



RESEARCH ARTICLE

CHANGING ROLES OF TEACHING PROFESSIONALS: ISSUES & CHALLENGES

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ARTICLE INFO

Article History:

Received 03rd March, 2017

Received in revised form

19th April, 2017

Accepted 28th May, 2017

Published online 30th June, 2017

Key words:

Teaching Professionals,
Role Ambiguity,
Issues and Challenges.

ABSTRACT

The profession of teaching has existed in the society since the ancient era. With changing times, the roles of teaching professionals too has gone under drastic transformations. Today, the roles and responsibilities of teachers are not only limited to delivering quality lectures and imparting best skills to students but also involves sustaining a job characterized by excessive pressure, conflicting demands, role ambiguity, and a heap of administrative obligations. This shift in the job role has impacted the quality of the lessons taught in the classrooms, stress levels, general wellbeing and overall quality of life of the teaching professionals. This paper attempts to highlight the impact of role ambiguity as a key factor in causing overwhelming pressure, stress and dissatisfaction among the academicians. These issues, suggestions for empowering academicians and implications of the study will be discussed during the presentation.

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Citation: Mansi Tiwari and Priyadarshini Pant. 2017. "Changing roles of teaching professionals: issues & challenges", *International Journal of Current Research*, 9, (06), 52859-52862.

INTRODUCTION

Teaching is something meant for a very novel purpose which is perceived as a very respectful job. Whenever it comes to talk about teachers usually we consider them as a pool of knowledge who provide guidance to the students for their growth & development. As environment has changed, technology, norms of opening colleges & schools, patterns of teaching, attitude & behavior of authorities, module of subjects, etc. have also changed. These changes are surprisingly creating lot of role ambiguity on the part of faculties & teaching eternity like for what work they hired for. Are they hired for clerical work, marketing work, odd time duties, and admission work? This is serious issue where researcher as a faculty very concerned about the kind of professional life which faculties are leading not adding anything in terms of research & development. The irony is whenever universities & colleges hire faculties they are always been asked for their research contributions as if universities & colleges are more focused towards research work & take this as a quality to the teacher. But, actually this only the concern till the selection of academicians but afterwards their focus get changed to the following concerns like -

- How many maximum number of lecture one can take around 25 -26 per week.
- How they can be utilized in increasing the number of admission to the college or university by giving them individual targets.
- How the one can be used for conducting marketing activities like distribution of leaflets & brochures.
- How nice the staff is able to counsel the students not to withdraw their admission
- How faculty can be used in other assigned duties at the time of events organized in colleges & universities.

Above concerns are taken as the qualitative aspect of existing teachers where no one is asking for how you teach, what pedagogy you adopt for teaching, what is your innovation & research work etc. This concern made me to find out the effect of changing roles of teaching & their impact on the mindset of faculties in terms of stress, role ambiguity, general wellbeing & their quality of life.

Literature Review

Naina Sabherwal, Deeya Ahuja, Mohit George & Arjun Handa(2015): have talked about the occupational stress faced by the faculty members in higher education. They tried to find out the various type of stressors & their impact on their performances. This study reveals that poor infrastructure,

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student discipline, time pressures, poor pay prospects were very stressors for faculties in pune.

Dr. G. Suganthi & M. Lakshmi (2013), They discussed about the unpleasant emotions in the form of anxiety, anger, tension, frustration & depression faced by the teachers as a result of their teaching work. The researchers tried to find out the whether their socio economic life is affected because of stress. Also they mentioned about what the behavioral consequences of stress among teachers especially females.

Lucg. Pelletierandelizabethc. Sharp (2009), In this paper the researcher have talked about the pressures which makes teachers to be more in controlling instead of being supported to the students. This research indicated that management imposes more pressures just to secure & maintain their own autonomy. The research findings reveals when the teachers feels motivated for their students & there may be lack in achieving administrative standards which further results in controlling behavior where something needs to be done. The findings says that in long run less pressures are not only good for well being of students but also for the teachers.

Haydee Colacion-Quiros and Raymund B. Gemor (2016), This study aim to find out the stress level among the faculty members of state university West Visayas. The researcher tried to find out about the cause & effect relationship among the respondents. This study was done on descriptive method & taken samples of 55 respondents on random basis. The study highlights the result about leading cause of stress is paper work & in physical context high blood pressure, emotional effect was irritability & spiritual effect was anxiety among the respondents.

Georges Yahchouchi & Nathalie Bouldoukian (2014), This paper explains about the managerial HR practices on academia people which may enhance their job performance & results in job security. In this researcher tried to find out the quality of job performance, job insecurity & faculty empowerment how become important to deal with to enhance teachers efficiency. In this sample of around 136 respondents taken where they share both academic & administrative responsibility. The study reveals that empowerment, job security positively helps in promoting quality in job performance as well as teaching & learning.

Adnan Iqbal & Husam Kokash (2011), Under this researcher said about how teaching profession used to be most stress free job earlier but it seems to be most stressful occupation. The researcher conducted this study to find out the faculty perception towards the occupational stress among the private university. The sample was 109 from different specialization & snow boll sampling was done. The study reveals that coping with stress strategies should also be reviewed to reduce stress by management especially when it come to the student interaction & professional identity. Regular communication & support should be given for caring them as part of whole institution.

Jo Dugstad Wake, Olga Dysthe & Stig Mjelstad (2007), In this study researcher tried to study about the changes in the role of teachers with changes in the technology. The researcher studied the relationship between introduction of technology & the changing roles. This paper reveals that this advancement will surely replace the traditional teaching & influence the

transparency when it comes to communication. This will improve the coordination & of course the teaching & learning pattern. But, researcher also says that the implication could also be negative & positive.

R. Ravichandran and R. Rajendran (2007), The researcher investigated about the various origin of stress among teachers of higher education. sample of 200 teachers were taken randomly. The findings reveal that personal variables play a very significant role in perception of various sources of stress in relation to teaching.

Mandy Jollie Bako (2014), This study talked about the role ambiguity & role conflict among the academic & administrative staff in one of the university. Researcher also examined the effect of demographic variable on role perception of staff. The study reveals that academic staff perceived more role ambiguity than the administrative staff. This study also reveal that gender play a significant role ambiguity in academic staff.

Bill Mulford (2003), described how development in our society is changing the role of school leaders. Under this the researcher also talked about how the school leader can strengthen the recruitment & section of teachers which will automatically result in good student up liftment. This paper reveal about how crucial the role of school leader is in continuous improvement of education where school leader recruitment, development & retention is taken into considerably more important.

Julieta Remedios Betonio (2015), In this researcher focusing upon the factors that leads stress to teaching faculty & their performance. The variables for studying stress were taken like work , peer, family, economic, school policy & management practices related. It also shows the relationship in regard to teaching performance like class room management, communication skills, facilitating students learning & student teacher relationship. The finding of the study revealed that faculty experienced moderate level of stress in areas like economic related, school policies & management practices related & experienced low level of stress in family related & peer related stress.

Anna chalmers (1998), In this researcher tried to find out the impact of work load on stress level of university staff. It focuses on the changes in work load, in responsibilities & in working relationships within the university staff. As per the finding of the study the impact of changes is more negative than the positive like affecting the university staff health & their personal lives. The university staff is reporting more about work related illness.

Objective & Purpose of the study

- To explain the various situations in which the professional teachers may feel distressed which led to reduce the quality of teaching & increasing role ambiguity & dissatisfaction.

MATERIALS AND METHODS

The total 28 faculties were approached for this project but out of which only 6 faculties have responded for sharing their own experiences in the world of academia. Appointments were

made & I am putting the experiences of mentioned number of teaching professionals in regard to role ambiguity & undue pressures & most importantly the dissatisfaction.

Sample unit - Academicians

Sample size - 6

Sampling Method – Convenient Sampling

not acceptable by the management sometimes. This is demotivating for self as well as moreover it doubts on self competencies. It will be highly competitive if they will not pursue with this. As a result, this will not benefitting the teacher as well as their concern institute if they will not be given effective support in doing research work.

Table 1. Experienced based Analysis & its Repercussions

S.No	Status of Respondent	Situation / Case Description	Repercussions
1	Mr.G, Assistant Professor working with professional institute with experience of 4 years.	Described about how he allocated with the work of distributing the leaflets of his institute at different exam centers to the students who came to give exams there. It was done for the marketing promotions & where the teaching staff were also instructed to collect their personal contact details which can be further be used to convert them for admission in their institute.	<ul style="list-style-type: none"> • Mr. G got confused about his role like he is teacher or leaflet distributor. • He got stressed, worried & decided to leave the job but due to family obligations he can't.
2	Ms. H, Assistant Professor, highly qualified & having 6 years of teaching experience in a private university	Proposed the idea to present the research paper in one of the conference & asked for one day leave. Afterwards the management says that, "one should concentrate on Phd & not for asking about the leaves for paper presentation. Later she was allotted with leave without pay.	<ul style="list-style-type: none"> • This led the arousal of a question & stressed Ms. H about how the teachers will enhance their teaching skills if they will not be supported by their colleges & universities.
3	Mr. A, Assistant Professor, in a private institute having experience of 3.5 years of experience in teaching.	He shared about his experience how in initial days he was more focused about research work & writing research papers. What the encounter happened when he allotted with the load of 25 lectures per week which indicate 5-6 lectures a day including substitution classes. This was done just because college is having the mindset of saving the cost by not recruiting the faculties as required for smooth working. They were taking the work of two to three people from one only.	<ul style="list-style-type: none"> • This results in lecture load & other associated paper work. • He gave up with writing research papers as level of fatigue was so high. • He thought the fault is his & he is not capable of doing this. • It further resulted in high stress & dissatisfaction in the job.
4	Mr. U, Assistant Professor, working in a deemed university with experience of 4 years.	He described his experience by sharing information that his university doesn't consider what quality teacher is giving into the class? Lectures are qualitative or not? But, the main focus is on administration & controlling of class which made teacher stricter because as per the head of the institute teacher should be a good controller no matter what he teaches. He appraises only good control only even if they are teaching the subjects like Income Tax with power point only.	<ul style="list-style-type: none"> • Mr. U realized & concluded that big universities are more focused for controlling of class & students instead of what we are teaching. • He further became stressed about that he teaches quality but no one is there to appraise his work because he is not showcasing his control to the head of the institution.
5	Ms. N, Assistant Professor, working in a private university & having experience of 6 years.	She shared about her experience when she got the role of security team in late hours in night. She dined to do this. Her director created lot of pressure to convince her negatively by saying that she will be fired & will not be given any increment.	<ul style="list-style-type: none"> • She revealed that she got stressed & her Blood pressure got very high when her head shouted for this work. • She felt upset & also till today worried about the changing conditions in the teaching profession. • She confessed that this led her to think again why she is a faculty.
6	Mr. F, Professor in one of the reputed college.	Mr F shred his experience about when he told to be the part of admission committee. He felt good when it was announced & motivated to perform for the college. Later, in a meeting he was shocked when he came to know about the everyone is given with the target of 10 admissions & if will not be achieved then faculty should be ready to leave the college because it's a business.	<ul style="list-style-type: none"> • This resulted in dissatisfaction of course Mr. F is not able to understand for what role he hired for. • It was Stressed & upsetting because the institute imposed it which makes everyone under pressure of getting admissions.

Major consequences on the basis of situations

- Faculties who are hired for especially teaching purposes & also found imposed with sales promotion exercises in which is very demean & disrespectful for a teacher to do especially if it comes to distribution of leaflets & brochures at the gate of colleges just to increase the number of admissions. This led to the teaching staff in a confusing state of mind where they may start disliking their job as well as their profession. For teaching profession it's a big question mark in terms of demoralization & loss of dignity too.
- Faculties are not given with positive support or there is a lack of support in pursuing research work for enhancement of knowledge & skills. Academicians are known for their teaching & research work but they are not even given with leaves to do so, not given motivation to do so & if some try to it then again it is

- Now day's universities are becoming more conscious on cutting their cost as teaching becomes a profit making business. Few of the universities & colleges are trying to cut their cost by not hiring the right number of faculties & using one faculty over the 2 or 3 faculties. This results in heavy lecture load & creating fatigue, disinterest in job & dissatisfaction which is making faculties physically dull & mentally stressed. The heads are proving to the management of the institutes that they running institutes with limited number of people & adding more to their profits than expenses.
- Role ambiguity is higher in colleges & universities as teaching is not only the work they need to do. It becomes secondary as primary is to control the class & student, give admissions to the university or colleges, do other non teaching work like security work at the time of events especially to female in late hours. All

these incidents making us to think about for what purpose we are actually serving to the organization. This will in long run result in high turnover because a good person doesn't want to work on the cost of compromises from the profession in which they are. Many are there who are happily & willingly doing other work just to have good increments & making this profession from novel to so cheap & shameful.

Conclusion

- Academicians should be given more freedom in exploring the innovative ideas in what to teach, how to teach instead of making them overburden with other tasks which may affect the morale & dignity of faculty.
- The head & chairperson should be more concerned about how students are performing, what is their level of understanding & what teacher are teaching rather imposing unethical obligations on teachers.
- Let the institute to be known for its quality manpower in research area & quality placements instead of focusing on more number of students what if they are not even cracking the eligibility criteria.
- Provide academicians with the provision of academic leaves & allow them to avail so that quality research can be done which could also be utilized by institute in terms of quality teaching.
- Universities & Institute should be more controlling on students & should be counseled & trained in context of their behavior towards teachers & decorum towards college or institute rather pressurizing & punishing the teaching staff held responsible for everything.
- Respect manpower which should reflect in organizational policies, working environment & support because a happy employee (Teacher) will give good results in terms of good placements to the institutes & university.
- They should be given with justified lecture load as per the norm per faculty so that pressure of taking lectures should not take place will helps in reducing work fatigue, stress etc.

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