

ANALYSE THE FACTORS AFFECTING ON THE ACADEMIC PERFORMANCE OF TEACHERS AT COLLEGE LEVEL

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ABSTRACT

Education is an important plan that can adorn the individual with the opportunity to grow and creativity to make something new. For this purpose, the teacher is the essential pillar that can motivate and mold the learners to know their strength and weakness. Educator plays the part of role models for learners and having a great impact on the students, to create them, civic citizens of the country, to establish their strength and courage to reach their goal, and to transfer fruitful knowledge and skill to the learners. Therefore, it is essential that performance of the teacher is related to the student's achievements. The current research study is designated to the factors that affect the performance of the teachers at the college level. The population of this research study was the college teachers of District Shaheed Benazir Abad. The sample of current research study consists of the seventy percent of the college teachers of District Shaheed Benazir Abad. The sample was selected with the help of purposive random sampling. The study was descriptive in nature. A qualitative method was adopted for this research study. The study determined the factors that affect and influence the academic performance of the respondents (the college teachers).

The factor that affects the performance were social factors, political factors, environmental factors, behavioral factors and the academic factors. Social and political factors have great influence on the teacher's performance. There was a significant relationship between teacher's academic performance with teacher's behavior and with student's achievements. Administrative factor also impacts upon the performance of the teachers.

Keywords: Academic performance, Social factors, Political factor, Environmental factors

INTRODUCTION

Teachers are the pillars of future generations because they build the nation and provide them a process to lead the life in a better way. The teacher provides knowledge, attitudes, and information to the pupils or students about various things at the college level. There are various factors that directly affect the performance of the teachers, the factors that which are a personal factor, social factors, environmental factors and many different factors are affecting teacher's performance (Cowie, 1989). The teacher is the most important factors for education. Students usually learn the knowledge from teachers. The teacher set a different goal in classrooms and set their frame of mind for education and improvements. (Albert, 2008) Teachers provide direction to the students on the right path. It can be said that teachers have only authority to provide knowledge and information to the students. Teachers are an ideal for students and whole nation (Bernard, 1972). The teacher is the focal person of college organization. The powers of every country are teachers' throughout the world. Teachers recognized with their love in teaching and learning (Panda and Mohanty, 2003).

Some teachers have hidden qualities which absolutely increases the ability of students. It should really develop and enhance the student's power of exploring and expanding the knowledge. Teaching is an art in which students or pupils try to solve their problems. Students usually try to overcome their difficulties, problems and improve their knowledge time to time. (Calvo, 2000). Teaching consist of a series of activities which provides various kinds of knowledge to the students which they have needed. Students become competent through this action. Teachers provide facilities to students for competent knowledge said by (Smith et al, 2002).

The study is significant for teachers. Specifically, through this study teacher at the college level will able to improve their performance by using and knowing the different variable. The teachers are the source to transfer the knowledge, skills, and attitudes to the students. The main factor affecting the performance of teachers at college is an environmental factor, social factor, political factor, academic factor and administrative factor. This research study improves the performance of the teachers at the college level by knowing gaps in performance. The current research study has also great importance because it is directly related to the teaching and learning process by finding various gaps in transferring of knowledge to the learners and to find out their solutions. (Macan, 1994) This research may be helpful for the Sindh Education Department to remove those factors which are affecting the teacher's performance to raise the effective educational system. Further, this study will give the guidelines for new investigators or researchers in future. This research study has a great scope because it is related to the factors that affect the performance of teachers at the college level. As teaching and learning are gaining the momentum in whole the world day by day, developed nations are emphasizing on teacher's transfer of knowledge to the learners. Porter and Brophy (1998) "Study going on education must recognize the main in the direction of progressive college organization. The teacher's progress is directly related to student's achievements is linked to the progress and improvement of the nation, so this research study is very important in this regard to find out the performance gap. Time-to-time various steps were taken to develop teacher's profession to get fruitful results for the students. (Bolam, 1987) A real instructor asserts an obligation on behalf of his or her activities interior and exterior the lecture hall. The current research study has also great importance because it is directly related to the factors affecting the performance of the teachers, so then it will be easy to find appropriate suggestions for the suitable solutions of these factors. Teachers face challenges in the classroom while delivering and transferring the knowledge to the learners they have learned at various stages because the authorities restrict them to do so (Hoodbhoj, 1998). Along with this it is mentioned and recognized as "performance gap" by what various researchers (Albert, 2008). Therefore, the current research study is involved on factors affecting the performance of the teachers at the college level. The teachers are performing their duties, but academically their performance gap is observed. The academic background of an individual shows that what sort of knowledge, skills, and attitudes he or she have combined in his authority, so the academic performance gap are the key factors and it needs to improve.

Social Factors

There are various social factors that directly affect the performance of the teachers at the college level, society creates many problems and it affects teaching and learning process. The students whoever do not attain the classes regularly also affect the performance of the college teachers. Society direct affect the performance of the teachers.

Society provides an atmosphere of teaching and learning, but if they have no civic sane, then the atmosphere of teaching and learning will not be sound. Society reflects the need of

learning and so for this provide opportunity and ground for learning. The society direct affect the performance of teachers, it allows numerous alternations and changes some of which are helpful on the other hand some left their marks towards negative performance.

Political Factor

Politics also affect the teaching and learning process, political leaders and their companions encourage the students in their favor, they involve them for protests and motivate them towards their own party, it creates disturbance and affects the performance of the teachers at the college level. Politics in the institutions have not left good marks, political involvement is not allowing the teachers to perform with their own impulses and aspirations, teachers are willing to transfer their valuable knowledge to the young generations but political union of the students in the colleges has compelled the teachers for their own relatives to provide them favor in attendance and even marks to support in their favor.

Environmental Factors

Environmental factors also the performance of the teachers at the college level, in the appropriate learning environment teachers transfer their valuable knowledge to the learners, the pillars of future generations. The environmental factor is the key factor for improving the character as well as an attitude to the learners.

RESEARCH OBJECTIVES

The objectives of this study stayed to be:

1. Observe the environmental factors affecting the academic performance of teachers at the college level.
2. Investigate the social factors affecting the academic performance of the teachers at the college level.
3. Examine the impact of the factors of administrative mentorship affecting on teachers' academic performance at the college level.

RESEARCH QUESTIONS

Following research questions of the study are:

1. What is the impact of environmental factors affecting the academic performance of the teachers at the college level?
2. What are the social factors affecting the academic performance of the teachers at the college level?
3. What are the administrative mentorship factors affecting on teacher's academic performance at the college level?

Hypothesis 1: There will no significant positive change in the academic performance of the teachers at the college level as a result of factors affecting them.

Alternative Hypothesis 2: There will be a significant positive change in the academic performance of the teacher at the college level as a result of factors affecting.

LITERATURE REVIEW

Factors affecting the performance of teachers

There are many external factors affecting that direct or indirect to the teacher performance. The internal factors are also affecting the performance of the instructors at the college level. The factors affecting the performance of teachers at the college level are social, political

personal, administrative and mentorship, environmental academic factors (Cowie, 1989). Whenever the teacher makes discussion trendy the classroom connected near the coaching besides knowledge. The performance of the teacher is a related environment of the classroom. It must be free from disturbance of any kind, so that teaching and be significant and according to the needs and aspirations of a future generation. Through teaching, we can help a lot as well as shape in upcoming (Panda, 1998).

The main factors are social factors, society direct affect the performance of teachers, it allows numerous alternations and changes some of which are helpful on the other hand some left their marks towards negative performance. Political factor also affects the performance of the college teachers (Barnes, 1985).

Politics in the institutions have not left good marks, political involvement is not allowing the teachers to perform with their own needs and aspirations, teachers are willing to transfer their valuable knowledge to the young generations but political union of the students in the colleges has forced the teachers for their own relatives to provide them favor in attendance and even marks to support in their favor (Bolam, 1987). Environmental factors also the presentation of the educators by the side of the college equal, trendy the appropriate learning environment teachers transfer their valuable knowledge to the learners, the teachers are pillars of future generations. Environmental is the key factor for improving the character as well as a civic scene to the learners. (Bruce, 1983). The teachers' insufficient performance would not be deliberated as a signal of their lack of skills but social and political artificiality are the main factors and hurdles do not allow the teachers to perform in a good manner (Ewaran & Sing, 2008).

The objective of old-style ethos in teaching is the prevention of the past and present improvement of intelligence (Arif, 2003). That there are numerous factors that are direct or indirect affecting the performance of the teachers at the college level if all these elements remain favorable and provide all such opportunities to the teachers at the college level so that they can provide valuable knowledge and challenge all the situations and matters happening in their learning environment.

The important factors which affect the performance of the teachers at college level are as under:

Environmental factors affect the performance of the teachers at the college level

Environmental factors also disturb the achievement of the instructor in the college education, in the appropriate learning. Teachers transfer their valuable knowledge to the learners, the pillars of Future Generations. The elements that contribute effective educator's reading might be classified into four regions. (Stroot et al 1998) These four regions take account of coaching provisions and methods, lecture hall, administration, subject homework and particular features and qualified instructors they remain prominent.

Hargreaves and Evans (1997) advise that the value of coaching and knowledge is pretentious by the superiority of skilled correlation it arises outdoor of the lecture hall. As soon as a proficient ethos of coaching is current, supportable conversion then better knowledge chances be present extra likely be expected to arise. (Macan, 1994) The educators are those leaders they provide good facilities they change in and out of the lecture hall, it is proper or not properly. Best instructors have well-defined by Glathron and fox (1996) as "coaching that maximum knowledge for all pupils". The student takes place the dynamic part in the

educational procedure. (Folk, 2004)Teacher's necessity remains capable to guide the students in the class. Brilliant educators work on these modifications slightly effort beside them, best educators identify that pupils learn in a good way, when students learn through a procedure that is exciting and make intelligence to them. (Barnes, 1985)There is no best way to make that occur in the classroom than educators to arrange charming actions which are founded on a challenging course. (Calvo, 2000). The arrangement contains observing interest in the content, generally stated the values and they pupils are going in order to gain usual recognized. The foundations existent in the enactment review method of a south vile international institution that drops below this classification.

RESEARCH METHODOLOGY

The field of study considered as quantitative by the process and expressive by way determination. The quantifiable investigation is the systematic empirical study of noticeable sensations finished numerical in addition to calculable methods. The determination of quantitative investigation is to improve calculated ideal concepts or else assumption connected toward that specific occurrence. The procedure of dimension is the inmost numerical investigation for the reason that the situation arranges for the basic construction then relative among realistic testimonial also a scientific manifestation of quantitative relations. Quantitative dimension is a modification as well as it is expressed statistically quantitative data is in the mathematical from such as in the data calculation, grade or score, frequency, mean, mode, median, criterion deviance then chi-square.

There are 5600 college teachers in the province of Sindh (Ref semis 2015). So total 5600 (only college teachers considered), but only 171 college teachers of eight colleges of District Shaheed Benazir Abad were considered as the target population. Keeping in view thus the population of this study was 5600 college teachers of Sindh were selected as the population of current study.

The sample of this study was 171 male and female public college instructors of eight colleges of Shaheed Benazirabad, who were selected as the sample of the current study.

This is the huge population so researcher selected Shaheed Benazir Abad as target sample, which was 171 college instructors of eight colleges of Shaheed Benazir Abad, therefore obtainable of this inhabitants 100% of the college instructors nominated by way of the support of appropriate random sampling.

As a result, the design of this learning is situated 100% of the college instructors of Shaheed Benazir Abad who were selected as the population of current study. The Sample selected by way of the support of unsystematic convenient sampling. The factor of design is 70% of the complete objective residents. An illustration is a minor percentage of the objective residents. Sampling is a procedure of choosing dissimilar quantity or statistics starting the distinct populations that signify complete residents regardless of the statement of confidence, class as well as gender.

ANALYSIS OF DATA

Research Question: Analyze the factors of teachers training programs affecting the academic performance at the college level?

According to data in table 1 majority of the teachers, 73.4% agreed, strongly agreed that the factors of teachers training programs affecting the academic performance of teachers at the college level.

Table 1. Analysis of the factors of teachers training programs affecting the academic performance at the college level

S. No.	Statement	SA %	A %	SA+A %	DA %	DA %	UD %	DA+SDA %
1	The teacher training helpful in improving the performance of teachers	19	64	83	6	9	2	15
2	The training enhances teacher's academic performance of the teachers at the college level.	12	67	79	8	6	7	21
3	The training enhance the skills and attitude of teachers	15	65	80	3	9	8	12
4	The training provide strength and encourage to the teachers to face students	21	19	40	15	39	6	54
5	The training provides techniques to the teachers to face students and provide them new methods.	12	73	85	6	4	5	10

FINDINGS AND RESULT

The overall findings of the study displayed that teachers have positive observation but various factors are affecting their performance. There are various factors that affect their performance, among such the main factors are social factors, society direct affect the performance of teachers, it allows numerous alternations and changes some of which are helpful on the other hand some left their marks towards negative performance. Political factor also affects the performance of the college teachers. Politics in the institutions have not left good marks, political involvement is not allowing the teachers to perform with their own whims and aspirations, teachers are willing to transfer their valuable knowledge to the young generations but political union of the students in the colleges has compelled the teachers for their own relatives to provide them favor in attendance and even marks to support in their favor. Environmental factors also the performance of the teachers at the college level, in the appropriate learning environment teachers transfer their valuable knowledge to the learners, the pillars of future generations. Environmental is the key factor for improving the character as well as a civic scene to the learners.

The findings support Ajzen's (1988) right that instructors attitudes possibly will continue a little, as well as their actual performances, might remain approximately also based on the chances in addition available to them.

The findings of the study were as per the opinion of instructors the attitudes that were used during the lecture hall were helpful to increase their educational performance not only this

but the college instructor also needs of training which will be useful for the improvement of pedagogic development that helped to increase their performance well.

CONCLUSION

All these factors are responsible for the better performance of the teachers at the college level, among such political factors and the social factor is more affecting teachers' performance. The main factors are social factors, society directs the performance of teachers, it allows numerous alternations and changes some of which are helpful on the other hand some left their negative performance marks. Political factor also affects the performance of the college teachers. Politics in the institutions have not left good marks, political involvement is not allowing the teachers to perform with their own whims and aspirations, teachers are willing to transfer their valuable knowledge to the young generations but political union of the students in the colleges has compelled the teachers for their own relatives to provide them favor in attendance and even marks to support in their favor.

The result of this research learning displayed that the mainstream of the college teachers strongly agreed to words the items of the research problems that the above-mentioned factors be favorable for their better performance, not only this but the college teacher also emphasized that modern knowledge-based refresher courses and training is mandatory for the college teachers for their better performance. On the basis of investigation outcomes, that could decide that the outlook of the college instructors significantly subjective thru different factors. One of those factors that had a direct impact going on instructors' outlook to the effectiveness of transferring the knowledge and skills to the young generations, so the skillfully established instructor should grip as well as handgrip the whole thing these positions.

RECOMMENDATIONS

General recommendations reveal that the all these factors which are affecting the performance of teachers at the college level, should be kept in different and separate from teaching and learning environment. The education should be free from political, social and environmental obstructions. The teachers should be provided a safe and sound environment for transfer and deliver valuable knowledge to young generations. The college teacher's increase the teaching as well as learning procedure by elevating the level of abilities to the learners are the pillars of the future generation. We would a greater common sense of thanks to their pupils to get up their confidence plus the level of contribution as well as the percentage of custody. The quality of education should enhance at the college level through professionally developed teachers as under:

The particular recommendations developed after the analysis of the outcomes of this research study remain described:

1. The factors that affect the performance of the teachers at the college level are political, social, environmental and academic which are directly affecting their performance, so it is recommended that education should be free from all the interferences and compulsion. The requirement on behalf of development, understanding as well as progress come from initially on the important list of a college teacher in order to be able to face the challenging and ever-changing skilled world situation.
2. The academic performance is the key factors for the progress of the students so it is recommended that teachers must pay heed towards the students' performance.

3. Society provides strength, courage, and atmosphere of learning, social factor in education are highly considered, and the education must be free from social uplifts, so it is also recommended that social struggles must set in different from education.
4. Political factor means political groups, in colleges political union, also affect the performance of college teachers, so it is recommended that education must set free from all such kind of political influence that affect the performance of college teachers.
5. The environment also affects the performance of teachers at the college level, so it is recommended suitable environment be provided to the college teachers at the college level so that the performance of the teachers be improved through an appropriate environment for teaching and learning.
6. Administrative factors also affect the performance of the teachers at the college level, the positive administration taking a concentration in the improving the performance of the teachers.

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