

Teaching Learning Process

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Abstract-Teaching has gone through a tremendous change right from the times of Gurukul days. In Today's era Teaching has become more sophisticated and advanced and one has to use different pedagogy methods to emphasize learning among students. The paper highlights the facts that Learning is not necessarily an outcome of teaching. It analyzes different methods and models of teaching and its impact on students. The need has arisen to look and innovate pedagogy methods to have lasting impressions among students. It has been seen that there is a big gap between what is learnt by students in colleges and what the industry requires. The need has arisen to look into industry academia partnership for reducing the gap and generating meaningful employment. In today's scenario industry has to enter into agreement with institutes for specific courses and give employment to the students. The focus of learning has not only to employment oriented but also focus on ethical values. There has been erosion of ethical values which has lead to denegartion of both personal and professional lives. A need has arisen to deeply imbibe the ethical values in students so that all the ecosystems are preserved. The paper thus discusses various methods which can imbibe lifelong learning to students.

Keywords: -Pedagogy, Employment Learning

Overview: Teacher Yesterday

The teaching of the past ages involved teaching by guru shisya system. The teacher was known as guru and student was known as shisya. The teacher required to develop competencies which was intuitive and look into developing intellectual and logical mind of students. The student was in constant care of the teacher and received personal instruction. Education involved developing student's personality. The teacher was revered by students and the parents of students. The knowledge of teachers was never questioned and was beyond reproach.

Teacher Today:

Today teaching has changed to a great extent and teacher is considered as a professional whose job is to do duties like any other professional. Teaching today

has lot of interference from parents, governmental organizations, and various stakeholders. Teaching today is based upon the needs and directives of dominating external factors. The credibility of teaching profession is nosediving because of lack of passion and dedication from teachers in the society. There seems to be an element of distrust between teachers and student community and value based development has been placed in back burner. Private coaching classes have mushroomed which has commercialized teaching and put emphasis on marks than overall personality of student.

Objectives of the Research paper:

- 1.To look into different methods, models, techniques for classroom management
- 2.To study the efficacy of the various methods, models, techniques for classroom management.

The Principles of learning is emphasized as follows: -

- a) Learning is not necessarily an outcome of teaching:- The cognitive research has revealed that even with good instruction many students understand less than what has been instructed. The colleges should pick the most important skills and concepts so that quality of understanding can be emphasized rather than quality of information which needs to be presented. Schools should pick the most important concepts and skills to emphasize so that they can concentrate on the quality of understanding rather than on the quantity of information presented.
- b) What Students Learn Is Influenced by Their Existing Ideas:-The students have their own ideas regarding concepts. The students try to correlate information about what they have learnt from what they believe .For effective teaching to take place the belief system of students needs to be challenged by radical ideas. Students come to school with their own ideas, some correct and some not, about almost every topic they are likely to encounter. If their intuition and misconceptions

are ignored or dismissed out of hand, their original beliefs are likely to win out in the long run, even though they may give the test answers their teacher wants. When the belief system is challenged then only new assimilated thought process would shape the learning process.

- c) Progression in learning is usually from concrete to abstract:-The students identify learning through associations from concrete to abstract. Concrete experiences are effective in learning when they are based on basis of concepts. The difficulties many students have in grasping abstractions are often masked by their ability to remember and recite technical terms that they do not understand. As a result, teachers—from kindergarten through college—sometimes overestimate the ability of their students to handle abstractions, and they take the students' use of the right words as evidence of understanding.
- d) People learn to do those tasks that they practice:- If students are expected to apply ideas in novel situations, then they must practice applying them in novel situations. If they practice only calculating answers to predictable exercises or unrealistic "word problems," then that is all they are likely to learn Students should be encouraged and permitted to practice desirable skills so that learn over in many contexts
- e) The students require feedback on their process of learning:- The mere repetition of tasks by students—whether manual or intellectual—is unlikely to lead to improved skills or keener insights .Learning is best when students understand and get feedback on it. Feedback should be analytical and should be got when students are interested in it.
- f) Expectations affect performance of students:- Students experience confidence when they experience success in learning and lose confidence when there is failures. The teacher should give challenging and attainable tasks to students so that they can succeed in learning. What is more, students are quick to pick up the expectations of success or failure that others have for them. The positive and negative expectations shown by parents, counselors, principals, peers, and—more generally—by the news media affect students' expectations and hence their learning behavior. When, for instance, a teacher signals his

or her lack of confidence in the ability of students to understand certain subjects, the students may lose confidence in their ability and may perform more poorly than they otherwise might. If this apparent failure reinforces the teacher's original judgment, a disheartening spiral of decreasing confidence and performance can result.

The instructional methods which are used by teachers are as follows:-

- a) Classroom Teaching
- b) Teaching through Films/CDs
- c) Teaching through Projects/Assignments
- d) Case studies/ Caselets Teaching

a) Classroom Teaching:-

Classroom Teaching is the conventional method of teaching used by teachers. The mode of teaching is typically based on text where the teacher tries to teach the concepts in board. The learning of students is based upon:-

- whether teacher is able to generate interest in class.
- The level of difficulty in understanding concepts.
- The motivation levels of students to understand and learn new concepts.

b) Teaching through Films/CDs:-

Teaching through Films/CDs is new instructional method used by teachers. Films are part of our cultural folklore. It is observed that many social messages and management concepts can be thought through films. Films like Lagaan, Swades, Taare Zameen Par, Chak De can be used in class for teaching concepts like Leadership ,Teamwork and many more. The teacher needs to use a film clip and then try to explain the managerial/social message through the clip. Since the medium of Films is basically story telling the concepts can be learnt faster and lasts long in the minds of students

c) Teaching through Projects/Assignments:-

Projects/Assignments given by teachers is another medium of teaching to students. It is given so that students do a study in a particular topic ,find out various aspects involved in it and come back with indepth knowledge about it.The mode is practically self learning mode and students can get back to teachers with various doubts regarding the subject matter.A Project/Assignment is a live example of how students can better understand concepts through practice.

d) Case studies/ Caselet teaching:-

Case studies/ Caselet teaching is used by modern teachers. A case is a description of a situation which can be either imaginary or on basis of live situation. The idea of case study is to bring out relevant concepts for the understanding of student. The teacher should decide which case study to be used for bringing out the relevant concept. Case study method is very interactive method and it involves probing technique. The teacher should prepare Case Notes for each case so that it can be used by other teachers for reference. The case notes should contain questions which should be asked. It is a matter of reference for teachers so that they can ask the right questions to make students think. Case studies make students think about a particular situation and develop their thinking capacities. Students especially for higher education like MBA Programs are taught through case study mode.

Industry Perspective regarding students:-

It has often been claimed by industry persons that students do have the necessary knowledge to perform the jobs in hand. The students generally are found wanting in soft skills like Team Building, Motivation besides the functional knowledge. The attitude of today's generation has been materialistic and fast approach towards success .It is in this context the students look into education and learning.

There has been a gap between the needs of the industry and students who join the jobs. The concepts which have been taught in MBA Schools have become redundant as academic institutions are not keeping themselves pace with modern times. There is a strong need for industry academic partnership. The need arises on account of students remaining underemployed and unfit to the demands of the industry.

Industry people have to come forward in a huge way and make investments in academics institutions. The investment can be in terms of exchange of knowledge, latest practices to the students of the academic institutes. The industry has a ready pool of students who can be then acquired at the right price in terms of salary to students.

The developments in this regard have been very few and one can see this in terms of few cases like Retail where companies like Pantaloons is having tie-ups with academic institutes teaching Professional Programmes.

Private B-schools are mushrooming and trying to inculcate methods and practices adopted by industry .But such B-schools are few and normally they tend to toe the line adopted by regulatory bodies like AICTE,UGC and lose their focus on industry perspective.

Curriculum Revision

The need has arised for all the stakeholders in academics to rise above all interests and work for interest of students.

Therefore the need arises by HRD Ministry to revamp slowly and steadily the syllabi of students. An Independent body consisting of Senior Teachers ,Members from Corporate should be formed to look into the syllabi.

There is need for making the syllabi in an infotainment style ie providing information through entertainment route.

The independent bodies should develop pedagogy which focuses on learn with fun

Attitude.It should use various kits, Simulation Techniques which can enhance learning through Fun aspects and Competitive spirit.

Project with Underprivileged

It should be made mandatory and compulsory for schools, colleges to have project with underprivileged people. The students should work in rural areas so that they have sense of empathy, respect for downtrodden people. There is strong need for students to understand the Real India and make them understand the problems suffered by those people. A project with 6 months or 1 year period for the downtrodden should be mandatory. The education would have strong focus on social values and make the students to work for the upliftment of the society.

Conclusion & Recommendation

- 1.Teaching with emphasis on learning needs to be emphasized by looking into the pedagogy methods.
- 2.The time has come to make teaching Practical, Fun-oriented and with Long Term Vision.
- 3.The above dream would be possible only if all stakeholders ie Government, Parents, Teachers, Students work for the common goal.
- 4.In today's scenario classroom management has become challenging for teachers. 5.The teachers

should look into basic principles of learning and then adopt methods which will influence such learning.

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