

## Teachers with Dedicated Following are Successful Leaders beyond Classrooms

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### ABSTRACT

*Influence on provisioning of higher education and the development in the world economy are worth to be noted and compared. The state-of-art technology can be incorporated for teaching almost any subjects. Education in 21st century should be competitive, innovative and market driven and should be the benchmark itself against the best of its kind in the world. Technology based educational ways reinvigorates learning process. The process of institution building in education and research is required to be always accelerated. The challenge in education approaches is to become more practical oriented and it should be industry focused.*

**Keywords:** *teaching with technology, internet in education, pedagogy, leadership, learning experience, teaching methodology*

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### INTRODUCTION

India is well known for its abundant, highly skilled and talented pool of professional and technical manpower. Majority of these talented manpower are employed and utilizing their talents and skills in developed countries, especially in the west. For the sustainability, our country should not throw away this important advantage of having talented and skilled manpower. Their talents and services are to be utilised effectively for the development of our country. Thus, it is an essential requirement to create and produce skilled manpower in an accelerated and organized manner. Creating an effective academic and economic standard; it is most essential to enhance the strength and capabilities of basic and professional education. Developments in the world economy are worth noting, especially for its influence on provisioning of higher education. The growth of the internet and consequently its impact to education are beyond the imagination. Technology has invaded every part of our life. So why not use the

advanced technology in our class rooms? It is high time to enforce radical change in our education system especially in the professional education. In fact, today's technology-savvy generation is often bored by the old methods of teaching which rely solely on the chalk and board. Technological aids can be incorporated for teaching almost any subject [1]. A complicated scientific classification system, history of Indian independence or intricate mathematical problems to simply narrating a story to students with graphics and pieces of test can be easily explained to the students with the use of technological aids. The word 'Education' has undergone a thorough metamorphosis down the years and now it stands for a means to earn our daily bread. Our old Saints and Gurus had bestowed upon much importance to this word. Even the Guru was treated as a supreme personality and they were even revered by the ruling Kings and Queens. In those days, education was given wider and deeper meaning and it never was a ladder to any profession. Now a day, we have surnamed certain branches

of education as job-oriented ones. As a result, this word and its potentialities have been mercilessly crippled by the introduction of computers and connected jobs. It has greatly dehumanized us and converted us into moving robots without passion and feelings. Colleges and Universities have been degraded to the level of mere industrial workshops where new types of labourers and artisans are produced in bulk. Industrialists and other privileged groups began to queue up before reputed Colleges and Universities offering attractive salaries and other perks. Many talented youths had blindly trapped in the network and strive for mental relief even at the end of prolonged days toil.

21st century India is a younger India. The future is linked to the future of approximately 500 million youngsters in India who currently form more than 54% of the country's population. It will be these "young" India that will run the country, as the years roll on. India witnessed a sea change in its educational system in this century. The process of Liberalization, Privatization and Globalization (LPG) has replaced traditional approach. It is presently changed and transformed with an efficient professional approach [2]. This development enhanced the introduction of new age courses depending upon the requirement and demand of industries and this resulted in more economic value in present environment. Education in 21st century should be competitive, innovative and market driven and should benchmark itself against the best of its kind in the world. Ideally education should create a great mind, a good citizen, who would be sincere and honest and would abjure violence. Today technological aids are being used widely for teaching learners of all ages. For adult learning focused on employability and experimental learning programs, technical aids are indispensable. However, the future is in for massive changes but whether this will be for the

better or worse is entirely dependent on our society's preparedness to change. Presently, what we are offering them is an economy plagued by inflation and corruption. Young India should be properly guided, not to over indulge in a materialistic society but stand for enduring values with a social and national commitment. The youngsters must show the courage and endurance to stand for their positive values overcoming fear and environmental pressures. This paper reviews the prevailing policy environment, in this context, to evaluate its efficacy in ensuring that India remains ahead of the curve in the knowledge sector which has been growing exponentially in recent years.

#### **EFFECTIVE USE OF TEACHING WITH TECHNOLOGY**

Presently teaching requires a combination of subject expertise, strong communication skills, an understanding of child development, ability to counsel and support a wide range of students and parents, excellent interpersonal skills, time management, organizational skills and knowledge of 21st century pedagogy and technology. The state-of-art technology available in our country is to be used effectively by the teacher to impart an effective teaching. The students are in a position to assimilate in a faster pace with adoption new technical devices and methods for teaching. The use technologies in teaching enhance the assimilation of students and they are comfortable in learning the subjects at a faster manner [3]. The power point presentation used in teaching gives a visual effect and the students will be able to correlate with the explanation given by the teacher in a very effective manner. It is easy to demonstrate the graphs, visual representations, tabulations, and figures with the help of the technology. Conference and meetings can be organized with the aid of internet and mobile

technology. These facilities will improve the teaching and assimilation standards. Sharing of slides to the students after teaching the subject will enhance revision and further usage and ground applications. Teachers can effectively use the latest technology and allied tools to communicate with students in a friendly approach. Teachers are in position to ask questions, solve doubts then and there, answer, queries projected by the students, give required assignments, give reminders, and coordinate group activities. Teachers can organise group discussion out of the class and will be able to ascertain the behaviour of the student in a group of eight to ten students of the same caliber. These kinds of activities develop the mental up-bringing of the students to the standard desired by an educational institution. The activities conducted with the help of these technologies will enhance the thought process of each student and to take a feedback from them about the effectiveness of the training imparted to them. Study groups and e-groups can be organised and teacher will be able to monitor its activities effectively. This will result in overcoming limitations of time, shyness of students and reduce the proximity of student and teacher [4].

### **INTERNET IN EDUCATION**

Technology has changed the way we view the role of the contemporary teacher. It is changed from transmitter of knowledge to navigator of the skills required for 21st century. Never was information so readily available at the press of a button. The internet has changed the way the world wants to behave and helps to do business, thinks logically and makes appropriate timely decisions. Today academicians do not need to spend much time on library research poring over bulky tomes and taking copious notes. They have facility of faster and surer access to a much wider range of information through the internet, not just to read but to print or save or

forward to others as might suit their purpose. Web inquire about has come to be perceived as a basic investigation instrument in all advanced education courses in created nations. Web has additionally assumed a noteworthy part in streamlining managerial methods and procedures of colleges around the world. Instructor should like to get instructional exercises on-line, which fits speedier transmission, as well as stays away from the trouble in perusing an original copy. Instructors should put their course material and address content on the site, which can be heard on-line, with the end goal that understudies stay associated through email on which understudies get guidelines, send articles/assignments, and fix arrangements, and so forth while customary western college still has up close and personal addresses; it likewise offers on-line courses particularly amid summer break [5]. While such courses have the conspicuous detriment of the nonappearance of individual collaboration, they consider exchange through setting up of visit rooms. Such on-line courses and talks have frequently turned out to be more remunerating than normal classroom connections as they consider understudies and educators from various parts of the world to meet. As gaining degrees is specifically identified with better occupations, re-designing, e-training at tertiary level has an awesome preferred standpoint.

### **MEANINGFUL TEACHING/LEARNING EXPERIENCES**

Mechanical guides not just break the dreariness to get understudies' consideration, cultivate request and increment intrigue yet in addition enhance perception and invigorate maintenance. Classes turn out to be more intelligent, drawing in and synergistic as understudies move from detached gathering to dynamic revelation and learning. PCs have changed

the customary classroom encounter from keen figuring out how to a visual, online and virtual learning background. Additionally, unique visual configurations encourage simplicity of learning and upgraded maintenance period for the students. The different instructional methods available to them empower staff to enhance educating as well as ad lib customized learning designs as all understudies don't take similarly. Utilizing present day innovation and coordinating it into educating is a significant overwhelming test [6]. Also, the issue of high expenses and access to PCs. Staff protection/absence of preparing is another hindrance as educators ought to consolidate innovation, as well as be fully informed regarding most recent apparatuses. To conquer these issues instructors are urged to go to short workshops or join online educator bolster website/visit rooms/new gatherings, and so forth. However, technology should not be allowed to over-shadow the course material. Technology based education that reinvigorates learning is here to say, but only supplement the traditional teaching methods and not substitute them. Teachers should render a genuine concern about each student. Identifying the weakest student in the class and give specific attention and adequate encouragement to him will enable to produce excellent results. Here the teacher is exercising the opportunity to transform the weakest student in a class. Each teacher is responsible to identify the capabilities and potential of each student under him. By establishing a one to one rapport the teacher can establish a cohesive environment in which each student will be able to contribute more and more. Extending a helping mentality will pay dividends.

### **QUALITY OF FACULTY**

All India Council for Technical Education (AICTE) and University Grants

Commission (UGC) has given authorize and alliance to substantial number of establishments, however were not able deliver capable personnel to instruct in different courses, which made a request supply hole and brought about low standard quality staff. This unsafe circumstance has risen in light of the fact that the administration and the AICTE have permitted the mushrooming of universities without thinking about these components. Most of these establishments are not having qualified educators and essential framework and offices [7]. Teachers are not having any industrial and practical experiences are appointed as teachers and they teach with the bookish knowledge acquired by them during their university time. The council has failed to initiate any steps to address the shortage of qualified teachers. A study by the Human Resources Department had earlier found that the country was facing more than 65% shortage of qualified teachers.

Foundations are occupied with delegating new employee on low pay rates and overwhelming showing load which additionally weaken their quality and they are left with no time for assist advancement and including low maintenance personnel which had next to zero contribution with the establishments. For the most part, they give address arranged from course books or their organization-based involvement. The nature of instruction stayed sub-par as in they consider utilization of information, understanding ideas, and improvement of administrative abilities. Several teachers lack domain knowledge. Unless they spent a lot of time in the library and browse the internet for new materials, their knowledge will not get updated. Most of the teachers also lack presentation skills and far away from communication skills. But this can be improved by constant practice and determination for attaining desired standards. Fall in teaching standards is

related to the decreasing pass percentage of students. The present teaching process is mostly examination oriented, which requires immediate revision.

### **POOR REMUNERATION**

Educational institutions are employing teachers with bear minimum qualification and also with large capitation fees. Thus, the quality of teachers is forced to compromise. These teachers are given very meager remuneration for the hard work rendered. The pay packages are in papers and not at all followed by any one educational institution. The facilities and fringe benefits given to the teachers are marginal and thus the teachers are not at all satisfied. They are not having any job satisfaction due to the poor remuneration. Most of the colleges do not offer proper service and deserving pay packages to the teachers. The government is duty bound to ensure the quality of professional education in our country by monitoring the intake of teachers and the distribution legitimate remuneration, and the provision of essential infrastructure and facilities. Colleges are appointing teachers by giving substandard remuneration by which the teachers are facing difficulties in maintaining quality of life and standard of living. The government and universities that approve and give affiliation to the colleges are duty bound to ensure that teachers in these colleges receive stipulated salaries in proportion to the acquired qualifications [8].

The trend of appointing teachers without proper qualifications is to be curbed forthwith for improving quality of education. The association of teachers has demanded stern action against colleges operating in violation of the labour laws by paying negligible salary to its staff and teachers. Admitting the fact that the colleges are now realizing that they will not be able to have qualified teaching faculty without providing them attractive

salary are still not taking adequate steps for any sort of improvement. The teachers were either old or retired persons who may not have high exposure to latest topics or students who have just passed out from their college and joined as teachers to remain occupied until they get good employment and they will be the student from the bottom layer. The creamy layer will have got good campus placements. Teachers are to be motivated by ensuring that they get the legitimate remuneration and by enhancing the infrastructure facilities extended to them. The teacher's performance is to be evaluated periodically and the best teaching faculty in all subjects to be recognized accordingly.

### **CURRICULUM DESIGN AND DEVELOPING MATERIALS AND INFRASTRUCTURE RELEVANT TO THE INDIAN CONTEXT**

Recent National Achievement Survey conducted by National Council of Education and Training (NCERT) reveals that 43% teachers of our country are not fully aware and dissatisfied with academic curriculum they are following at present. This survey is conducted by NCERT from the respondents of 110000 schools belongs to 701 districts of India. Respondents are 270061 teachers of third, fifth, eighth classes. 50.97% teachers are expressed satisfaction level in teaching profession and 56.62% teachers do not know about the aims of the existing curriculum in our schools. 38% teachers in class three and five are teaching subjects in which they are not having any degree. The worst situation is in Utter Pradesh state. Only 5% teachers of the government and aided school's teachers are satisfied with their profession. Again, it is pathetic to state that only 3% teachers are aware about the existing curriculum. Total respondents of third class (8339), fifth class (8067) and eighth class (8772) was 28178. Out of these 28178 respondents only 1259 teachers

reflected their satisfaction in the survey. The survey also indicated the situation of the highest literate state Kerala, is also not appreciated and far below the expected standards. The survey took samples from 7209 teachers belong to 2326 schools. The respondents participated are 2008 from third standard, 2441 from fifth standard and 2760 from eight standards. 52% teachers are fully satisfied with their job and 77% teachers are aware about the aim of the existing curriculum. 38% of the teachers of third and fifth standards in Kerala state are teaching other subjects, which is not having any relation with their qualifications. In eighth standard 5% teachers are also teaching different subjects. 10% teachers of Kerala state are having their opinion that they are with tight work schedule. Further 19% teachers stated the requirement of the repair of the school building, 10% projected the requirement of toilet facilities, and 5% is having the complaint about the electricity connection to the school. The general valid reasons for this kind of a situation leading to dissatisfaction of teachers are due to the following:

- Development in profession. There is limited scope for a progressive development in career.
- Not getting any opportunity for further studies and research.
- Uncertainty and unstable situations in profession.
- Teaching subjects out of the degree/qualification.
- Workload.
- Infrastructure and facilities available in institutions.

Developing a curriculum is a herculean and challenging task. The attitude of the teachers to continue with the existing syllabus is required to be noted. Teachers are not required to update the knowledge if they are able to continue the old and vintage curriculum. The curriculum is

required to be updated periodically and based on the industry requirements. Due to the problems created by the teachers and academicians most of Indian Universities takes years to get syllabus revised [9]. If the syllabus change is incorporated, the teacher's knowledge is to be updated and they should be mentally prepared to perform additional tasks in preparing themselves for teaching the new syllabus. Appointing new faculty and updating awareness of existing faculty are costlier to the authorities of the academic institutions. It is most essential requirement to decide the course contents, which can be easily accommodated by our institutions. Case studies selected for the training should relate to the Indian situations. It is for the teachers to explain the technical aspects of the case studies taken from our environment to the students. Rather exercise given on case studies should be based on the experience gained by the instructor. Periodic revision of syllabus is required to be carried out by the universities for suiting the industrial needs. Refresher course is to be conducted for enhancing the knowledge of the faculty. Teachers should feel proud in their profession and need to take measures to improve their career.

### **TRAINING INTERVENTION**

Policy and structure interventions alone may not help unless there is a change in attitude. Change in attitude can be accelerated through training. Training not only provides knowledge, but experience-based training also becomes a diagnostic tool, whereby an individual can see, how he behaves in a situation and why he does so. Methods like role play, case study, etc. further accelerates this process. This is likely to help in developing better insight into the problems faced by scientific and educational institutions. This may also help in smooth transfer of learning in real life situations and thus may help in the process of institution building. Even with

all these interventions, no system can be completely full proof.

To run institutions some people, must be given powers and authority and while doing this, one can only take precautions that powers are not given to individuals who are highly power-oriented and who may misuse their power and put controls on the freedom of knowledge workers. Presently teachers find difficulty in teaching discipline to the students. The teachers are helpless these days implementing effective discipline in educational institutions. Unwanted interference by the parents and unlimited freedom given to their wards are the real cause for the deterioration of poor discipline in educational system. The scientific community or knowledge workers are extremely sensitive to these controls, as they violate their academic freedom and deny their excellence and recognition.

### **EMPHASIZING RESEARCH**

The institutions do not provide an environment that is supportive to research. Institutes do need to work in the direction of extending supportive research. Research not only leads to updating knowledge in concerned subject, but also leads to knowledge creation. Promoting a culture in institutes requires change of mind setup on the side of management. They need to look beyond just making money. Institutes should inculcate proper motivation and interest among faculty involved in research, giving due weightage to research activities and providing a good financial and library support. One of the important activities in the career development of teacher is to involve in research in his field of study or acquire additional qualifications in subject related to his educational qualification. University Grants Commission (UGC) has already taken step in this direction by giving due weightage to research and publication for

promotions. This need is required to be extended and implemented not only in government universities and institutes, but also to all institutes imparting education. No research is complete in all aspects. A dedicated and serious research will help to identify the gaps which can be pursued by the future researchers.

### **TRIAD OF ACADEMIC INDUSTRY**

Industry interaction is an evolutionary constant process and closely related with an academic institution. Every student should get an exposure to an industry in which he or she is going to start their career. Internship gives the student an Industry interaction exposure. The real problems related to an industry or organisation can be experienced and learned during the internship programme. Student should get adequate opportunity to be part of an organisation or industry during every year of their academic days. In present curriculum, students are exposed to six to eight weeks training with the industry. What they experienced and learned from the organizational or industry exposure should be evaluated properly and marks to be added based on their assimilation. Industrial exposure will give practical knowledge to a student and he will be in a position to face such situation in their future career. The duration of the industry training need to be fixed based on the requirement and availability of time. Based on internship authenticity and learning by the student should be ascertained. Faculty interaction with executives should be promoted. Industrial experts are to be invited to teach students. Lectures given to the industrial experts will give more practical exposure. So, the industrial experts should be employed for training the students as part time instructors. An internal relation is to be established between the educational institutions and the industries or organisations.

The strength of the institutions lies in their industry liaisoning and the industrial exposure given to the students. There is a need for increasing industry exposure which will lead to enhancement of experimental learning. The core of my conclusion is that the educational institutions need to do two things if they are to develop effective leaders and entrepreneurs. As opposed to individuals trained primarily in analysis: reassess the facts, frameworks, and theories that they teach (the “knowing component”), while at the same time re-balancing their curricula so that more attention is paid to developing the skills, capabilities, and techniques that lie at the heart of the practice of management (the “doing component”) and the values, attitudes and beliefs that form manager’s world-views and professional identities (the “being component”).

### **CUSTOMIZATION OF SPECIALIZATION**

Customization is most essential and the need of the day. Every organisation and industry has its own set of challenges and dynamics. It requires specific skill set and expertise to handle the day-to-day affairs. This can be achieved by the involvement of technical experts and professionals. Hence the requirement of specialization in every field is essential and inevitable. Specialized fields in management education today is not all confined to areas as Marketing, Finance, Human Resource, but expanded to Special Material Development, Hospital Management, Operations Management, Management Information System and Hospitality Management and so on. Some B schools have taken initiative in extending boundaries of education by introducing course in Aviation Management, Disaster Management, Travel and Tourism Management, and Financial Services. Thus, need of specialization every field is essential to handle the situation by an expertise on the subject. Today, the

business and organisation needs customized course content specially designed for their needs. These factors are hardly any heed, thus contributing to poor quality of education in India. Educated youngsters are more than the requirement of our country but majority of them do not deserve for employability. Especially most of engineering graduates’ and management professionals are not fit to be employed. The education without meeting the industrial requirement heed to poor quality of our education giving to our new generation. The requirement of multiple perspectives is to be introduced to our education to match the organizational and industrial requirements.

The studies conducted by Technical Education Quality Improvement Program (TEQIP) most of engineering graduates passing out from self-financing engineering colleges are not suitable to be employed. The study further reveals that, one decade ago, only 25% engineers are employable but presently it is reduced to 20%. It is high time for taking remedial measures for improving the level of employability of our students. Education is value laden field, but its value is deteriorating not just because of the way it is imparted, but also its nature. There is need to inculcate multiple perspectives in education since technological, organisation, personal perspectives could differ. Global mindset need to be developed. This means that each educational institution should create a differentiated mix of teaching and training to develop students attain excellent global positions.

### **TEACHER AS SUCCESSFUL LEADER**

Every student blindly follows what the teacher does or says, even if it is at the cost arguing with anyone. Teacher is considered as their role model by each student. Why does it happen? What has the

teacher done to the student? What is the relationship between the teacher and the student in transformation? In our life and careers, we come across leaders who instill the same kind of faith in us. The feeling of trust and dependence is so high that we are willing to do anything for that individual. History is reminiscent of many such leaders, for whom people were willing to lay down everything. The great leaders like Abraham Lincoln, Mahatma Gandhi, Nelson Mandela, Mother Teresa and many others were leaders who instilled the sense of confidence and faith in their followers and got blind following abundances of returns. It is noticed that leaders who instill the sense of trust often manage to build a team of high performing, motivated individuals in an organisation or industry. The sense of belonging and faith are the factors makes members or followers to stick to the same leader. The leader always delivers results based on the expectations of the organisation has from him, even in times of extreme crisis. Such leaders raise the aspirations of followers and strongly influence the followers. These leaders inculcate in followers the desire to reach for the stars and to produce desired results. Gandhiji created a vision of dependence and raised the aspirations of our people. People followed him the same way he desired. A student also should follow the teacher to attain the desired results. Gandhiji uttered was gospel truth and he built that faith in his followers. He adopted a selfless approach to what he was doing that influence the followers. Thus, the teachers are also required follow a selfless approach and influence, guide and assist the students to attain heights in their career.

Leadership is about making people say, “I will walk on the water for you”. This quote is about creating a worthy dream and helping people to achieve it. The followers will go the distance for you if they believe and follow you. In academic field

leadership is all about building a teacher–student genuine relationship. It takes time to build up faith in students and can only achieved with the relation established by teacher and the student. A single act of indiscretion or selfishness can shatter the faith that every student has in the teacher. Here the teacher should come out with the real leadership qualities to influence each student. Good leaders are often defined by how they stand by their followers in times of adversity. The leaders support them when they are in trouble and how they step up their engagement with them in times of crisis. In the words of Seneca, the Greek Philosopher; “Fire is the test of gold; adversity, of a strong man.” Isn’t all this what a good teacher does with the student in school? Don’t you expect them of a leader you would place your trust in? The teacher–student relationship should be maintained in true spirits. It throws up a very important learning for all of us. The leader wants his subordinates to follow and believe in him truly. In the same way a teacher also should create an environment that each student believes and follow. We need to inculcate all the values, traits, integrity, coaching and morals of a teacher in our conduct towards our students. The day a teacher does that, the teacher will become leader in the true sense of the word.

The leadership process involves actors who are truly carrying out the task assigned to them. Both leaders and followers are involved in this process and it takes place in a given socio-technical context. The word leadership can refer to a social process implemented to achieve desired results. It is a personal quality every leader possesses. Leadership is a role in groups and organisations. When used as a collective noun, it is the responsibility resulting to the destiny of a country or an organisation. A successful leader must be a great motivator. If someone does not have the pulse to

motivate, it results that the people working in the team are de-motivated. There has to be cheer all around. A judicious combination and blending of efficiency and effectiveness in all realms of teaching can guarantee success. A leader is one who will have a holistic approach to everything. This contributes to the leadership qualities for a successful leader. One of the great key to success is the ability to get along with anyone and the skill to negotiate wherever required. Chester Karass, the world-famous negotiator has said, "You do not get what you deserve, you get only what you negotiate". The teacher's role today is the transformation of an ordinary student to a potential leader for the society. Teacher is required to demonstrate role model leadership qualities to the students.

### CONCLUSION

Our values, feelings, behavior and vision require a total relook in preparing for a better tomorrow. The process of institution building in education and research is required to be accelerated at faster level. The educational and research institutions must be able to attract and retain creative and talented personnel, and this they can possibly be achieved through reviewing and changing their policies and structures. Thus, they can become conducive to the development of creative environment and provide sufficient motivation to research and education personnel to stay on. Training programmes, as catalysts may further help and strengthen the process of institution building. Education appears to be more relevant in the 'global era'. The ultimate challenge in education system is how far to become more practical oriented. It should be industry focused and industrial requirements. The theory-based developments and teachings are worthless in today's environment. Education needs to be holistic, targeted and customized with an aim to remove the gap that exists between industry requirements and academic curriculum. It should be focusing on attitude, corporate awareness, grooming and developing managerial skills. Industry interaction has to be

strengthened by inviting senior person from industry to deliver lecture, demonstrations and practical guidance. This will ensure that student get associated with live industry projects. Learning needs a student centric approach. It should result in development in all areas such as analytical reasoning, lateral thinking, solving case studies and as such. Mentoring and career counseling are to be introduced effectively. If education in India must really extend its image on international scenario, beyond its aims, institutes and government has to work in alignment.

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