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JOB INTERVIEW AWARENESS AMONG TEACHER TRAINEES IN REGULAR AND DISTANCE B. ED. PROGRAMME

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ABSTRACT: -

The present study focused on the job interview awareness among teacher trainees in regular and distance B.Ed. programme. The main objective of this study was to compare the job interview awareness among teacher trainees in regular and distance B.Ed. programme. For the



present study, 30 teacher trainees from regular B.Ed. programme and 30 teacher trainees from distance B.Ed. programme were selected by purposive sampling technique. The self constructed Job Interview Awareness Scale (JIAS) was used to collect the data. The collected data was analyzed with the help of 't' test. The findings revealed that

teacher trainees in distance B.Ed. programme are more aware about job interview than teacher trainees in regular B. Ed. programme. There is no gender difference in the job interview awareness mean scores of teacher trainees in regular as well as distance B.Ed. programme. This study suggests that there is a need to provide guidance about job interview to the teacher trainees in regular B.Ed. programme.

KEYWORDS: teacher trainees, job interview, distance B.Ed. programme.

INTRODUCTION :

An interview is a direct method of enquiry. However, the purpose of interview is not to collect superficial detail about the interviewee but is rather to probe in to the inner life of the interviewee. Therefore, the method of interview is direct as well as in depth study. According to P. V. Young "The interview may be regarded as a systematic method by which a person enters more or less imaginatively in to inner life of comparative stranger". In an interview a rapport is established between interviewer and interviewee. Method of interview is used very extensively in every field of life. W. J. Goode & P. K. Hatt said that "Interviewing is fundamentally a process of social interaction". There are many types of interview. Interview have classified by formalness, number of interviewee, purpose, period of contact and subject matter. Job interview is one of the types of interview whose purpose is to assess the knowledge of a particular subject, peculiar attitudes, outlooks, aspiration and behavior of the interviewee. It is one type of personal interview. The definition of job interview given in English Dictionary, "A formal meeting at which someone is asked questions in order to find out if they are suitable for a post of employment". According to British English Dictionary, "A formal meeting in which an applicant is asked questions to determine their suitability for a particular job". In job interview a single individual is interviewed by more than one interviewer. In job interview certain facts concerning the individual's training experience are usually sought, although these could be very well gathered on application forms. The principal purpose of face to face contact is

to afford the employer an opportunity to observe the reactions of the candidates, to judge the quality of his behavior. In job interview, an interviewer can acquire information through candidate's incidental comments, facial & bodily expressions, and tone of voice, gesture, reactions, feelings, attitude, evasiveness and non-cooperation. The sincerity, frankness, truthfulness and insight of the candidate can be better judged through cross questioning by interviewers. This information can be conveyed to the employers for proper selection of the candidate. Employer asked the candidate applying for a job, questions to see whether he would be the right person to do that job.

The term interview is not new for teacher trainees. Interview can be used by the teacher in connection with their everyday classroom problems; it is an everyday experience with a teacher or educational administrator. It is indispensable in diagnosing causes & reasons for various difficulties & problems. Interview is one of the tools of assessment and evaluation. The interview is much important for each and every student. It is used to evaluate the student's abilities and skills. The teacher trainees have knowledge about the concept of interview. The practical and oral examinations which are conducted in the school and colleges; the interview technique is used for checking the knowledge of the students. In the subject of languages; oral test is conducted to check the students' ability of speaking and presentation. So the teacher trainees have knowledge of the concept of interview at assessment level.

For getting any type of job; the candidate has to face interview for his selection. In the present research the researcher considered about the teacher trainees in regular and distance B.Ed. programme. Interview is one of the tools of evaluation and it is the best tool to judge the achievements and qualities of the candidate which are required for particular job. There are very few research studies conducted on job interview in India. Most of the researches on job interview conducted in abroad.

STATEMENT OF PROBLEM:

The problem is stated question form.

1. Are teacher trainees in regular B.Ed. programme aware about job interview?
2. Are teacher trainees in distance B.Ed. programme aware about job interview?
3. Who are more aware about job interview?

OBJECTIVES:

1. To study the job interview awareness among teacher trainees in regular B.Ed. programme.
2. To study the job interview awareness among teacher trainees in distance B.Ed. programme.
3. To compare the job interview awareness among teacher trainees in relation to mode of B. Ed. Program & gender.

HYPOTHESES:

1. There is no high level of job interview awareness among teacher trainees in regular B.Ed. programme.
2. There is high level of job interview awareness among teacher trainees distance B.Ed. programme
3. There is no significant difference between the job interview awareness mean scores of teacher trainees in relation to mode of B. Ed. Program & gender.

RESEARCH METHOD:

In the present study survey method was used to collect the data.

SAMPLE:

In the present study, 30 teacher trainees from Iqra College of Education Jalgaon and 30 teacher trainees from MANUU B.Ed. programme at Iqra College Study Center, Jalgaon were selected by using purposive sampling technique. Thus the sample comprises 60 teacher trainees.

TOOLS:

The data was collected through self constructed Job Interview Awareness Scale (JIAS). The scale comprised 30 questions. The questions are related to the factors in job interview such as communication skill, presentation style, appearance, teaching aptitude and general awareness about teaching profession. The teacher trainees had to respond in 'Yes' or 'No'. The maximum score of this test is 30 marks and minimum score is 0.

ANALYSIS AND INTERPRETATIONS OF DATA:

Table 1: The Mean (M), Median (Md), Mode (Mo), Standard Deviation (SD), Skewness (Sk) and Kurtosis (Ku) of Job Interview Awareness Score of Teacher Trainees in Regular & Distance B. Ed. Program

Sample Teacher Trainees	Mean (M)	Median (Md)	Mode (Mo)	Standard Deviation (SD)	Skewness (Sk)	Kurtosis (Ku)
Regular B. Ed. Program	17.8	18	18	3.078	0.011	0.104
Distance B. Ed. Program	24.6	25	25	2.711	- 0.31	0.572

From above table it can be observed that, the Mean, Median & Mode of distribution of job interview awareness scores of teacher trainees in regular B. Ed.. The skewness is negligible & the distribution is slightly leptokurtic. Therefore it can be said that the distribution is normal and the level of job interview awareness among the teacher trainees in regular B. Ed. programme is moderate.

The Mean, Median & Mode of distribution of job interview awareness scores of teacher trainees in distance B. Ed.. The distribution is negatively skewed and platykurtic. Therefore, it can be said that the distribution is normal and negatively skewed, so, the level of job interview awareness among the teacher trainees in distance B. Ed. programme is high.

Table 2: The Comparison of the Job Interview Awareness among Teacher Trainees in Regular and Distance B.Ed. Programme.

Teacher Trainees	B. Ed. Programme	Sample Size	Mean	S.D	't' Value	Significance
Total Sample	Regular	30	17.8	3.078	4.90	S
	Distance	30	24.6	2.71		
Male	Regular	15	17.46	3.11	7.14	S
	Distance	15	24.13	2.87		
Female	Regular	15	17.66	2.79	3.53	S
	Distance	15	25.60	1.88		

For degrees of freedom $df = 58$, at 0.01 level of significance table 't' value is 2.64. The calculated 't' value 4.90 is greater than table 't' value. This indicates that there is a significant difference between job interview awareness mean scores of teacher trainees in regular and distance B.Ed. programme. Therefore, the null hypothesis, "There is no significant difference between job interview awareness mean scores of regular & distance B. Ed. program" is rejected. The job interview awareness mean score of teacher trainees in distance programme is greater than that of regular programme. Therefore, teacher trainees in distance programme are more aware about job interview than teacher trainees in regular programme.

From above table, it can be observed that the calculated 't' value is 7.14. For $df = 28$ at 0.01 level of significance table 't' value is 2.67. The calculated 't' value 7.14 is greater than table 't' value. This indicates that there is a significant difference between job interview awareness mean scores of male teacher trainees in regular and distance B.Ed. programme. Therefore the null hypothesis "There is no significant difference between

the job interview awareness mean score of male teacher trainees in regular and distance B.Ed. programme" is rejected. The job interview awareness mean score of male teacher trainees in distance programme is greater than that of regular B.Ed. programme. Therefore male teacher trainees in distance programme are more aware about job interview than male teacher trainees in regular programme.

From the same table, it can be observed that the calculated 't' value is 3.53. For $df=28$ at 0.01 level of significance table 't' value is 2.67. The calculated 't' value is greater than table 't' value. This indicates that there is a significant difference between job interview awareness mean scores of female teacher trainees in regular and distance B.Ed. programme. Therefore the null hypothesis "There is no significant difference between the job interview awareness mean score of female teacher trainees in regular and distance B.Ed. programme" is rejected. The job interview awareness mean score of female teacher trainees in distance programme is greater than that of regular B.Ed. programme. Therefore female teacher trainees in distance programme are more aware about job interview than female teacher trainees in regular programme.

Table 4: The Comparison of the Job Interview Awareness among Female & Male Teacher Trainees in Regular and Distance B.Ed. Programme.

B.Ed. Programme	Gender	Sample Size	Mean	S.D	't' value	Significance
Regular	Female	15	17.66	2.79	0.09	NS
	Male	15	17.46	3.11		
Distance	Female	15	25.60	1.88	0.003	NS
	Male	15	24.13	2.87		
Both Programmes	Female	30	21.63	4.63	1.18	NS
	Male	30	20.80	4.48		

From Table 4, it can be seen that calculated 't' value is 0.09. At 0.05 level of significance table 't' value is 1.70. The calculated 't' value is less than table 't' value. This indicates that there is no gender difference in the job interview awareness mean score of female teacher trainees and male teacher trainees in regular B.Ed. programme. Therefore, the null hypothesis "There is no significant gender difference in the job interview awareness mean score of teacher trainees in regular B.Ed. programme" is accepted. It indicates that job interview awareness among female & male teacher trainees in regular B.Ed. programme is same.

From the same Table 4, it can be observed that calculated 't' value is 0.003. At 0.05 level of significance table 't' value is 1.70. The calculated 't' value is less than table 't' value. This indicates that there is no gender difference in the job interview awareness mean score of female teacher trainees and male teacher trainees in distance B.Ed. programme. Therefore, the null hypothesis "There is no significant gender difference in the job interview awareness mean score of teacher trainees in distance B.Ed. programme" is accepted. It indicates that job interview awareness among female & male teacher trainees in distance B.Ed. programme is same.

FINDINGS AND DISCUSSION:

From the analysis and interpretation of data, it was found that,

1. There is no high level of job interview awareness among the teacher trainees of regular B. Ed. program.
2. There is high level of job interview awareness among the teacher trainees of distance B. Ed. program.
3. The teacher trainees in distance B.Ed. programme are more aware about job interview than teacher trainees in regular B.Ed. programme.
4. The male teacher in distance B.Ed. programme are more aware about job interview than male teacher trainees in regular B.Ed. programme.
5. The female teacher in distance B.Ed. programme are more aware about job interview than female teacher trainees in regular B.Ed. programme.
6. There is no significant gender difference in the job interview awareness mean score of teacher trainees in

regular B.Ed. programme.

7. There is no significant gender difference in the job interview awareness mean score of teacher trainees in distance B.Ed. programme.

It was found that the teacher trainees in regular B.Ed. programme are not fully aware about job interview. The teacher trainees in distance B.Ed. programme are more aware than teacher trainees in regular B.Ed. programme. Teacher trainees in distance B.Ed. programme have sound knowledge about interview because they have experience of teaching and they faced the job interview in acquiring their job. Some teacher trainees in distance B.Ed. programme have also played the role of interviewer so that is why they are much aware about interview. This study revealed that the teacher trainees in regular B.Ed. programme should be guided about interview. The job interview awareness training should be given to the teacher trainees in regular B.Ed. programme. The teacher training colleges should arrange interview training programmed for the teacher trainees. The teacher trainees should get experience of mock interview before facing actual job interview. The teacher trainees should read about interview process in detail in evaluation books. They can refer other reference books on job interview. There are many videos available about job interview on you tube. So in this way, teacher trainees should update their knowledge about interview. They can get the knowledge about interview with the help of the experiences of other employed teachers or through training programme.

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