



WORK ETHICS AND QUALITY IN EDUCATION SYSTEM

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ABSTRACT

KEYWORDS:

Work ethics, quality, teaching process, knowledge, teacher and education system.

The history of ethics and quality exists since time immemorial. Achieving excellence is the main goal of any organisation or institution. So integrating quality and ethics becomes necessary. Work ethics and quality are the integral part of the teaching process, in an education system. There is a need to bring about radical changes in the progress of the students with respect to knowledge, skills and attitudes. It is also essential to encourage the students to be completely trained, with adequate integrity and high moral values combined with professional knowledge. Particularly, in the era of global integration, is the time when the country requires large number of fully trained technicians and graduates with right knowledge, skills, attitudes along with moral strength to handle the growing industries of the nation as well as to become self-supporting entrepreneurs, there is a need for teachers to play a significant role in the education system. It is in this context the paper attempts to highlight the role and responsibilities of all the stakeholders in the education system. An attempt is made to build a model linking work ethics with quality. The study is based on secondary data and is conceptual in nature.

INTRODUCTION

The history of ethics and quality is wrapped in the history of the human race itself. From the time when the social living was confined to small communities, when division of labour was started in its crude form, conduct was formed within the segmented life for social adjustments. The code of conduct viz., quality and accountability associated with division of labour, trickled down from the society at the macro level down to the family. For instance, the women folk were entrusted with the responsibility of cooking and rearing children, while the men folk engaged themselves in hunting. The social ethics were enforced with severe punishment. Social Consciousness and social solidarity was very strong in the segmented society. But, with the growth of population, the segmented character has disappeared. Today, with freedom and in a democratic society like that of India, people began to abuse the freedom and ethics associated with work, began to suffer, and the quality and accountability started to decline at all levels and institutions. Be it in education, public health, marriage etc.,. In this process of deterioration of work ethics was the system of education- general, higher or technical at all levels. Particularly, in the era of globalisation, adoption of liberalisation, privatization and global integration, is the time when the country requires large number of fully trained technicians and graduates with right knowledge, skills, attitudes along with moral strength to handle the growing

industries of the nation as well as to become self-supporting entrepreneurs, there is a need for teachers to play a significant role in the education system.

STATUS OF TEACHERS

There was a time when teaching was regarded as a noble profession and teachers had great respect in the society. Many people opted for teaching profession with that attitude in mind. Today teaching is treated as a vocation. People with a former view of teaching were characterised by the qualities of altruistic service, sense of devotion and commitment. Above all they were intrinsically motivated.

But the modern society measures everything in terms of materialistic attitude. The teacher has neither money nor power to command respect in the society. Needless to say, the conditions of the teachers today are very pathetic. The government is spending crores of rupees for the qualitative development of education system in India. Every year new schools, colleges and technical institutes are mushrooming and the existing ones are expanding at an alarming rate, without any clear objectives to support faculty selection and developmental programmes. Therefore, the demand for faculty is so high, that the standards are being compromised, either in terms of qualification or in terms of training. Hence, the fresh candidates into the system are not found apt to the task entrusted to them. Pay scales may be another factor which demoralises them. Teachers have to struggle hard to make both ends meet. Further, the service conditions, and the work

environment existing in the system are not conducive so as to promote quality and excellence in the system. Along with these, many other issues faced by them can make the teachers non-committed, de-motivating and demoralising.

Researchers, educators, industrialists and general public have all expressed their strong apprehension regarding functional consequences of such kind of teachers. Another concern is the impact of this low status of teachers on the teaching process itself. With deterioration in motivation and commitment together with work ethics and quality among teachers, along with the disadvantage of the students affordability can seriously affect the whole process of teaching in the education system.

QUALITY OF THE TEACHING FACULTY

The crucial factor of the emerging education system is that the quality of the students depends on of the teaching staff. There lies a challenge before every teacher to train the students in the basic fields of knowledge and provide them with the ability of analytical critical thinking of mind and enable them with durable quality of character that will help them in taking right decisions in unforeseen circumstances they would come across everyday in their life. If all the people who are working to their various capacities are found to be indisciplined and corrupt, then it can certainly be attributed to the quality of teaching that they have received at the ripe stage of their development in schools, colleges and higher education.

At a time in the society where there is a crackdown of moral character completely in terms of private tuition work, consultancy and other vocational pursuits, it would be difficult to keep teachers committed and motivated to their teaching alone and it needs a great moral strength. All these factors have to be viewed with respect to the pay scales, the service conditions, work environment, changing rules and regulations, the ever increasing burden accorded to the teachers working in the education system. However, a teacher in the present situation should feel accountable to maintain good teaching, constructive research work and evaluating themselves based on performance and students to bring in quality and excellence in the education system.

TEACHING METHODOLOGIES

The teacher has a greater responsibility of improving upon his or her personal and professional competence. This can be achieved not just by increasing their qualifications, or upgrading and updating themselves, but by systematic efforts directed towards the preparation for classes, choosing appropriate teaching methodologies and the use of effective media and teaching skills. Adding to this a teacher must know and feel the pulse of the students, individual problems and provide proper individual guidance. The approach needs to be more of student centric.

RESEARCH ACTIVITIES

What is evident today in the education system is the severe dearth of research activities associated with classroom guidance and instructions. This is mainly responsible for lowering the quality of teaching and student performance.

PERFORMANCE EVALUATION

At a time when the central and state governments are advocating a policy that the educational institutions should develop themselves as self-generating system and produce fully qualified and trained graduates /workforce to be accepted readily by the different sectors of the economy and also make them self-supporting and prospective entrepreneurs, the teachers have got a greater responsibility and accountability not only for assessing the students continuously but also to assess themselves through introspection as well as by seeking the honest opinion of students through effective assessment procedures.

WORK ETHICS

Ethics is a subject related to the attitude with which work is done. As per the Indian Philosophy is concerned, work ethics is an effort to manifest the inherent divinity, known as spirit, through a progressive transformation of human response and development. Such a philosophy attracts our attention to the reality that the 'work field itself is a temple', 'Work is worship' and the whole process is a union between the two. It reconciles work ethics and ethics in work. The Bhagavad Gita says, work should be executed without any sort of personal aspiration for the result. Hence, to give up such expectations of results is an efficient strategy which reflects both work and ethics and ethics and work. This would free a person from getting anxious and stressed and slowly purify his mind, the thought and the work process.

Elements of Work Ethics

Work ethics constitutes a set of elements which are essential for any field of work, that can be universally accepted and applied by any individual. They are:

First, to determine the realistic goals

Second, to define and understand the situation in which an individual is placed.

Third, is to identify one's own position in the given situation.

Fourth, to know the right kind of relationship towards the beings, things, and events that occurs in a given situation.

Fifth, to take up proper action depending on the relationship with person, event or thing present in the situation so as to accomplish the pre-determined goal.

MODEL LINKING WORK ETHICS WITH QUALITY

Quality is an integral part of work ethics in an organisation or an institution. For its effective and efficient functioning, its leadership should imbibe the qualities of a mother who symbolizes extreme sense of sacrifice, selflessness, service to the subordinates, providing adequate freedom and working environment to achieve the goal of the institution. The model of work ethics and quality should be understood through symbolic picture of mother through leadership shown below:



Model Linking Work Ethics with Quality

A Principal can become effective in his leadership not just using his authority but by his quality. He should be ready to accept and shoulder the responsibility for sharing the problems of the faculty and staff members. As it is in the Gita, 'it is the responsibility of the leader to be sensitive to the sufferings of the masses.' A Principal or the Head of the institution, to perform his leadership role in an effective and efficient manner has to inculcate certain traits in managing the institution. They are humility, integrity, non-violence, forgiving, purity, self-resistant and uprightness.

As for the faculty and staff members are concerned, it is necessary to understand the Principal/Head who would delegate the responsibilities to his faculty/staff as per their level of maturity and interest and the freedom to execute the activities. This would enable the faculty/staff accountable for bringing about radical changes in the progress of the students with respect to knowledge, skills and attitudes.

The faculty should also be seen as a leader in the hierarchy, and should possess all the qualities of a leader, so as to bring out the hidden potentialities of students. To encourage the students to be completely trained, with adequate integrity and high moral values combined with professional knowledge.

CONCLUSION

Work ethics and quality are the integral part of the teaching process, in an education system. Higher quality, excellence, accountability and work ethics can be attributed to the status of the faculty and their working conditions under

an able, effective and efficient leadership. Excellence in the performance of the faculty members along with commitment can be achieved by providing them enough encouragement, support and freedom to innovate, develop different methods of communication and activities with a need-based approach and capabilities of the stakeholders.

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