



# Performance Management of Teacher Commerce College

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## Abstract:

*Commerce Institutions are directly related with training of teachers in all spheres of education. Commerce Institutions try to develop various types of desirable skills for modifications of behaviors. The teacher is a one of the most effective change agent of the society who is accountable for responsible society and nation. Teaching is the only profession in which the teacher not only educates but also trains the teachers. In all Education Institutions students come from different regional locations and community with their particular beliefs about the task. Teacher also differs from their castes, qualifications, gender, habitat and stream. Hence, the teachers differ in their ability to work and manage the teaching-learning processes.*

*Today's teacher must be competent with modern teaching-learning processes, skills, using technologies and performing tasks related to teaching tasks. In this context, the teacher should be competent with respect to their own work and managing factors related to their own performance. So, it is necessary to know about the level of Performance Management of teacher according to their perceptions of their ability for particular tasks. So, in the present research work an attempt has been made to find out the level of Performance Management of teacher commerce.*

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**Keywords:** Education, Commerce institutions, Performance management

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## 1. Introduction

"Investment in teachers can yield very rich dividends, because the financial resource required a small when measured against the resulting improvements in the education of millions. First rate teacher training institutions thus play a crucial role in the development of education." Indeed the Kothari commission has given importance to the role of teacher education. Education is the bipolar process in the context of classroom, there is one pole is teacher and another is student.

To teach students, teacher keeps various general and specific objectives. After completing teaching-learning process, to measure the achievement of the objectives teacher uses various kind different kind of evaluation system. Teacher also uses various kind of activity, so that the maximum outcomes of the teaching-learning process are possible.

Basically the word 'performance' means an outcome a result. It is the end point of people, resources, and certain environments being brought together with the intension of producing certain things, weather a tangible product or less tangible service. It can be state as individual's judgment about desired level of satisfactory of the performance. Performance is differed from person to person and time to time. It directly related to individual's ability and motivation to the work. Various kinds of the factor affect to individual's performance and the group performance. So, it can be said that performance is the function of the ability and motivation. The term 'performance management' refers to individuals and group work. In this paper 'performance management' refers to individual's function of ability and motivation. It covers planning, measurement, diagnosis, and help for individual.

## 2. Objectives of the Study

The objectives of the present research were:

To study the level of effectiveness of 'Performance Management' of teachers.

To study the Performance Management of teacher in relation to following background variables:

- (i) Gender
- (ii) Academic Qualifications
- (iii) Habitat

## 3. Hypotheses of the Study

Hypotheses of the present investigation were:

**Ho.1:** There will be no significant difference between mean score of male and female teacher on Performance Management Scale.

**Ho.2:** There will be no significant difference between mean score of rural and urban teacher on Performance Management Scale.

**Ho.3:** There will be no significant difference between mean score of educational qualification of teacher on Performance Management Scale.

## 4. Variables of the Study

Variables of the present research study were as under.

Sr.	Type of Variables	Variables under the Investigation
1.	Dependent Variable	(a) Performance Management
2.	Independent Variable	(b) Teacher Educators' Perceptions
3.	Moderate Variables	(a) Gender; (b) Academic Qualifications (c) Habitat

## 5. Delimitations of the Study

The study was delimited to Commerce Institutions of H. L. College of Commerce, Ahmedabad studying during the year of 2013-2014.

## 6. Research Area

The present research study was conducted taking sample from H. L. College of Commerce, Navrangpura, Ahmedabad.

## 7. Research Design

The present research was Descriptive Survey by its nature.

## 8. Population and Sample of the Study

The population of the study was the Teachers of H. L. College of Commerce; Ahmedabad The sample for the study will be selected by using Random sampling method from H. L. College of Commerce, Ahmedabad.

## 9. Research Method

In the present investigation survey method will be employed.

## 10. Tools of the Study

To collect the data for the present investigation the investigator had Prepared Performance Management Scale using five point scale measurements. Tool was highly reliable and valid according to Reliability and Validity.

### 11. Data Collection

Data for the present research will be collected by the investigator by seeking the time in advance by for the data collection.

### 12. Statistical Treatment

For the calculation of the data, the researcher will be employed the formulas of Mean, Standard Deviation, and t-value an F-Value.

### 13. Data Analysis and Interpretation

The sample of Selected Teacher from teacher of H. L. College of Commerce, Ahmedabad were employed Performance Management Scale. The tabulation and statistical calculations will be made for analysis and interpretations of data. The t-test and F-Test was employed for the comparison of two groups. The analysis and interpretation of the data will be presented under the following.

### 14. Major findings of the study

- Mean score of the female teachers were found significantly higher than the mean score of male teacher on Performance Management Scale.
- Mean score of the P.G. qualified teachers were found significantly higher than the mean score of only graduate teacher on Performance Management Scale.
- Mean score of the urban habitat teachers were found significantly higher than the mean score of rural habitat teachers on Performance Management Scale.

### References

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