



## EMPOWERMENT OF YOUNG LECTURERS

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**ABSTRACT** The nature of lecturers work today can be challenging. The demands from the development of technology, increased controls in curriculum and instruction, standardization of lecturer's work make lecturers maintain little control over their work making the professional abilities and resulting in decline in lecturers' status. There is a dire need to empowerment of young lecturers to increase work productivity, to enhance student's academic performance and to strengthen our education system. Empowerment improves self confidence, self- efficacy, confidence in work, job-satisfaction, motivation, cooperation with others and working with clear goals.

**KEYWORDS :** Empowerment, Young lecturers, Education system

**INTRODUCTION**

Empowerment is a Complex and Dynamic process which deserves greater attention. The term Empowerment means- the process of becoming stronger and more confident. Fracaro (2006) found that the notion of empowerment comes from the term 'empower' which refers to the process of facilitating individuals to develop, gain or acquire power or the ability needed to influence what is happening around them. Thomas and Velthouse (1990) defined Empowerment as the increased intrinsic task motivation that will produce satisfaction and confidence.

Empowering young lecturers is an important factor in developing good mutual relationships based on respect, common purpose, group decision making and uncompetitive association that affects institute effectiveness (Aziz and Quraishi, 2017). According to Gagne and Deci (2005), Lecturers become intrinsically motivated or satisfied behave as autonomous professionals who perform their best at work.

**Need of Empowerment of Young Lecturers: Aims and Objectives**

Lecturers play an important role in overall development of Society by providing knowledge to the students and skills they need to fulfill their potential. But nowadays, Academic freedom and teacher's autonomy are under pressure. Lecturers don't have the freedom and support they need to do their vitally important job which undermines the quality of education. Main emphasis is given to the results only, ignoring the need to ensure a broad-based curriculum that meets the diverse needs of students. Lecturers are affected by conflicts and instability often face greater challenges, including rising intolerance, discrimination, and related restrictions on research and teaching. That is why there is a dire need to empower the young lecturers (a) to increase work productivity (b) to enhance students' academic performance and achievements (c) Overall, to strengthen our education system.

Generally, Lecturer's empowerment is thought to enhance student's learning by fostering teaching quality and traits. Short and Rinehart (1992) identified teacher empowerment as six features containing (i) Decision making (ii) Professional growth (iii) Status (iv) Self-efficacy (v) Autonomy (vi) Impact.

**Dimensions of Empowerment of Young Lecturers:**

Young lectures need the right tools and resources to do their jobs well; they need the time to properly prepare their lectures; and they need the trust of students, parents, school leaders, and governments to have the confidence to realize their own potential.

Various dimensions for empowerment of young lectures are described here:

- 1) **Removal of Political Pressure:** Across all educational levels, political pressure curbs the ability of educators to teach in freedom. Political pressure should be removed, so that lecturers can work freely in stress free conditions without any pressure.
- 2) **Professional growth** - Empowering young lecturers means having access to high-quality trainings (Digital Training, Induction Training, Technological Training), Orientation

Programmes, Refresher Courses, Workshops, Seminars, Conferences, FDP etc. which help the young lecturers to become more knowledgeable about teaching and learning. Research laboratories and facilities should be provided to young lectures to grow and develop their own carrier. It is assumed that once the teachers experience greater opportunities for professional growth and acquires greater trust in their ability to achieve high-order goals (i.e., greater self-efficacy), their status will improve as well. Murray (2010) explained that to be empowered is one of the main reasons to pursue professional development.

- 3) **Autonomy in Problem-** solving and decision-making: Pearson and Moomaw (2005) observed that autonomy increased the empowerment and professionalism.
- 4) **Self-Efficacy Enhancement:** Sumual (2014) observed that empowerment helps in self-efficacy enhancement of lecturers of the Manado state University. Individuals with high self-efficacy will give a better performance because these individuals have a strong motivation, clear goals, emotional stability and ability to deliver top performance with a commitment to the activity. There should be a feeling of encouragement and cooperation among colleagues to create healthy environment/ working conditions.
- 5) **Securing decent working conditions and Fair Wages:** Lecturers employ on contract basis, adhoc basis suffer from greater job insecurity, diminished career prospects, higher workload and lower wages. Empowered lecturers means being able to teach in safe conditions and security during times of political change, instability and conflicts.
- 6) Extra Workload or non-teaching work should be avoided to enhance work productivity and students' academic performance. Maximum time and main emphasis should be given to teaching to improve the quality of education.
- 7) **Institute Infrastructure and Adequate Resources:** Infrastructure of an institute should be good with adequate resources (Laboratories, Lab Equipments, Sports ground, Library, Health facilities, Botanical Garden etc.). Easy approachable stations should be given to lecturers.
- 8) Financial Security and Job-satisfaction are also important for empowering the young lecturers so that they get their future secured.
- 9) Young lecturers should be provided with opportunities to design, create and implement the curriculum which may improve academic qualities.
- 10) College/School administration needs to build confidence in their young lecturers. They should be allowed to freely express their opinions regarding the everyday issues in the college and try out new techniques to address problems they face, provide a listening ear to their views followed by discussion among all those concern until a consensus is attained.

- 11) Lecturers should be mainly engaged in teaching. API should not be the criteria in promotions.
  - a. Young lecturers need to be well-prepared to be effective. They must develop the skills to motivate children, manage a classroom, master essential subject areas and tend to the daily needs and progress of their students. They should provide high quality learning materials to their students and learn time management also. The increased workload of young lecturers and their isolated working environment make it hard for lecturers to engage in professional discussions and develop strong professional communities.
  - b. Another challenge is time factor which affects Lecturer's everyday activity and schedule. Decision making process takes a lot time before a consensus is reached making majority of lecturers not be willing to take more responsibility owing to great pressure in balancing two demands teaching and taking part in administrative duty. Develop a program where lecturers are prepared and upgraded in other areas such as timetabling, examinations, director of studies a process where future leaders are developed and empowered with skills to take up the task whenever called upon. Transformative vision should be established that would not only change the face of the institute but change or affect the entire organization.
  - c. There is need for cultural shift in belief and behavior in the use of lecturers evaluation; continued professional development which is tailored towards teachers identified need based on one's strength or weakness and as such courses be provided that are aligned to areas of improvement.

### Conclusions and Recommendations

To strengthen our education system, we appeal to our partners in government to build a highly skilled, valued and empowered education workforce. This means securing decent working conditions, providing training to all young lecturers, removing unnecessary restrictions on research and teaching, defending academic freedom at all education levels. Finally, it means raising the status of lecturers around the world in a way that honors and reflects the impact they have on the strength of society.

Besides these, there is need to make lecturers aware of their central position as educators in education process and to keep improving and updating their knowledge. Organization needs to have clear, well-specified rules for leadership so that power won't be the privilege of few members in the organization but should include all talented members so as to act as a motivator to the rest of the lecturers. Lastly, incorporate all stakeholders before making a final decision affecting issues of concern to entire organization so that none is excluded from participating which enhances harmony between and among all members. It is our sincere hope that by introducing these new paradigms in our institutions, the teaching profession will become a truly rewarding experience.

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