

## CHAPTER - XII : RETROSPECT AND PROSPECT

The construction, standardisation and validation of the inventory have been described in detail in the foregoing chapters. There is no other test in Kannada to assess 'Teacher-Efficiency', which has been standardised. The standard norms have not been fixed separately for men and women-teachers or rural and urban teachers since the average scores of the two groups are almost the same. There is no appreciable difference between the performance of these teachers. This test is more likely to be useful in selection of teachers for training or teachers as such and hence besides the general norms, separate norms have been already shown for untrained teachers, which may be also used for teachers with lesser experience or qualifications.

The reliability and validity of the inventory have been tested and found to be high. In spite of many difficulties experienced in undertaking this expensive and laborious task, it has been successfully finished and standardised. A reliable and valid measure of 'Teacher-efficiency' is now ready to serve the primary school teachers of Mysore State. This has satisfied a long-felt need.

### Limitations

Although everything possible has been done to construct and standardise a good inventory, it has its own limitations, which are to be borne in mind while using it.

(1) The sample selected is rather small compared to the existing number of primary school teachers in the new Mysore State.

(2) All the areas which are supposed to influence the teacher's job could not be included in the inventory. Specifically, the aspect of intelligence which is important has not been dealt with in the inventory. It is suggested that intelligence should be measured separately with a separate intelligence test available, and the results of the present inventory should be supplemented by the performance on the independent intelligence test, before arriving at any conclusion on teacher-efficiency. Similarly, other aspects of personality and the like should be separately considered. This inventory is meant to examine and predict purely teachers' aptitude or teacher-efficiency.

(3) Other important factors like the marital status, economic position of teachers which might have effect on their teacher efficiency could not be ascertained.

(4) Next although the opinions of 55 experienced, well-

qualified educationists have been taken for the construction of the key for the inventory, there exists the subjective element which cannot be completely eliminated.

(5) The actual class room teaching of teachers could not be rated for validation purposes.

With all these limitations this has been an humble effort to begin with at least in our state, and it is hoped that it will promote the undertaking of a large number of supplementary standardised tests in the field.

#### The possible uses of the inventory

While the administration of this inventory was going on, a number of teachers of primary schools, training institutions and the heads of institutions exhibited their genuine interest to know the purpose and uses of such an inventory. This inventory can be conveniently used for the following purposes :

(1) In the selection of teachers to schools : The increased responsibility on the teacher of the present-day school demands a well-qualified teacher with the required aptitude for the profession. Hence, selection for teaching personnel has become very important and essential. This inventory along with other psychological tests will help in the direction of proper selection.

(2) In the choice of career or as entrance test for selection of teacher-trainees : It has become a fashion in our country that one who does not get a seat for any training will get into a teachers' training institution for training and thus enters the teaching profession. This is not a healthy attitude both from the point of view of the individual and the nation. Hence, proper guidance must be given to persons who wish to take up teachers' training. This inventory will be of great use in such a case. Proper selection to training institutions will really help to produce efficient teachers, which in turn will help to bring up future generation on a sound basis.

(3) For guidance : This inventory can be also used by school authorities and managements to grade teachers who are already in service and help such teachers who by a little help with further refresher courses can become better teachers. Teachers who are good can be encouraged to turn out better work in their schools. Teachers who have become teachers because of necessity and who cannot be good teachers may be advised and guided for some type of work other than teaching. This will definitely improve the quality of the staff in an institution.

(4) This inventory may help further research in the field of teacher personnel and selection. A lot of work

has still to be done in India in this field and this inventory may be of some use to those who take up problems in this field. Or, even further research can be taken up to better this tool or improve other tools.

It is expected that with all its limitations, the present work will be of some use in the advancement of teacher education and research in Mysore State, in particular, and in our country, in general.

A few words of caution

(1) It is very necessary that trained personnel should administer and interpret the results in the light of the preceding discussion.

(2) Measurement is always a means to an end and not an end itself. The score on the inventory is only a quantitative description of observed data. The true significance of the scores of the inventory can be determined only when it is seen in relation to other relevant factors and is fitted into the pattern of the situation. Decisions should not be taken only keeping in view the scores of the inventory. Judicious and rational use of the inventory is very essential.

(2) It is essential that the performance of individuals on this inventory should be made use of for selection and

guidance purposes on other psychological tests as well.

With these limitations and words of caution, it is hoped that the present inventory would conveniently serve as a good beginning to meet with the expectations aimed at by the author.

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