



Developing teaching performance of teachers through life skills with special reference to interpersonal skills

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Abstract

This study aims to develop Teaching performance using Life Skills especially Interpersonal Skills among Teachers. The importance of interpersonal relationships that assent on the emotional and social development of students is also focused on in this study. The effect of Inter personal Skills is seen from the teacher's ability which includes a variety of skills such as Speaking Skills, Classroom control, effective teaching, monitoring student's activities. The interpersonal relationship between the teacher and student is very essential in creating attractive teaching and learning along with creating a friendly atmosphere, sharing feelings, affection, and empathy attitude.

Keywords: life skills, teaching performance, interpersonal skills

Introduction

Teaching is a very complicated activity that is affected by subject knowledge, time management, the character of the teacher, interest of the learners, good rapport between the teacher and student, etc. Inter personal interaction Skills rotate throughout the potential of the teacher to furnish some basic circumstances which play a vital role in fabricating specific educational framework. These include respect, empathy, immediateness, and challenge (1).

The Interpersonal Sharing of opinions, interests, and feelings between the teacher and student has been termed Interpersonal communication. It is very essential that developing mutual interpersonal interaction between teacher and student in the classroom. Furthermore, Wagner (1983) declared that "The working relationship which remains between a teacher and student will determine the classroom atmosphere "(p-392). Therefore the main goal of this study is to identify the importance of Interpersonal Skills for the development of the Teaching Performance of teachers.

Life Skills

Every person wants to live a fruitful life on this earth. For that, they must be very skillful. Life Skills are those capacities that help human being in working well in the society where they live. World Health Organization (1993) has explained Life Skills as "The capabilities for adjustable and confident attitude that empower persons to accord excellently with requirement and threats of our daily life,"(2). UNICEF explains Life Skills as "A attitude switch or attitude improvement way developed to label a stability of these fields: intelligence, behavior, and artistry. (2). WHO identified a different set of life skills. They are self-conscious, sympathy, free thinking, inter personal skills, finding solution for problems, management of stress and emotions, effective communication, decision making, and creative thinking. When a person is exposed to these desired skills and practice, they can develop the ability to solve psychological, physiological, and social problems. Hence,

inculcation of basic life skills is the fundamental effort which has to be launched for supporting the attitude of our students along with the teachers. Children's behavior must be modified by acquiring these life skills. Teachers too are highly responsible for imparting life skills among their students. We have to understand well about life skills and also their implementation. Life skills administer self-acceptance, managing plans for accepting the past, controlling the present, and generating the future.

Nowadays, children have to face a new world of rapid changes. For that, school programs should provide opportunities to strengthen life skills such as fostering self-esteem, caring, coping with stress to face the challenges of everyday life. This has been done by the teachers when they are well trained with these life skills.

Interpersonal Skills

Interpersonal Skills are those essential skills involved in dealing with and relating to other people, largely on a one-to-one end basis. (3). Human beings need Interpersonal Skills for effective communication and interaction with others. These skills play a vital role when interacting n a group or individual discussion. The development of teacher's interpersonal skills will enhance their teaching performance. Interpersonal Skills include effective conveying of information, interpret accurately other's emotions, being sensitive to other's feelings, finding solutions to conflict, avoiding gossips, being calm and polite. The relationship between the student and teacher is important and remarkable one. Some people agree that teachers are not having the possibilities to change a student's achievement growth than anyone in the society except the family. (Robinson & Schumacher 1978) [4]. But it can be improved by effective interpersonal relationship between them. The poor interpersonal relationship creates problems which cannot be solved. (Thomas, Karmas & Altekruze 1981) [5]

Teaching Skills are the foundation for studying. Instructors accepted that the teaching skills must be correlate with the learning style of the students. The teacher must need Interpersonal Skills at their command to communicate well. Interpersonal Skills enable the teacher to prepare them for learning. (Carkhuff, Berenson, & Pierce 1977) [6].

Need of Life Skills for Teacher

Life skills play a fundamental unit of being to encounter the protest of our everyday life in this changing environment. The tremendous changes in knowledge explosion and technological development affect education. Hence, the improvement of national educational quality is needed. For this, teachers must possess life skills for the development of a healthy society. Every teacher should be aware of using their knowledge and skills, solving problems, communicating effectively, applying knowledge to find a solution for a critical situation, analyzing information, making decisions, comprehending new ideas. (Salpeter. J. 2003) [7]. Teachers are responsible for the development of essential life skills and abilities among the students. (Sarika Chauhan 2016) [8]. If the teachers do not possess the development of student's knowledge at a major level as the development of children is based on teacher's competency. In this competitive world, teachers must improve their life skills not only for the betterment of teaching but also to understand their student's Problems and they must train the students to develop their personal and professional skills in the future. If the teachers are raised by emotional burnouts arising from daily conflicts, intertwined relationships, they may possess high changes in behaviors. To overcome this, life skills are very important for the improvement of personal, social, cognitive, and other domains and they can cope with the challenges of everyday life.

Relationship between Teaching Performance and Interpersonal Skills

Teachers have to overcome more issues in their teaching field and their unsolved issues develop mental and physical stress, when trained properly with life skills, teachers can tackle their problems related to their teaching performance. Interpersonal skills improve interactions and reduce diversity between teachers and students. It helps the teachers to design their teaching method suitable for their student's needs, abilities, drawbacks, etc.

The Interpersonal relationship between the teachers and the students is affected by certain core conditions. They are respect, empathy, warmth, self-disclosure, concreteness, confrontation immediacy, and genuineness. (Robinson, Wilson, Robinson, 1981) [9]. When the teachers possess these core conditions makes them successful teachers otherwise they are unsuccessful teachers. (Aspy & Roebuck, 1977) [10]. The definitions of these essential conditions are as follows. Respect: The Teacher's capability to create hope in the student's capacity to solve their issues. Sympathy: The Teacher's capability to understand the student's interpersonal communications. Comfort: The Teacher's capability to prove that she/he look after for the student as an individual. Self-Disclosure: Teacher's capability to show experiences of her/his own that was the same as that of students experiencing. Concreteness: The Teacher's capability to point out or label the feelings of the student. Conflict: The Teacher's capability to prove to the student a difference between works that she/ he has done and said.

Immediateness: The capability of the teacher to convey to the student about their rapport as it occurs at the correct time.

Genuineness: The capability of the teachers to be honest with the students.

The National Consortium for Humanizing Education (NCHE) start to regulate whether interpersonal skills improve in teaching performance or not. They started to establish two groups of teachers. Interpersonal skills development training has been given to one group and no training has been given to second groups. The findings of the NCHE proved that the students educated by teachers with interpersonal skills training gained extraordinary records on achievement tests. (Aspy & Roebuck, 1977) [10]. The great outcome of this training was a switch in the standard of interconnection between student and teacher.

Conclusion

The findings of this study have proved that the interpersonal relationship between student and teacher plays an important role in the development of teaching performance. Research firmly approve the clear effect of interpersonal skills on student achievement as well as on teaching performance. Enrichment of student's self-confidence and depletion of contradictory of student are few extra profit scored from these skills. These findings support that training has a greater emphasis on the development of core conditions of interpersonal skills to improve teaching performance. Overall, this study shows that the teacher as an individual with high subject knowledge and interpersonal skills should be used as guidance to enhance teaching performance effectively.

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