

Evaluation Of the UGC-HRDC Orientation Programme Regarding to Utility for The Newly Appointed Teachers

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Abstract- *The purpose of this study to evaluate the UGC-HRDC orientation programme regarding to utility for the newly appointed teachers and suggest some valuable ideas and things for enhancing the quality of the orientation programme in future. So, this research paper is focused on the many parameters of evaluation in terms of utility for the teachers as relevance of course content, consciousness towards teaching, orientate towards teaching, development of teaching skills, quality of the lectures etc. 52 participants of orientation course considered for the study and five-point rating scale used for the data collection. Findings of the study are that overall, the teachers told this programme excellent for teachers. I hope this research paper will be helpful to make strategies and policies for the teachers training programme.*

Indexed Terms- *Evaluation, UGC-HRDC orientation, Utility, newly appointed Teachers.*

I. INTRODUCTION

Evaluation is a very important and necessary part of any program. Evaluation is the process of assessing the results or outcomes of program. It determines the significance of any program. Systematic way of evaluation can provide the necessary information required for continuous development and growth. Every training program must be evaluated because there is no alternative method of ensuring that investment on training are worthwhile without doing evaluation. Evaluation is a process that critically examines a program. Its purpose is to make judgments about a program, to improve its effectiveness, and/or to inform programming decisions (Patton, 1987) the primary purpose of evaluation, in addition to gaining insight into prior or existing initiatives, is to enable reflection and assist in the identification of future change. [2]

Evaluation is the structured interpretation and giving of meaning to predict or actual impacts of proposals or results. It looks at original objectives, and at what are either predicted or what was accomplished and how it was accomplished. So, evaluation can be formative that is taking place during the development of a concept or proposal, project or organization, with the intention of improving the value or effectiveness of the proposal, project, or organization. It can also be summative, drawing lessons from a completed action or project or an organization at a later point in time or circumstance. [2]

II. RESEARCH QUESTIONS OF THE STUDY

1. What is the relevance of provided contents with aim of the course?
2. What is the level creating consciousness towards teaching?
3. What the programme is helpful to orientate towards teaching profession?
4. What the programme is helpful to develop teaching skills?
5. What the programme enhances of knowledge in different areas?
6. What is the quality of the lectures given by resource person?
7. What the orientation programme is helpful to reducing hesitation of the teachers?
8. What is the utility of the given task for teachers?
9. What is the level of provided facilities by UGC-HRDC as- Meal, Accommodation, and Sitting etc?
10. What is the overall utility of the orientation programme for teachers?

III. OBJECTIVES OF THE STUDY

To evaluate the UGC-HRDC orientation programme regarding to Utility for the Newly Appointed

Teachers in terms of: -

1. Relevance of the provided contents for the teachers.
2. Creates consciousness towards teaching.
3. Helpful to orientate towards teaching profession.
4. Helpful to develop teaching skills.
5. Enhanced of my knowledge in different areas.
6. Quality of the lectures given by resource person.
7. Helpful to reducing my hesitation.
8. Utility of the given task for you
9. Facilities provided by UGC-HRDC (As- Meal, Accommodation, Sitting etc.)
10. Overall utility of the orientation programme for you.

209- 260

(Excellent)

• Findings of the Study

1. In terms of the relevance of the course contents with aim of the course 8 % teachers who participated in this orientation programme told this programme excellent, 65 % told good, 19 % told average & 8% told satisfactory.

Excellent	08 %
Good	65 %
Average	19 %
Satisfactory	08 %

IV. METHODOLOGY OF THE STUDY

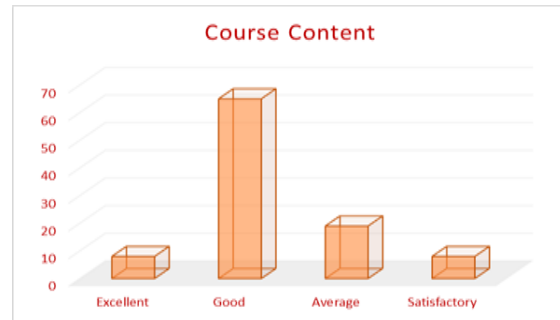
Population: All newly appointed assistant professors of different districts and states who participated in orientation programme-130 at HRDC, university of Lucknow considered as population of the study.

Tool for the study: Self-made five points rating scale used as a tool for data collection. All 52 male and female newly appointed assistant professors of different districts and states who participated in orientation programme at HRDC, university of Lucknow considered for responding. Scaling parameters of the scale is 5 to 1.

Scoring Method: First of all, parameters wise scored the data then convert it in percentage (%) to interpret the results and calculated actual score of all parameters for overall parameter wise evaluation.

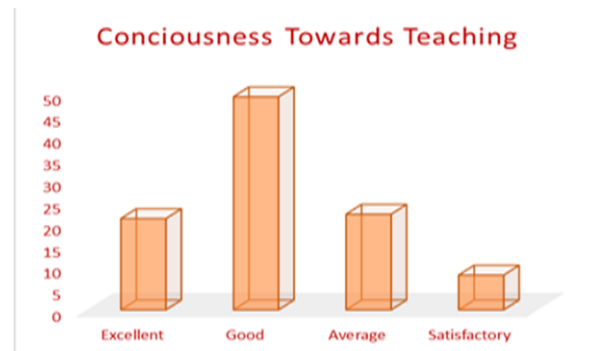
- 5 for Excellent
- 4 for Very good
- 3 for Good
- 2 for Poor
- 1 for Very poor

Scale for overall evaluation = Score 01- 52 (Unsatisfactory)	53-	104
(Satisfactory)	105-	156
(Average)	157-	208 (Good)



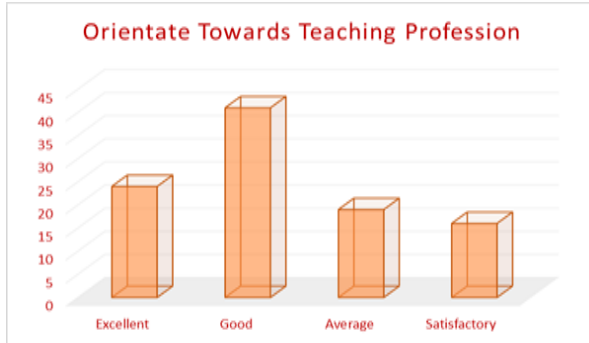
2. In terms of the creates consciousness towards teaching 21% teachers told this orientation programme excellent, 49 % told good, 22 % told average & 8 % told satisfactory.

Excellent	21 %
Good	49 %
Average	22 %
Satisfactory	08 %



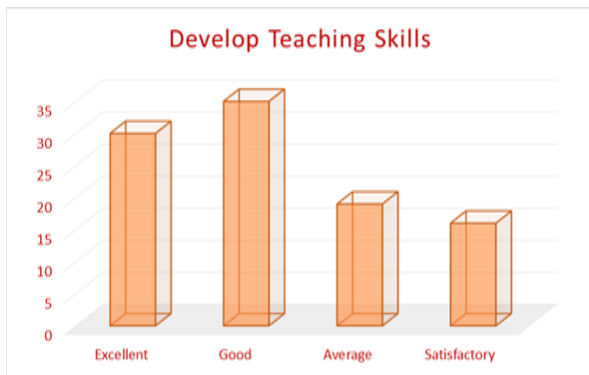
3. In terms of orientate towards teaching profession 24 % teachers said the programme excellent, 41 % said good, 19 % said average & 8 % said satisfactory.

Excellent	24 %
Good	41 %
Average	19 %
Satisfactory	16 %



4. In terms of helpful to develop teaching skills 30 % teachers' said the programme excellent, 35 % said well, 19 % said average & 16 % said satisfactory.

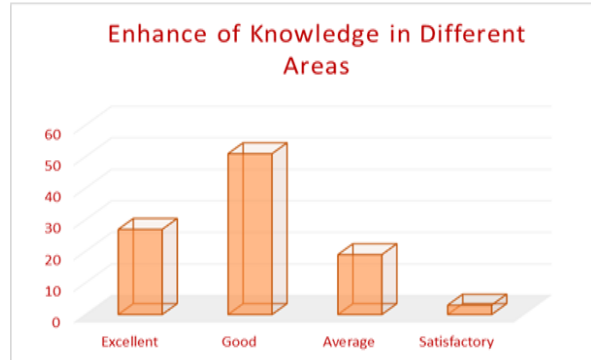
Excellent	30 %
Good	35 %
Average	19 %
Satisfactory	16 %



5. In terms of enhanced of my knowledge in different areas 27 % teachers said this programme Excellent, 51 % said good, 19 % said average & 3 % said satisfactory.

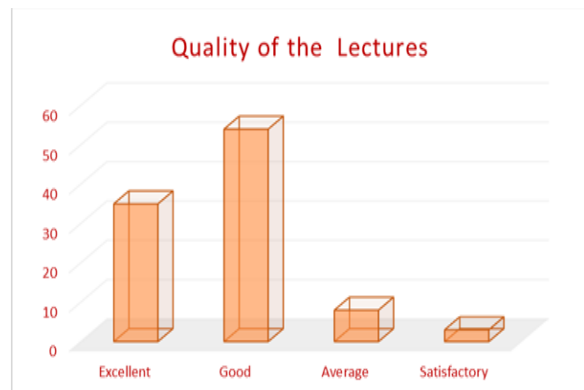
Excellent	27 %
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Good	51 %
Average	19 %
Satisfactory	03 %



6. In terms of the quality of the lectures given by resource person 35 % participants told this programme excellent, 54 % said good, 8 % said average & 3 % said satisfactory.

Excellent	35 %
Good	54 %
Average	08 %
Satisfactory	03 %



7. In terms of helpful to reducing my hesitation 14 % teachers said the was excellent, 59 % teachers said good, 16 % teachers said average, 8 % teachers said satisfactory & 3 % teachers said unsatisfactory.

Excellent	14 %
Good	59 %
Average	16 %
Satisfactory	08 %
Unsatisfactory	03 %

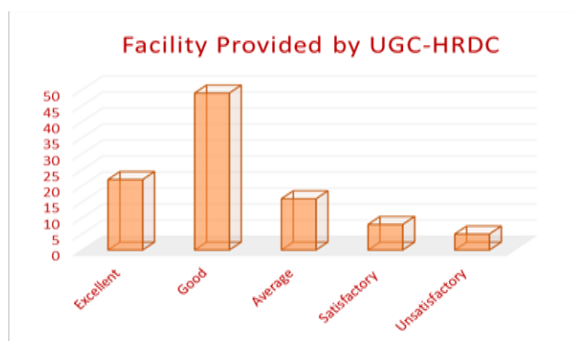


8. In terms of utility of the given task 13 % teachers told this programme excellent, 68 % teachers said this programme good,16 % said average & 3 % said satisfactory.

Excellent	13 %
Good	68 %
Average	16 %
Satisfactory	03 %

9. In terms of facility provided by the UGC-HRDC22 % teachers told this programme excellent, 49% said well, 16 said average, 8 % said satisfactory & 5 % said unsatisfactory of the facilities.

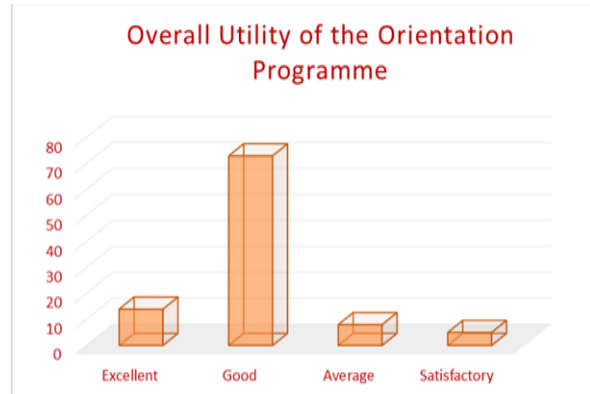
Excellent	22%
Good	49 %
Average	16 %
Satisfactory	08 %
Unsatisfactory	05 %



10. In terms of the overall utility of the orientation programme 14 % participants teachers told the programme was excellent, 73 % teachers said

good, 8 % teachers said average & 5 % teachers said satisfactory programme.

Excellent	14 %
Good	73 %
Average	08 %
Satisfactory	05 %



INTERPRETATION OF THE RESULTS AND CONCLUSION

After findings of the different parameters, the study says that regarding to relevancies of the content overall participant teachers told the content of the course was good. Regarding to consciousness towards the teaching overall teachers told the programme created good consciousness towards the teaching among the teachers. Overall, the teachers said the programme helped the teachers to orientate towards teaching profession. Regarding to teaching skills overall teachers told the programme good. Regarding to enhance of knowledge overall teachers said it was excellent. Regarding to quality of the lectures given by resource persons, overall teachers said it excellent also. Overall teachers told the programme good for reducing my hesitation. About the utility of the given task overall teachers said it good. Regarding to facilities provided by UGC-HRDC overall teachers said it was also good. And overall teachers told overall the orientation programme good. The results show that this was excellent programme for teachers and definitely helpful for teachers but there is some suggestion given by participants teachers. 1. The orientation programme should be free of cost for teachers. 2. It should be started within one year of the joining. 3. The topics should be more relevant.

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