for Involvement of teacher in deciding academic and non academic activities teachers have moderate expectation with the mean of 3.63 & standard deviation of

1.2038, then teachers have moderate expectation related to the Transparency in the Teacher engagement and disengagement with the mean of 3.42 & standard deviation of 1.1907, next is Accurate Holidays and Vacation policies with mean of 3.39 & standard deviation of 1.4555, next is academic and non academic event creation of teams with the mean of 3.26 & standard deviation of 1.3579 teacher shave a moderate expectation at last Balanced teachers policies with the mean 3.05 & standard deviation of 1.3369 teacher shave a moderate expectation from the institute.

As per the teachers, moderate expectations factors were deciding academic and non academic activities, Transparency in the Teacher engagement and disengagement, Accurate Holidays and Vacation policies, academic and non academic event creation & Balanced teachers policies.

Along with that for support to the teacher financially for development programmes with less mean of 2.89 & standard deviation of 0.7313 teachers have less expectation towards this factor, then again Green campus with mean 2.69 & standard deviation of 1.0282 teachers have less expectation towards world class infrastructure with mean 2.47 & standard deviation of 1.0965 and for Job Safety and Security with mean 2.34 & standard deviation of 1.0551 teachers have less expectation towards these factor.

**Conclusion**

This research concluded that teachers have some expectation from the institute for the betterment of institutes as well as self growth and the expectation were Performance Appraisal System, Timely salary, development programmes, Teacher engagement, Involvement of teacher, stress free

working condition, world class infrastructure, teachers policies, Laboratories & amenities, Curriculum, Holidays and Vacation, academic and non academic event & Job Safety and Security which are the important aspects for the satisfaction of the teachers which also may help for the betterment of the institute.

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