



Effect of Attitude towards Professional Development Among High School Teachers in Puducherry Region

KEYWORDS

Teacher's attitude, Teacher's professional development, Orientation training

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ABSTRACT *The problem under the research was "Effect of Attitude towards Professional Development among High School Teachers in Puducherry region". Teaching is considered to be the noblest of all profession and in terms declared as prophetic profession. The research was conducted to explore the attitude of high school teachers towards their professional development. This study may be significant for knowing the major sessions of teachers training in relation to their attitude. The objectives of the study were: to examine the attitude of teachers towards professional development, to explore the reasons behind the negative attitude which hinders their professional development, to explore the influence of training towards teaching profession, and to explore the impact of attitude on the professional development of the teachers. Quantitative approach was used in the study. Questionnaire was developed by the researcher. Study is delimited to the three private schools. High school teachers from these schools were the population of the study. Purposive sampling technique was used for selecting the study sample. Results show that there exist some factors which hinders teacher's attitude towards their professional development. It is recommended that proper orientation training should be provided to improve their positive attitude towards teaching which basically leads way to their professional development.*

Introduction:

The purpose of this research is to inform the necessity which in turn will lead to an explanation of the rationale behind the study. The current research has been undertaken to examine the influence of teacher's attitude towards their professional development. The term "Attitude" plays an important role in human psychology. Attitude has a functional role in the individual's life to serve a specific role. Attitude is the state of readiness which is organized under the basis of experience provided and has strong effect on one's reaction towards the goal. Attitude may be considered as "natural" or "instinctive". They are learnt through socialization process. Positive attitude is associated with Professional development whereas the negative attitude reflects the opposite pattern. Effective teaching learning process is the product of the factors which are directly related to quality of education, teacher's background, pre- service and in-service training. It is imperative that for better planning of effective and efficient education the above mentioned factors should be well conceived, well organized and diligently implemented. If teachers are asked what is the most important characteristics associated with professional development, they usually mention that attitude, motivation and genuine interest. But Attitude is a main tool which initiates motivation and genuine interest towards professional development. Attitude is everything which governs the way one perceives the world. The research will continue with the discussion about the research question and the objectives that the research intends to answer.

Statement of the problem:

The problem under the research was "Effect of Attitude towards Professional Development among High School Teachers in Puducherry region"

Definition of terms:

Attitude: Readiness to respond

Professional development: Progress in career

High School teachers: Teachers handling from 8th to 10th classes

Objectives of the study:

The basic aim or purpose of this study was to explore the effect of teacher's attitude towards their professional development

- To examine teachers attitude towards professional development in teaching
- To explore the influence of training programs towards professional development.
- Find out the relationship between the attitude and professional development.

Formation of Attitude:

Formation of Attitudes is directly influenced with the situational stimuli and thus pays way for behavioral change. Learning theories stress that reinforcement plays an important role in attitude formation. Observation lays royal road for Attitude formation. Consistency theory or Balanced theory of Attitude says that for each and every individual there should be a consistent ratio between the attitude and behavior. Contrary to this results in discomfort. Learning theory or Behavioral theory uses Skinnerian approach to show that attitudes are formed due to the external stimuli presented to the individual. Functional theory of attitude emphasize that motivation is the basic foundation for the formation of attitude. Thus Teacher's motivation contributes towards not only to shape and modify teacher's attitude but also develop certain teaching skills which are necessary for teaching profession. Teacher's positive change in attitude has fruitful effect for their professional development.

Ways to improve teacher's attitude towards Professional development:

Positive professional attitude is vey essential for the professional development of every employee. It also helps to develop and expand the instructional flexibility with the help of emerging new technology and thereby it contributes towards growth and increases the participation in decision making. Only trained and well equipped teachers can prop the necessity of change for the improvement of the existing educational system. Positive attitude can be developed through workshop, seminar, research, travel, and through working with other person and colleagues those who are more experienced. Different professional development courses are offered for the teachers all over the world which includes technology based attractive packs to make them on line with current status. If training programs enhance the quality of teaching, then they can serve more enthusiastically for the growing population. Theses orientation program should lay

more importance on creating positive attitude through which professional development should be attained and not for the sake of certificates. Teachers' performance is evaluated through reflective journals, portfolio, group work, class room observation, discussion and presentation. Teacher's attitude towards professional development is the only way that can bring desirable change in the whole educational system. Change in educational system pays way for the positive change in the society. Professional development of teachers has direct impact on teaching learning process. Professional development not only updates and lifts up one's knowledge and skill but also increases the potential productivity of the students. Ostern and Kenp (1993) recommended that each and every teacher should be provided by ample opportunity to improve their career growth.

Methodology:

The researcher used quantitative approach to achieve the above mentioned objectives of the study. Purposive sampling technique was used to select the sample for the study. Questionnaire were prepared and used to check the teacher's attitude towards their professional development. It consists of 60 items. A 5-point likert scale with response format was used with response ranging from strongly agree to strongly disagree higher scale scores indicates greater positivity. Questionnaire was used for data collection and interpretation purpose. These items were quantitatively analyzed.

Sample Selection:

In this case it was decided to take the sample from three private schools in Puducherry region .Ten teachers from each school and in total 30 teachers constitute the sample size.

Limitations:

Following were the limitations of the study

1. The study was limited only to high school teachers in Puducherry region.
2. The study was limited only to 30 teachers.
3. The study was limited only to 3 private schools

Result analysis:

Questionnaire was used for data collection purpose. Percentages were calculated for the questions. The whole data was tabulated and analyzed. Description and discussion of each statement were given as under:

Table 1: Attitude towards teaching among High school teachers

Responses	SA	A	UD	DA	SDA
No. of responses	18	12	0	0	0
%	60	40	0	0	0

It is obvious that majority of the teachers have strong positive attitude towards teaching profession. The result shows that they have selected their profession purely based on their whole hearted interest.

Table 2: Technology based Orientation programs are essential for teacher's professional development.

Responses	SA	A	UD	DA	SDA
No. of responses	15	5	0	6	4
%	50	17	0	20	13

The teachers from three private schools of Puducherry region strongly agreed that technology based training is essential for teacher's professional development. Among the responses 50% of teachers strongly agreed, 17 % agreed and 20% disagreed and 13 % of teachers strongly disagreed with technology based training. This distaste towards technology training is due to the fear of work load, over responsibilities, less monetary benefit. The result also reveals that mostly teachers participate in training program only for the sake of getting certificates.

Table 3: Attitude towards Professional development among high school teachers

Responses	SA	A	UD	DA	SDA
No. of responses	10	20	0	0	0
%	33.3	66.7	0	0	0

Teachers of puducherry region have high positive attitude towards their professional development. They believe that only teaching profession can nurture student's leadership quality.

Conclusion:

Data were collected through questionnaire. Collected data indicate that teacher's attitude is less motivated towards the training program for their professional development. Reasons behind them are absence of incentive, workload, stress, family responsibility, and lack of awareness towards profession development training programs. Efforts can be taken by the concerned authorities to remove these barriers. It is recommended that proper planning should be done to motivate and reinforcement techniques should be used to encourage the teachers to participate in the professional development trainings. Majority of the teachers attend training program for the sake of certificates. This research also provides ways to motivate positive attitude among teachers. Inculcating awareness and providing incentive, rewards, professional encouragement can be given to the teachers. By using these ways teacher's attitude towards professional development can be developed.

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