



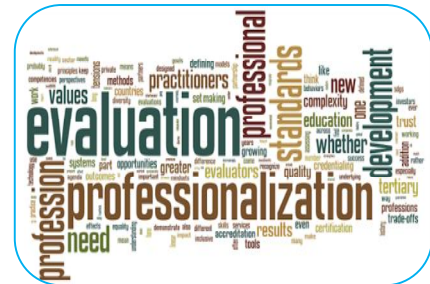
## QUALITY OF HIGHER EDUCATION THROUGH PROFESSIONALIZATION

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### ABSTRACT:

Professionalization is the social process by which an employee cultivates, purify, explode, and dedicate him towards their profession. The purpose of Professional development or Professionalization of education is related to academic development of teacher student and management of learning environment for self regulation in the perspective of accountability. We try to move towards professionalization from British period but in crude way, at that time we suffered from lack of support or assistance and was not adequately rewarded or recognized for their efforts to provide proper opportunities.



**KEYWORDS:** Higher Education, Professionalization.

### INTRODUCTION:

The remarkable period is Radhakrishnan Commission (1948) .Two important and purified effort are the Education Commission (1964-66), and the National Policy on Education (1986), where subsequent efforts are made to modify education and adopt professionalization. These developments have obvious implications for education and teacher professionalism. The rationale underlying this view is that upgrading the teaching occupation will lead to improvements in the motivation and commitment of teachers, which in turn, will lead to improvements in teachers’ performance, which will ultimately lead to improvements in student learning. In India professionalization creates new opportunities in the context of teaching learning. The possession and use of expert or specialist knowledge; responsibility to subject and wider society through voluntary commitment to a set of values that goes beyond those inherent in any employment relationship; and the exercise of autonomous thought judgment. Professionals are organized, trained, qualified or regulated, and creative. By identify these characteristics of professionals that appear to have fairly universal application through activity.

Education is of great importance for the growth and development of economy. The real growth and development in the economy was possible due to the transformation of educational process from 1947 i.e. after independence. In the initial years mass education campaign was initiated by government so that maximum numbers could be covered under educational process. It was realized that only with means of education, the country can prosper. Education process in India is based on the British pattern even though British left around 60 back. Today more emphasis has been given to quantitative growth rather than qualitative growth.

The liberalization, globalization and privatization reforms brought significant changes in all segments of economy including education sector. Education no longer remained a mass education approach but developed as class education. The focus of present education is more on qualitative

growth rather than quantitative aspects. The government has also put restriction on opening of new schools and colleges. Whereas Value added educational courses are welcome by Government as well society.

Higher education in India has been expanded after Independence. As per the results of a survey on higher education across India, there were about 1,113 universities (2015 to 2021) in the country in academic year 2021. A majority of universities in India are [state public universities](#) that are run and funded by the state.

### Professionalization in Education :

Professionalization is the process by which an occupation succeeds over time in meeting the criteria of a Profession. It has been argued by Hoyle (1974) that there are two processes involved. These are professionalisation of the improvement of status and professionalisation as professional development or the improvement of professionalism of the knowledge and skill involved in professional practice.

Education process includes the teachers, students, parents, Management and society as stakeholders. Each stakeholder in this process plays a significant role in upliftment of quality in education. Greater effort is required to develop the skill and effort is required to develop the skill and attitude of teachers which upgrades the society in general. Every profession has different work culture and work climate and accordingly the professional ethics need to be put in to practice by the stakeholders involved in it. Many times it happens that pointing out to other for non-practicing profession ethics is easy but actually when you are in their place it becomes difficult to implement. Teaching profession is considered as noble profession. But does the person involved in teaching accept as it is profession?

Teacher plays a vital role in the improvement of quality of education. In any educational institution it is important to know whether there are enough teachers, who are not only well qualified to teach different subjects but also able to cope with the changing curriculum and growth in knowledge. The main objective of teacher education in India is to help teacher trainees to acquire knowledge and skills in the use of the best methods and means of teaching and to acquire academic depth in their respective subjects and to cultivate a sense of professional responsibilities in them. According to National Policy on Education (1986), teachers have to play a pivotal role in reforming education at all levels. In order to play this role they should be inspired by creative idealism and take pride in their profession.

A teacher has an important role in the society and he builds up a strong, viable and ideal society. Teacher is considered as role model by the younger generation. His role is important in the building up of nation. In other professions such as law or medical, the errors committed by a person can be rectified by others at a higher level whereas in teaching profession an error occurred by a teacher cannot be rectified by others. On the contrary, same error is multiplied and it reflects badly on the society at large. In order to achieve this objective teacher should be permanently committed to his work and he should consider teaching as a mission in his life.

### Characteristics of a Profession :

- 1. Skill based on theoretical knowledge:** Professionals have intensive theoretical knowledge and skills based on the knowledge related to the subject and they are able to apply in practice.
- 2. Professional association:** For any profession professional bodies are essential organized by the members intended to enhance the status of themselves and carefully control entrance requirements.
- 3. Extensive period of education:** Education is the most prestigious profession because it requires at least three years at university while undertaking doctoral research adds a further 4-5 years more to this period of education.

4. **Testing of competence:** Everyone can't be the member of the professional body. It is a requirement to qualify the prescribed examinations that are based on the attitude towards and theoretical knowledge.
5. **Work autonomy:** Professionals tend to retain control on their work, even when they are outside the profession in commercial, public or organizations. They have also attained control on their own theoretical knowledge.
6. **Self-regulation:** Professional bodies insist that they should be self-regulating as well as independent from the government. The Profession tends to be monitored and regulated by the seniors, respected practitioners and the highly qualified members of that profession.
7. **Exclusion, monopoly and legal recognition:** Profession tends to exclude those who have not fulfilled their requirements and suites the appropriate professional body. This is termed as professional closure which seeks to bar entry for unqualified and to approve or expel incompetent members.
8. **High status and rewards:** The successful professions attain high status, rewards and public prestige for the members, which influence the growth and success in that profession.
9. **Individual clients:** The provisions of individual fee-paying clients are also in many professions. Like in accountancy, professional usually refers to the accountants having individual and corporate clients, in comparison to the accountants who are only employees of organizations.

#### **Need of Professionalism in Education :**

Teaching should not be considered as mere occupation which helps to earn money for livelihood but it should be considered as services for national development. A teacher has to play an important role in preparing individual who are patriotic, committed, responsible and conscious of what they are doing. Professionalisation will bring status to the teachers in the society. Normally teachers think that they are getting lower status as compared to those who are in other profession such as medical, legal, etc. Certain prejudice prevails in the society that teachers are idealistic, impractical and not capable of fighting reality. To a certain extent it is true because most of people involve in teaching profession are dependent on bookish knowledge or theoretical base. Application of knowledge to realistic situation is rarely used. In marketing field a person has to react according to market situation. He should be practical minded rather than ideological.

Professionalisation will bring perfection to work. It is very important that when you are performing any type of work it should have perfection. In teaching profession, a teacher has to be perfect in doing all work related to his duties. A teacher has an important role in the society and that helps to build up a strong future of the nation.

#### **Essentials of Professionalisation in Education :**

Every profession has different work culture and work climate and accordingly ethics are decided. Professional ethics is decided by the society and it is also the contribution of great exponents of the same profession. The definition and parameters of professional ethics varies from society to society and from time to time. The practice of a professional depends upon its methods, manners and implementing those principles in routine life. It is required to understand the essentials components that are in professionalisation of education and they are as follows:-

1. **Developing in-depth knowledge:** In teaching process it is required that teacher needs in-depth knowledge of subject matter. He should be in position to answer any queries raised by the other stakeholders in education process. When the stake holders are satisfied that will put a mark or impression of professionalisation.
2. **Acquiring training to develop knowledge and skill:** Academic qualification of teacher records the position of the teacher in respective discipline. Mere acquiring academic qualification, it does not mean that you are knowledgeable. It is required to apply that knowledge in teaching process. Necessary training is required from time to time to upgrade knowledge according to changing situation.

3. **Autonomy:** A professional enjoys substantial autonomy in dealing with their clients. In teaching occupation teachers need autonomy in dealing with students, parents and matter related to other stakeholders.
4. **Standard and code of ethics:** Code of ethics indicates how members of a profession should behave. It is very important that standard sets and code of ethics should be practiced and should be followed universally.
5. **Concern for Stake holders :** In professionalisation of education teacher should have concern towards the students, parents, Management and society .All these stakeholders plays a vital role in the growth and development of educational process.
6. **Commitment:** Commitment is more closely tied to aspects of teacher's works that are under their control. In professionalisation of education process teachers commitment towards work is utmost important. Commitments of teachers will bring professionilisation in teaching education.
7. **Interaction with colleagues:** It is argued that interaction among the teachers around the issues of teaching should make teachers more knowledgeable and effective. It helps teachers to understand what is expected of them and how it can be accomplish. The informal discussion carried out with colleagues will help the teachers to widen their knowledge horizon.

#### Limitations of Professionalisation of Education :

Professionalization of education will enhance the quality standard in education. It will bring up the status of teachers in society as well as it will help to develop nation. Though every one accepts that professionalisation is required and must in teachers' education but still it has not been practiced at large scale. There are still factors that limits the professionalisation and they are as follows :

1. Teachers consider teaching job is part time and not full time .After the duty hours their attention is diverted to non-academic activity.
2. Salaries paid to teachers are satisfactory but still they think that private organization pays higher salary than teachers.
3. Teachers consider their job is restricted to transmission of information to other parties and does not require specialized knowledge.
4. Lack of interest by teachers in research activities which lacks professionalisation.
5. Lack of infrastructure in conducting research activities and also insufficient teaching aids.
6. Mindsets of the teachers need to be changed .They think that in other profession respect earned is higher than teaching occupation.
7. More appointments are on contract basis.

#### CONCLUSION :

Teachers have to perform various duties towards multiple segments in the society. They are accountable to stakeholders towards better performance of themselves. It is extremely important that teachers should develop professionalism in functioning of educational process. Professional ethics and mannerism should go together so that teacher will go ahead as a real professional in changing period. Every problem has the solution in itself; there is only need to diagnose the problem correctly. As in case of education the problems regarding the professionalization can be solved by the adequate understanding. The problem can be solved by realizing the real meaning of professionalization. If a practitioner lives his whole life for his profession with passion, he will be able to remove the hurdles of the way of knowledge. By his devotion and dedication he can develop his skills in the best way to perform the best what can he do. The teachers play an important role in the improvement of the quality of education. In any assessment of the educational system, it is important to know adequacy of enough teachers, who are not only well qualified, but are also able to adjust with the changing curriculum and growth in knowledge. It is important to know about the facilities for upgrading and improving their knowledge and their skills of teaching. The professional development of teachers has taken as a great deal of attention in all countries, including India. In comparison, the attention that teacher education has taken is marginal. Even when research and policy initiatives are directed towards the

professionalization of teacher education, the focus is on instructional resources, institutional development, programs structure and curriculum reform and so on.

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