

“Teaching as a Career choice with Sustainable and Growth Mindset - A detailed study”

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Abstract: Out of all professions teaching is known for its nobility and deeds, as a teacher builds and shapes the mind of the next generation. This study attempts to understand the young minds (students) from class 10th to the Doctoral level related to their career path and attraction to take up teaching as a profession. The following study was descriptive in nature which was formulated to explore the untouched viewpoints of the forthcoming generation regarding the various aspects of the teaching profession. The study was carried out qualitatively among 111 respondents. Result reveals that females are more likely to take up teaching jobs. Students have also stated the reason for not being interested in teaching because of its low remuneration and limited growth and opportunity.

Keywords— Career Choice, Level of education, Teaching profession, Next Generation.

INTRODUCTION

Teaching is known as a Noble profession where a teacher plays the role of a guide, facilitator and a motivator. Teacher empowers and inspires the students to realize and exceed their potential to achieve good things in their life and be a responsible citizen of the country. It is also considered that teachers play the role of substitute parent in Indian Society.

Picking up a profession like teaching comes with so many responsibilities and duties. It works towards building social intelligence and harmony. They keep working to develop the confidence and sense of belongingness among the students and direct them in the right direction.

The word “Teacher” means “GURU”, he is the one who shares the knowledge, experience and skills to his disciples for a better-educated world. In India, it is considered that Teachers are the Nation builders as they facilitate student’s growth, skills, and creativity. A teacher is meant to impart knowledge and strengthen an individual’s career opportunities that contribute in their personal and professional growth as well as development of the nation.

Picking up a desired career option right from the beginning can help us to select the right education and skills we need to obtain to support our career. Having a careful, well planned and wise decision regarding our career can increase our chance of success.

In general terms, the word “career” is defined as what we do for our living and range from what is required with an extensive training and education which helps us to improve our performance and also willingness to learn. It comprises the several jobs and titles we have earned and accomplished over a long period of time.

In another context, a career is related to everything related with our career growth and development which also includes our choice of profession and its advancement.

This research responds to issues within the young generation picking up teaching as a profession. The need for this research study was recognized after noticing the decline in the numbers of enrolment of students in the teacher's training institutions in our country. Youths are more inclined towards the white-collar professions such as Applications Software Developer, Accountant or Auditor, Market Research Analyst, Information Security Analyst, Management Consultant, Financial Manager, Medical or Health Services Manager, Personal Financial Advisors.

The objectives of this study are as follows:

- 1) To understand the preferences and options regarding the career of the Next generation of our country.
- 2) To understand if the teaching profession attracts them the most in order to build their career path.
- 3) To find out the opinions about advantages and drawbacks of Teaching profession that would contribute to making them a successful or less successful career of their choice.
- 4) To make appropriate suggestions that would impact the current condition of Teaching Fraternity by providing a real image of this noble profession among the young generation of our country.

RESEARCH METHODOLOGY

This research paper is a descriptive research work and it is qualitative in nature based on the study of "Teaching as a Career Choice Attractive to Next Generation".

This research paper has been derived from the original study by collecting primary data from the self-made questionnaire by evaluating their Age group, Gender, Levels of education, Lists of professions, Essential skills needed for a successful career path, likes and dislike regarding the teaching profession by 111 respondents belongs to Delhi, Haryana, West Bengal, Jharkhand, Bihar, Uttar Pradesh and Orissa.

The questionnaire was prepared in order to collect data from the students seeking for an appropriate career path during their educational journey, most of the questions were multiple choice type and few questions were open ended. The questionnaire was constructed using Google form and the responses were recorded by the researcher. Therefore, there were no questionnaires that were incomplete or missing.

All the 111 respondents were the students either from class X, Class XII, Under Graduates, Post Graduates and few were pursuing Doctorate as well, the entire population is taken as the sample for this research study. The sampling method adopted for this study was a purposive, simple random sampling method.

The questionnaire was designed in the respective area that focused on:

1. Student's current educational level.
2. Profession that attracts them the most.
3. Will they like to take up "TEACHING" as their Profession.
4. Opinion on if teaching professionals are paid well in Indian Society.

5. If given an opportunity at which Level of education, will they prefer to teach.
6. The most crucial skill in their career path.
7. Things I like/dislike the most about Teaching profession.

The students were asked to self-assess themselves and point out an appropriate response on the given criteria of the questions to see if they were able to assess the career of their choice and understand the value of Teaching as a profession and its need in our society in the current scenario.

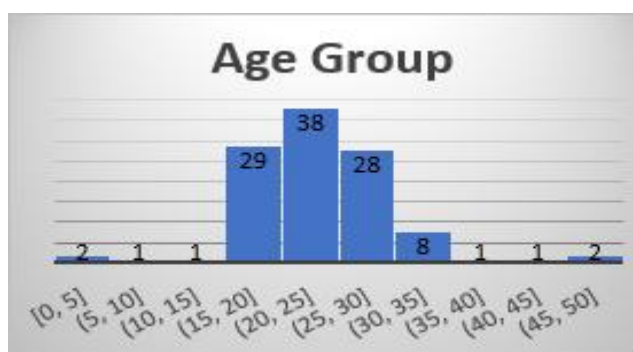
Data collected from the study were analyzed using software provided by Google form and Microsoft Excel. Descriptive statistics and explanatory analysis were used to report the findings of the study.

FINDINGS AND RESULTS

The findings from the questionnaires are presented below under the following categories:

Category 1: Age group of the respondents.

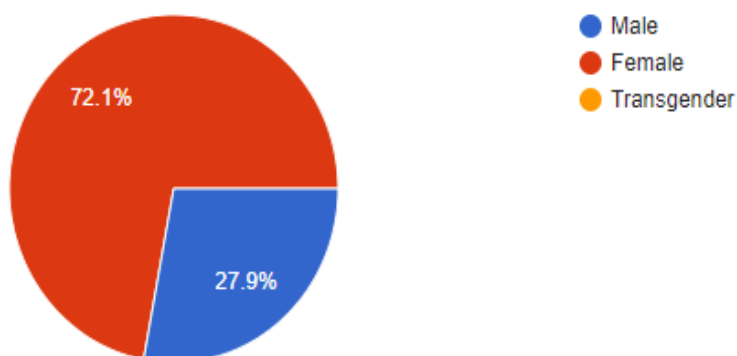
Graphical Presentation 1: Provides the age of the respondents.



Interpretation: The diagram shown above, depicts that the majority of respondents belong to the age group of 20-25 years, i.e., 38 respondents, 29 respondents belong to the age group of 15-20, 28 respondents belong to the age group of 25-30 while only 8 respondents belong to age group between 30-35 years.

Category 2: Gender/ Sex of the respondents.

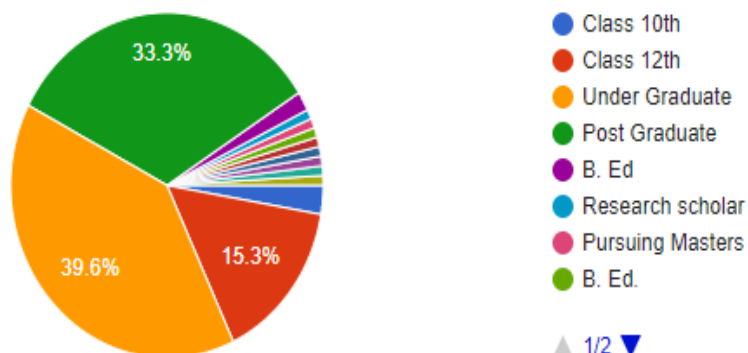
Graphical Presentation 2: Provides the gender of the respondents.



Interpretation: The diagram shown above, depicts that the majority of respondents are females i.e., 72.1% whereas the males are just 27.9%.

Category 3: Levels of education.

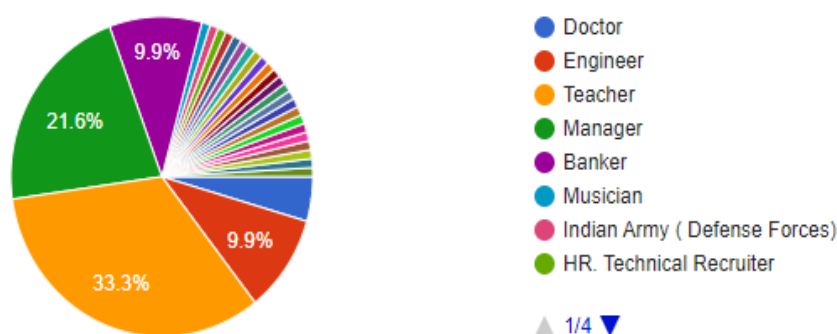
Graphical Presentation 3: Provides the level of qualification of the respondents.



Interpretation: The diagram shown above, shows the survey was taken mostly by under graduate students i.e., 39.8%, whereas 33.3% respondents were the Post graduate students.

Category 4: Profession that attracts them the most.

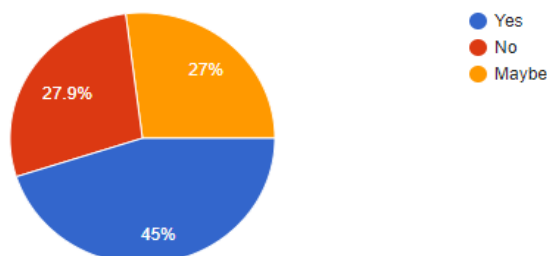
Graphical Presentation 4: Provides data of profession which attracts the young students.



Interpretation: The diagram shown above depicts that only 33.3% of respondents say that Teaching as a profession attracts them the most. Rest 21.6% of students would like to be managers, 9.9% of respondents wants to be either Bankers and Engineers, 4.5% of respondents wants to be Doctors and few wants to take up Entrepreneurship, Coach, Chef, Defence services, Business, Human resource managers, Scientists, Researchers, Artists, Air Hostess and Sport personalities.

Category 5: Number of respondents who would like to take up "TEACHING" as their Profession.

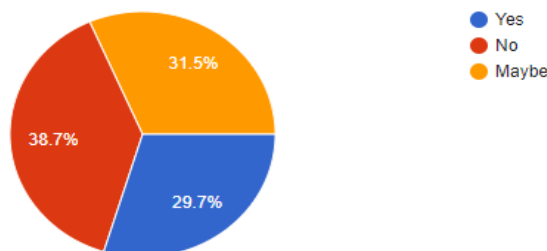
Graphical Presentation 5: Represents data whether students like to take up teaching as a profession.



Interpretation: In the shown diagram, it has been reflected that 45% of respondents may take teaching as their profession if not succeed in their predetermined career path.

Category 6: Teaching Professionals are paid well in Indian Society.

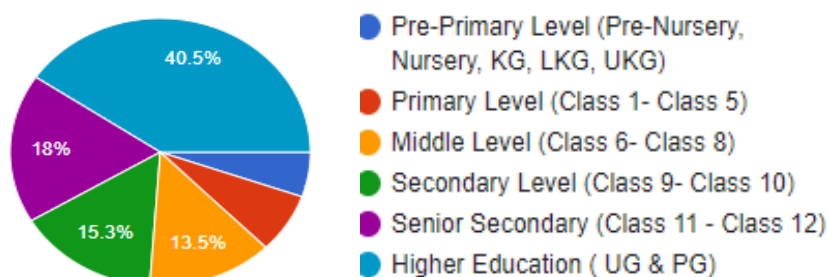
Graphical Presentation 6: The following pie graph represents respondents' views on whether the teachers are paid well in our society.



Interpretation: The following pie chart shows that only 29.7% of respondents believe that teaching professionals are paid well and another 38.7% says they are the least paid professionals in Indian society.

Category 7: If given an opportunity which Level of education, will they prefer to teach.

Graphical Presentation 6: The following graph represents the views of respondents if given teaching as a last resort of career option which level of education would they prefer to teach.



Interpretation: The following pie chart shows the response of students who like to take teaching as a last resort of their career option. 40.5% of respondents would take the opportunity

to teach either undergraduates or post graduate levels. 18% would prefer to teach senior secondary levels, 15.3% would prefer to teach secondary levels and very few to either primary or pre-primary levels.

Category 8: According to the respondents, the most crucial skill in their career path.

Interpretation: According to the primary study the respondents have suggested many essential skills which help them for their successful career. Suggested skills are: Communication skills, Creativity, Research, and Strategic planning, Teamwork, Operations and management, Confidence, Public Speaking, Decision making, pragmatic approach, Staying consistent, Analytical and logical skills, knowledge of financial tools and databases, vocal and proactive, leadership and time management, critical thinking, getting contacts and socializing, professional culinary experience and skills, focus, knowledge about the subject, designing the thinking, product thinking, understanding of technology and human behavior, understanding the other's perspective, sustainability, personality development, patience, business acumen, decision taking capacity, computer skill, adaptability, basic etiquette, determinism, smart thinker, willingness to learn and taking mistakes as opportunity to grow. becoming not pretending, to think scientifically about anything, people management skills, relationship building, keen observation, high motivation, to be honest and never step back from responsibility, managerial competencies.

Category 9: Things liked/disliked the most about Teaching profession.

Interpretation: According to the study done on 111 respondents, there are a list of events liked and disliked by the respective respondents.

Some likes are as follows: the various responsibilities a teacher carries out in his entire career. They help in building the future of an individual as well as the nation. Every day learning and acquiring skills. Spread knowledge and to help others to build their future, noble job, it is a continuous learning process, engage with new minds and learning opportunities, shares vast knowledge & experiences, Positive attitude, a good teacher is like a mother to her students with whom they can freely express themselves, Teaching profession consist of more of research and practical base as compared to the theoretical process, Fulfilling job as it gives a sense of accomplishment as teachers build new generation of men and women, Quest for knowledge, Timings of the job are good as compared to other jobs, teaching goes way beyond the knowledge and satisfaction. Teachers have a vital place in student's lives, they help them to achieve their predetermined goals. Therefore, taking up the Teaching Profession offers endless career opportunities to our new generation. They play an important role in molding the young talents to their fullest potential.

Few dislikes are: Some of the respondents think it's a very tiring job, it has long hours and paperwork, Stressful work environment, and at times teachers don't get the respect they deserve, few respondents believe that sometimes teachers are biased and discriminate among students.

DISCUSSION AND CONCLUSION

The motive to take up this primary study was to know why the young generation has low readiness in taking up teaching as a career. The study was also aimed to find out the unexplored areas of students' disinterest to become a part of this noble profession. In this respect, the number of results were obtained through self-made questionnaires and surveys were conducted.

The maximum number of responses were from the age group between 15 years to 30 years, this age bracket is assumed to have a direct relationship with the productive life and they are actually keen for the best career option. Most of the respondents were females from Under-graduation and Post-graduation degrees. However, in this context, similar observations have been made in Turkey by Ebru Ozturk Akar (2012). The Turkish study explained the reason why male participants were more dissuaded from the teaching profession and why females are inclined to choose teaching as their career.

The findings from the questionnaire show that only 33.3% participants were highly motivated to become teachers. Similar to Michelle, Gretchen and Dan Vitale (2018), where findings revealed that the respondent has given the prime reason for their dis-interest in the teaching profession is the low salary. Other cited reasons include no much opportunity for career advancement as a school teacher always stays as a teacher for life time, there are low or no opportunity for growth and development in terms of designation and promotion.

The results indicate that most female candidates would like to take up teaching as their last resort because of intrinsic influences as they perform teaching responsibility with love, care and commitment. The findings also show that a proportion of female participants choose teaching because they like to help the younger generation. Parallel to this study few other studies have also discussed in the same area which deals with the gender related issues in determining the choice of career. These results were also found in other studies like (Daehlen, 2007; Smith, Saban, 2003; Topkaya & Uztosun, 2012).

Although the main result of this study was different from the study done by any other researcher.

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