

CHAPTER - XI : SUMMARY AND CONCLUSIONS

The major purpose of this study was to construct and standardise an inventory for predicting teacher-efficiency for the primary school teachers of Mysore State. It was felt that such a tool will not ^{only} help training institutions to select candidates for training but also schools to choose suitable personnel for teaching profession.

A number of items were constructed under each of the following areas which included qualities needed by a successful teacher :

- 1) Professional knowledge or skill and interest
- 2) Acquaintance with the principles of psychology
- 3) Ability for class management, school organisation and educational administration
- 4) Relationship with others
- 5) Individual qualities.

The inventory consisted of two types of items 'A' Type and 'B' Type. 'A' Type were in the form of statements each of which was to be opined on a five-point scale such as 'SA', 'A', 'U', 'D' and 'SD'. 'B' Type consisted of situations

common to school environment. Each situation was associated with five probable reactions.

The final form of the inventory consisting of 100 items was evolved after subjecting the pilot-test data to statistical analysis.

All possible ways of scoring and giving weightages to the responses of each item were tried. At last it was decided that the scoring system should be based on the pooled responses of the 55 experts who had recorded their responses for all the items. Accordingly, the system of scoring the two responses with the highest frequencies in each item, which was both reliable and convenient for use, was adopted.

Means, decile points, letter grades and standard scores have been provided as norms. Subsequent studies showed that there were significant differences in the means of trained and untrained teachers, experienced and inexperienced teachers, government, non-government and pupil-teachers of training institutions. Hence, separate norms have been established for these groups. Also, ogives have been provided to help easy reading of percentile norms.

The reliability and validity found out by the different methods show that the inventory can be taken as reliable and valid for all practical purposes.

Factor analysis was tried on the inter-correlations of sub-tests and it is interesting to note that there is a common factor running through all the sub-tests.

The following observations and conclusions can be made from a study of the performance of the different categories of teachers, on the inventory :

- 1 A teacher's professional success is not in any way influenced by sex or the locality in which he or she works ;
- 2 Training, experience and qualification add to the professional success of a teacher ;
- 3 While studying the characteristics that the children wished their teachers to possess, it is seen that most of the characteristics chosen by them are in accordance with those found in many of the previous studies.

All these observations and conclusions are made with respect to the sample of 500 teachers who answered the final form of the inventory.

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