



**CHAPTER- V**  
**SUMMARY, FINDINGS**  
**AND**  
**RECOMMENDATIONS**

CHAPTER V  
**SUMMARY , CONCLUSIONS AND  
SUGGESTIONS**

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### **5.0 INTRODUCTION-**

The present investigation intended to study under the problem: “A Comparative study of the performance of Elementary Teachers of different denominations” . From the study, it can be seen that the performance of Elementary teachers working in schools of different denominations is satisfactory. Performance is a conceptual framework with structured decision making and problem solving. It is a dynamic, interactive, and relational process with mutually agreed upon goals. The process is marked by parity, individual and group accountability, trust and respect, valued expertise, conflict resolution, and a positive approach to confrontation. Competency and performance of Elementary teachers is based on the belief that the teaching and learning process is a dynamic process requiring decision making and problem solving skills. Hence as a teacher, there are various factors and performance standards which needed to focus upon. They need to conduct experiment, and implement those teaching strategies that appear to be most relevant in their own surroundings. The present research studied found that the administration of most educational institution is not sufficiently systemized to steer the organization to the excellence, effectively. Therefore, the most effective factor in increasing teachers\*competencies or performance is the focus to be held on different performance standards. The present chapter is concerned to the review, major findings, conclusions and suggestions which have been shown below.

### **5.1 STATEMENT OF THE PROBLEM**

The comparison of the performance of Elementary Teachers of Different denominations

### **5.2 OBJECTIVES OF THE STUDY-**

The present research studied under following 7 objectives as follow:

1. To study the performance of Elementary teachers of Kendriya Vidyalaya .

2. To study the performance of Elementary teachers of Demonstration Multipurpose School.
3. To study the performance of Elementary teachers of Jawahar Navodaya Vidyalaya
4. To study the performance of Elementary teachers of Public school.
5. To compare the performance of Elementary teachers of K.V , D.M.S , J.N.V and Public school.

### **5.3 VARIABLES OF THE STUDY-**

#### **Dependent Variable**

- (i) Teacher Performance

#### **Independent Variable**

- i) Elementary teachers

### **5.4 OPERATIONAL DEFINITION OF IMPORTANT TERMS-**

In the present study, a few terms, like the following, have been used for their specific meaning vis-a-vis the investigation :

#### **5.4.1 TEACHER PERFORMANCE-**

Teacher performance is defined as the extent of teacher's mastery over the subject matter, his/her desirable personal qualities conducive to the profession (like confidence, regularity, punctuality and emotional resilience), relationship with student and colleagues, communication skills, planning and preparation and task orientation, as measured by Self-Evaluation Teacher Performance Scale.

#### **5.4.2 TEACHER COMPETENCY**

**Competency** is the ability of an individual to perform a job properly. It is a combination of personal knowledge, ability, skill, attitude, values, motivation, belief, experience and behavior used to improve performance or quality of being adequately or well qualified for the professional advantage, to incur the development according to the required purposes or specific role.



### **5.4.3 ELEMENTARY TEACHERS-**

The teachers who are teaching from Std I to Std VIII are known as Elementary teachers.

### **5.4.4 PINDICS-**

Performance Indicators are the standards on which the teacher assess himself/herself.

### **5.4.5 DIFFERENT DENOMINATIONS-**

Different denominations of the schools means the schools having different environment curriculum , teaching learning process and the selection of learners also. The performance of teachers depends upon the working area in which they are teaching. So the teachers working in schools of different denominations have variation in their performance.

### **5.5 QUESTIONS TO BE ANSWERED-**

THE SUMMARY OF QUESTIONS TO BE ANSWERED IS AS FOLLOW-

On the basis of the objectives formulated , the following research questions are designed-

1. Is the performance of Elementary teachers of Kendriya Vidyalaya Satisfactory .
2. Is the performance of Elementary teachers of Demonstration Multipurpose School .
3. Is the performance of Elementary teachers of Jawahar Navodaya Vidyalaya Satisfactory .
4. Is the performance of performance of Elementary teachers of Public school.satisfactory .
5. Is there any comparison in performance of K.V , D.M.S , J.N.V and Public school .

### 5.6 IMPORTANCE OF THE STUDY

In addition to achieve the successfulness of the teachers\* performance and competencies, the first component which sends an impact to effectiveness of such teacher is to consider and practice the performance standards in such school. The result of study is of great significant because it will provide workable guideline to achieve the objectives of Elementary teachers by suggesting the improvements in the performance and competencies. It will identify the performance and competencies of teachers and the improvement of quality of education using the performance standards which will turn the achievement of the students.

### 5.7 CHAPTERIZATION-

The present study was divided into five chapters.

The first chapter on introduction dealt with introductory aspect of the study, statement of the problem, objectives of the study, variables of the study, hypotheses of the study, limitation of the study, definition of the important terms, importance of the study and chapterization.

The second chapter concerned to theoretical orientation and review of the past studies i.e. teachers\* competencies, the teachers performance within the schools and the review of the past researches done in India and the researches done in foreign countries.

The third chapter based on plan and procedure i.e. technique selected for the study, tools and their characteristics, development of the tool, item analysis (establishment of discrimination of the tool, establishment of the reliability of the tool, establishment of validity of the tool, administration of the tool, technique of analysis of the data, statistic used.

The fourth chapter described about the analysis of data and interpretation the collected data i.e. the analysis of the level of the performance of Elementary teachers within schools was the part one, level of teachers\* competencies in relation to the performance within the schools, the comparison of scores of performance of teachers belonging to different denominations of the Bhopal district, the comparison of scores of



competencies of teachers belonging to different types of school and different levels of education having different levels of performance.

The fifth chapter concerned to review, major findings, conclusions and suggestions.

## **5.8 TOOLS USED IN THE STUDY**

The standardized tool of NCERT i.e PINDICS ( Performance Indicators ) is used as a tool in the present study. The tool is of 4 point scale. The tool is divided into 7 performance standards and then 54 sub items. The tool is mainly divided into 7 performance standards.

### **5.8.1 PERFORMANCE INDICATORS (PINDICS)**

Performance Indicators (PINDICS) are used to assess the performance and progress of teachers. It consists of performance standards (PS), specific standards and performance indicators. Performance standards are the areas in which teachers perform their tasks and responsibilities. Under performance standards there are some specific tasks which are expected to be performed by the teachers. These are termed as specific standards. From specific standards performance indicators have been derived.

PINDICS is based on the provisions in sections 24, 29 and the schedule specifying norms and standards for schools in the RTE Act 2009, NCF-2005 and SSA Framework-2011. It has been further fine-tuned using the feedback received from the NCERT Study-‘In-service Education for Teachers (INSET) impact on classroom transaction’ conducted in 2010-11, try out with primary and upper primary school teachers and comments received from state level officers from SCERT and SPO, and teacher education professionals.

### **5.8.2 PERFORMANCE STANDARDS (PS)**

Performance Standards communicate expectations for each responsibility area of the job performance. The following performance standards have been identified.

- Designing Learning Experiences for Children
- Knowledge and Understanding of Subject Matter
- Strategies for Facilitating Learning

- Interpersonal Relationship
- Professional Development
- School Development
- Teacher Attendance

## **5.9 TECHNIQUE OF ANALYSIS OF DATA**

After having the responses on the scale to measure the performance of Elementary teachers , the score were obtained . the scale and the scores were divided in four standards starting from 1 to 4 in increasing order . the scores of low level of performance is considered as 1 , moderate level of performance is considered as 2 and high level of performance is considered as 3 and 4.

The data collected by the researcher then analyzed according to the research questions. the data is then tabulated and scores were taken as-

- I) Percentage wise tabulated distribution of performance of elementary teachers of schools of different denominations.
- II) Tally wise distribution of performance of elementary teachers of schools of different denominations.
- III) Graphical representation and comparison of performance of elementary teachers of schools of different denominations

## **5.10 LIMITATIONS OF THE STUDY-**

- Study was confined to Bhopal district only.
- Study was conducted on Elementary teachers only.
- Study was confined to K.V , J.N.V , D.M.S and Public school only.
- Study was confined to teachers and their Self Assessment only.

## **5.11 MAJOR FINDINGS-**

The major findings of the present study are as follow:

- The performance of the Elementary teachers of K.V is good since 67% of teachers have the performance 'beyond the expected standard' and 33% teachers have the performance 'approached the expected standard.



- The performance of the Elementary teachers of J.N.V is satisfactory as 50% teachers have the performance 'beyond the expected standard' and 50% teachers have the performance 'approached the expected standard'
- The performance of the Elementary teachers of D.M.S is good as 67% teachers have the performance 'beyond the expected standard' and 33% teachers have the performance 'approached the expected standard.'
- The performance of the Elementary teachers of Public school is excellent as 86% teachers have the performance 'beyond the expected standard' and 14% teachers have the performance 'approached the expected standard.'
- performance of elementary teachers of public school is excellent , performance of elementary teachers of K.V and D.M.S is good performance of elementary teachers of J.N.V is satisfactory , so we can arrange the performance of elementary teachers of schools of 4 diff denominations in following way-

Public school > K.V > D.M.S > J.N.V

### **5.12 CONCLUSION-**

By analyzing the data , it was found that the performance of elementary teachers of schools of different denominations was satisfactory leaving a few performance standards. The teachers need to focus on the standards and the goals previously set and to work according to that . By doing so they can enhance their performance and competency as well as the quality of education also. The performance and competency of elementary teachers is a major medium to enhance the quality of teaching learning process and to enhance the performance of students also.

### **5.13 EDUCATIONAL IMPLICATIONS-**

The findings of the present study opens the door way to enhance the performance of the elementary teachers and ultimately to enhance the quality of education . if the performance and competency of teachers are assessed after a regular interval of time , and important guidelines and suggestions are conveyed for the low performers then the quality of education can be enhanced and as well the performance of students also.



### 3.14 SUGGESTIONS FOR THE FURTHER STUDIES-

After analyzing the data and conducting the present study the suggestions for further studies are as follows-

- I) The present study can also be done on a large sample
- II) The present study can also be done on the secondary school teachers.
- III) As this study was confined to Bhopal district only , it can also be done to check the performance of elementary teachers of two or more districts.
- IV) The study can also be done to check the performance of the teachers of different states.
- V) The study can also be done as an experimental study to check the change in performance of teachers.