

# A MODEL OF INSERVICE TRAINING FOR UNIVERSITY TEACHERS

GULSHAN PIR

*Institute of Education & Research, Gomal University, D.I.Khan. (NWFP) Pakistan.*

## ABSTRACT

Item wise average score of teachers from different departments of Physical Sciences and Social Sciences are shown in the below table no 1 and table no 2. Table No 1 shows that except Principle no.1 (Active Learning), Principle no.5 (individual differences), Principle no.9 (Remedial Teaching) and Principle no.13 (Life like Situation), there is no significant difference among average scores of opinions of students about the use of different 14 principles of teaching by their teachers. Teaching is a specialized field of service to the nation. Teachers play critical role in transformation of human personality by attitude formation of the students. Teacher is human engineer and hence requires rigorous training in the professionalism, which is robust and superb. The process of training for this professionalism continues. With the passage of time there are many changes in the environment from which the students hail. The teacher has to keep himself abreast of all these changes, which have indirect and imperceptible impact on the students. The teacher is required to undergo in-service training for the purpose of updating his skills and techniques of teaching. This concept paper is an attempt to explore the significance, problems and difficulties with feasible suggestions.

We all know that teaching is not mere talking. It is the most difficult and delicate art and science of transmission of knowledge from one mind to another. It is not only transmission of knowledge because it would mean information. There is difference between information and knowledge. Thus teaching is an art of transmission of knowledge from one mind to another with the purpose that this knowledge is properly imbibed by the students. Again this is not enough the knowledge should be imbibed and absorbed so that there is transformation of human personality. These are the stages of orientation. Education is thus not only information but is the formation and reformation of human personality. This is the difficulty and complexity of the art of teaching. The teacher is the architect. The building material which is the raw material has to be moulded and reconstructed according to a design. Thus the teacher is the designer as well as engineer.

For a successful art of teaching mastery over the subject is quite essential. It means that book is an important foundation which has to be understood and interpreted. The teacher alone has the insight into the subject. But this is a stage of initiation. It is the superb mind of the teacher who derives insight into the subject. The efficient teachers who have undergone Professional training in this field of specialization can easily understand the importance of mastery over the subject. During the course of their training the students also learn how to plan their lesson for proper transmission of

knowledge to the students. In preparation the teachers get sufficient training and find themselves in least possible difficulties. The target of teaching is the student and thus understanding of the knowledge backgrounds, socio-economic environment as well as the fundamentals of human psyche is a very crucial element of the art of teaching. Teaching is a science because it grows on the basic elements of the subject as well as the students.

It is this perspective of teaching in-service training has become so important. The student centered teaching involves so many difficulties and the problems if, on the other hand, students are relegated to secondary position and their learning needs are not fulfilled, the teaching cannot be called successful. The objective of education cannot be realized in this regard.

In-service teacher training has always been important. But in the present scenario of knowledge explosion the in-service teachers training has become all the more important. The following factors deserve our considerations. These factors have contributed to the importance of inservice teachers training.

### **Economic Factors**

There have been rapid and sweeping changes in the economic status of the parents hence the students have different needs and aspirations. In rural areas the changes are not so sweeping. But, again, there is awareness on the improvement in S.E.S (socio economic status) in the urban