

STUDY ON TEACHER EFFECTIVENESS AND COMMUNICATION SKILL

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Introduction

Teachers play a vital role in framing the ladder for educational progress. It is apparent that teachers occupy a crucial place in the educational system. The improvement of education system is not possible without the help of competent and efficient teachers. To be an effective teacher means to reach and motivate all students to learn to the best of their ability. They are the one who is able to spark the students' interest in learning. They create students who want to learn, who are able to develop and express their own opinions and who are able to succeed in the society. They can make an impact on every type of student and has excellent classroom management skills. An effective teacher achieves learning from the students through multiple approaches that utilize the resources available and focus on the needs of the students.

Efficient teachers' contributes in the variation in students' progress. A knowledgeable, competent, well-prepared, organized, enthusiastic, approachable, caring, sympathetic and dynamic teacher is considered to be an effective teacher. It means to be adaptable to any situation and to be ready to change strategies at any given moment. It also means to be able to realize student growth in a variety of different degrees and manifestations to connect students with their passion for learning. Efficiency signifies a level of performance that describes a process that uses the lowest amount of inputs to create the greatest learning outcomes. It is an ability and capacity acquired through deliberate, systematic and sustained effort to smoothly and adaptively carry out complex activities or job functions involving ideas (cognitive skills), thing (technical skill) and people (interpersonal skill learning).

Teachers' preparation, knowledge of teaching and subject matter knowledge, experience and the combined set of qualifications measured by teacher licensure are all leading factors in teacher effectiveness. Teacher effectiveness is often judged on the basis of the variables like sex, academic qualification, age, experiences, organization and locality of the school where the teacher is teaching

Communication

What is 'communication'? According to the Concise Oxford Dictionary the word means 'the act of imparting, especially news', or 'the science and practice of transmitting information'. These

definitions clearly show the link between 'teaching' and 'communication': teachers are constantly imparting new knowledge, or transmitting information.

Communication skills can be defined as the transmission of a message that Communication skills can be defined as the transmission of a message that involves the shared understanding between the contexts in which the communication takes place (Saunders and Mills, 1999). In addition, teacher communication skills are important for a teacher in delivery of education to students.

Communication skills involve listening and speaking as well as reading and writing. For effective teaching a teacher need to be highly skilled in all these areas. Teacher with good communication always make the things easier and understandable (Freddie Silver). Effective communication skills are really important for a teacher in transmitting of education, classroom management and interaction with students in the class. Teacher has to teach the students having different thinking approaches. To teach in accordance with the ability and capability of the students a teacher need to adopt such skills of communication which motivate the students toward their learning process.

Good communication skills of teacher are the basic need of academics success of students, and professional success of life. Teacher communicates more instructions orally in classroom to students. Teacher with poor communication skills may cause failure of students to learn and promote their academics. Student need to understand that what is right, and what is wrong while it totally depend upon the communication skills of teachers which he adopt in class-room.

Good communications minimize the potential of unkind feeling during the process of teaching. For learning the learner must be attentive toward their teacher during the lecture. Loss (2000), recommended that teacher communicate in clear and understandable manner. Communication is a dynamic process which need of mind and courage to face the other and convey his/her message in effective way. Communication process is successful when we deliver the message in clear and understandable way. Effective communication need to convey and accept his/her message in all kind of situation and circumstances. Good communication is considered a strong tool 'for

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effectiveness in the teaching profession (Monika Srivastava, NA) as variety of skills are needed for good teaching and teachers. A study conducted by Ehindero & Ajibade, (2000) indicates that for effective teaching, teacher requires good communication skills such as good communication, good classroom management, updating knowledge and maintaining personality. No one can teach effectively until having these basics skills of teaching.

In the era of globalisation, we cannot meet the international standards without ensuring quality teaching to the students in the institutes particularly technical institutes. Since technical education plays a very crucial role in the overall development of a nation, the researcher got inspired to choose the topic for study related to engineering institutes. The present status of higher education in India is a matter of discussion. It still needs a lot of improvement. The quality of higher education depends primarily on quality manpower in these colleges particularly teachers who teach and make students practice communication skills. There are large numbers of engineering colleges in Indore. The topic has been taken for the research purpose because a little work has been done. The results of the present study can be helpful directly or indirectly to the persons and bodies concerned. Top management of these colleges can ensure better facilities to improve communication skills of students of their colleges. Results can also be helpful to revise curriculum by the universities and also they can be helpful for teachers to know the feedback of their performance.

Review of Literature

Ramakrishna T. Shetty (2017) worked to measure the communication apprehension of 120 students at Jeppiar Engineering College and also speaking tests were administered to the same students to assess their public speaking skills. The results revealed that majority of the students have high communication apprehension and around 60% students lack communication skills. In the Indian context, an engineering students' success in the on-campus as well as in the off-campus is based on their demonstration of communication skills. According to NASCOM former President, Karnik only 25% of technical graduates are suitable for employment in the organisation in India because they lack abilities to speak or write well in English. Most students are not 'industry ready' (Infosys 2008). It is very essential for the engineering students who want to join the industry that they enrich their communication skills and soft skills and develop an ability to learn on their own and learn to work in a team.

David H. Culpepper, Jess D, Beeler and K.G.Burke (2017) in their study examine a model for improving the oral communication skills of business students. Quality of human development process refers essentially to the quality of education and quality of education is largely personalized as the quality of teaching that goes in school. Teachers' constitute the backbone of school system. Thus success of schools depends directly on the quality of its teachers. In order to improve and raise the standard of education first and foremost step should be to produce effective teachers. Therefore there is an utmost need to study on teacher effectiveness among Lower Primary School Teachers of Provincialized Boro Medium Schools of Kokrajhar District, Assam.

Stivers, Campbell and Hermanson (2018) found that employers identified oral communication skills as very important. More effective teacher was found that who- demonstrate established routines and procedures, maintains smooth transitions, prepares equipments and material for use, manages disruptive behavior, begins less promptly, involves students quickly by focusing on lesson, provides high time on task, paces the lesson, provides varied learning styles, exhibits control and calmness, uses a variety of strategies and models and incorporates a variety of learning modalities.

Rubin and Jordan (2018) report a semester-long communication course significantly improves the performance on communication assignments and lowers the fear of public speaking or writing for an audience. Du-Babcock (2006) stated that teaching business communication theory and models without associated application materials is inadequate and will lead to students not being capable of applying communication skills in the future.

Fraser et al, (2018) Enhancement of teaching and learning has been an important objective of business schools for many years. There are a number of ways to achieve this objective, but assessing the impact of teaching by measuring outcomes remains a major feedback method. "Outcome-based evaluation, as it is commonly called, has been increasingly invoked as a way of assessing... teaching effectiveness".

Conclusion

Teachers' effectiveness is one of the key factors determining students' performance because effective teachers create a warm classroom climate, get right down to their subject matter, use a variety of instructional strategies, raise probing question and provide timely response to students and feedback for students' improvement. Teachers

strive to make certain that the students gain knowledge and learn to comprehend. Effective teaching is essential in achieving outcomes of learning among students. An effective teacher can develop the positive attitude towards the learning of different subjects. Thus in a nutshell, an effective teacher strive for commitment to students and their learning, knows subject area and how to teach that subject, manages and monitors student learning and thinks systematically about teaching practice and learns from experiences. A knowledgeable, competent, well-prepared, organized, enthusiastic, approachable, caring, sympathetic and dynamic teacher is considered to be an effective teacher. It means to be adaptable to any situation and to be ready to change strategies at any given moment. It also means to be able to realize student growth in a variety of different degrees and manifestations to connect students with their passion for learning. Efficiency signifies a level of performance that describes a process that uses the lowest amount of inputs to create the greatest learning outcomes.

It can be concluded that overall effectiveness of teachers imparting communication skills to the engineering students is not satisfactory. Since the job prospects for the students are dependent on their demonstrating good communication skills, students can not grab the opportunities of job. Colleges are still lacking important facilities that are essential for the students. This can hamper the chances of growth of colleges as well as students in this world of cut throat competitions. Teachers have to be very effective so that objective of technical education in India can be achieved successfully.

On the basis of the findings of the study, following suggestions are proposed to improve the effectiveness of teachers of engineering colleges imparting communication skills to their students. Teachers should provide adequate chances to students for oral presentations. They should be aware of the latest developments taking place in their subject. They should continually motivate students for better communication. A-V aids should be used effectively and regularly. Colleges should

provide better internet facility. Public speaking should be promoted. Reading facilities in the libraries of the institutes should be enriched. Teachers should go in the class and laboratory with very good preparation. The most important suggestion is that the overall teaching learning environment should be healthy so that students learn well and fast and command over their communication skills to achieve success in interviews.

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