



RESEARCH PAPER

Impact of Determinants on the Profile Elevation of Secondary School Teachers in Pakistan

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PAPER INFO	ABSTRACT
<p>Received: July 27, 2021</p> <p>Accepted: October 27, 2021</p> <p>Online: October 30, 2021</p> <p>Keywords: Determinants, Elevation, Educational Profile, Social Profile, Secondary School Teacher</p> <p>*Corresponding Author: zahiddaaziz@bzu. edu.pk</p>	<p>The foremost purpose of this research paper was to interrogate the effects of determinants on the educational and social profile of secondary school teachers in Pakistan. The key question taken was related to determinants that affect teachers' profile. The Population of the study was secondary school teachers of Punjab province. A questionnaire was used as research instrument. The researcher personally visited the schools to administer the questionnaire. E-Views software was used for data analysis. Moreover, OLS regression model and LOGIT regression model were carried out. It was found that the variable years of teaching experience (EXPYR) (***) 0.03) can have a vital concrete effect upon the societal figuration of teachers as the experience of teachers grows, so does their social interactions with officials, colleagues, students and friends increases. The said variable is significant at 10 percent level. The variable, Residence (RESIDE) (** 0.53) have a significant impact upon civic links. This obviously associated with less community connection of country side teachers than the teachers residing in urban areas.</p>

Introduction

There is a big discussion now a day for a new kind of responsibilities upon a teacher. This leads in a change that can be a steered and restructured the qualities of teachers. Such as collaborative professionalism which means how to collaborate with other teachers for learning of greater impact (Hargreaves & Conner, 2018). Consequently, teachers ought to have numerous qualities in their temperament as a result of teaching focuses on four-dimensional problems within the classroom or outside the classroom.

Teachers are the embodiment of certain qualities of good morals and ethics within and outside the institution. Teachers should display their characteristics, so those become original model to the pupils (Danielwicz, 2001). In addition to this, teachers become the real model of these qualities to be followed by pupils. A teachers' profile ought to display these qualities. So it could answer such questions: Profile Creativity: Narrate ventures,

intellectual, awards, profession, benefaction and future planning and your upcoming details that where you would be in future (University of British Columbia, 2019). It is obvious that teachers should ought to come with a high profile because they are somewhat publicized figures: The importance of high profiled teachers is pointed out by Wynn (2010) "Teachers ought to maintain a high profile in their occupation". So it is obvious that teachers should possess such compulsory qualities in order to carry out their responsibilities with full zeal and zest. Regarding this, Ackerman, et. al. (2006) declared that "Teacher's profile should possess the qualities e.g.: teachers' practicing, coaching approaches and occupational growth to upgrade the value of teaching because this is the main element to increase its value. Improving the quality of teaching is a central component to raise the quality of education".it means that teachers' academic and professional qualification is the one element which is considered as one important element for their teaching. Ella (2006) also added to this: "Teachers who do not qualified professionally and academically' qualification has no doubt a negative effect upon the teachers' learning of his/her subject". All these things have a negative impact on teachers' personality and ultimately the process of teaching and learning is influenced. Every day teachers face a lot of problems and situations to handle in the classroom. For this, Apple (2006) says: "School and teachers should guide pupils with methods of understanding their mental and social problems, externally and internally".

The determinant is an absolute term. (Hattie, 2003). The determinants may be listed as a person's attributes, characteristics, and qualities. The goal of all these terms is slightly different from their context. Each term is based on its related point of view. For example, teachers' career determinants are: education, experience, salary and certification (Wright, 2012).

If teachers do not prepare themselves to deal with a difficult situation, then they become more difficult. When faced with reality, they often react by "going backwards". (Hagger & McIntyre, 2006, P.56). Survey of international secondary school teachers (Newburgh, 2019) profile reveals that teachers profile consist on determinants such as; responsibilities, qualifications, salary, work experience and career prospects (prospects.ac.uk). Moreover, the American association of physics teachers (AAPT) has almost the same determinants for profile of secondary school teacher: The Role, Education, Qualifications, and Professional Development of Secondary School. Their writing committee viewed its importance for in-service teachers also: Job description, salary and benefits, working hours, entry, training and progression (Nelson, 2019). Educational determinants can be called professional determinants: related to teachers' experience, qualifications: academic and professional, and training (Davies, 2020).

In educational determinants of teachers' profile, teachers' subject matter knowledge/content knowledge is one of them. This is the subject knowledge acquired by teachers in formal learning and pre-service teacher's educational courses (Zuzovsky, 2003). Besides this, teachers lives always have been influenced by their social living (zafar, 2002).Social Determinants are the most important part of teacher's personal and social life (operational definition of social determinants). There are many factors related to teachers' life, e.g. their financial position, social status, emotional distress, anxiety, depression, social gradient and social support.

In this study, educational and social determinants were taken to see their impact on the profile of secondary school teachers. Since secondary education is of great importance in the balanced development of the child, the role of the secondary school teacher has become vital as secondary students reach universities and other centers of higher education. , and therefore secondary education is the most important bridge between primary and higher education. In this respect, this research is used as a compendium for new and experienced teachers who have become fully aware of the prerequisites of their profile. The research was held in secondary schools in Pakistan. So, this study is important for all teachers, students and administrators interested in the profile of secondary school teachers.

Material and Methods

All public secondary school teachers (male/female, urban/rural, highly experienced/fresh appointed) of Punjab province (Pakistan) were included in the population. Initially, sample was selected in strata as the study was delimited to 04 Divisions of Punjab. One city from each division was selected randomly. Out of 7154 secondary school teachers of 04 cities, 711 teachers were selected by using stratified sampling technique.

Research Tool

A self-constructed questionnaire was used as a research tool. It had 3 components .First part was relating to Demographic information. Second part of the questionnaire was supported with the statements (yes, no choices).Some statements were within the type of contingency queries whereas 3rd part of the questionnaire (named as part B) was comprised upon 5.point Scale (Likert scale) with options of Disagree, Undecided, Agree and Agree. There have been forty three statements (with seven factors having completely different variety of statements) and having instructional and social determinants rising in the literature review and researches for validity check, factor analysis was computed.

The questionnaire was administered to entire eight hundred secondary school teachers and filled questionnaire was seven hundred eleven. It's come back ratio was eighty nine percent of these, 359 were male and 352 were female. The empirical analysis was created to search out the result of variables of secondary school teachers on their profile. It had been administered by using Logit regression model. Major classes of independent variables were: academic skills, teaching, tutorial competitions, updating of data and off hour ventures. Those were enclosed in both Logit model model in an exceedingly .Logit model, the explained or variable quantity was a unequivocal or fake variable with worth of 1 and 0 in OLS multivariate evaluation of the contingent variable was the educational and social profile of secondary school teachers (operational model will be provided on demand).

Results and Discussion

It was found that the varying span of educating skills (EXPYR) (**0.03) positively affected an teacher's profile. As the practices grow so do the increase in the community collaboration. As a result his community interaction could also be elevated. This change is critical by ten percent degree. The varying, changed data within the particular knowledge

(KNOWLG) has vital effect by five % degree) (**0.6). This varying has constructive effect on community interaction. Data increases with the capability of the teachers to elevate their social activities and therefore elevate their social profile. Presenting any research paper at any seminar/workshop (PRESNT) even have positive impact on social profile. This varying is vital by ten percent degree. Taking part in academic contests (PRTACC) (**0.58) conjointly community interaction. This varying becomes vital by ten % up gradation as a result societal profile step up. Resident of urban areas has more community interaction than the residents of country side. This has a vital role playing in the up gradation of community contacts such as with executives, work mates and masses from varied professions. This shifting, Residence (RESIDE) (**-0.53) becomes reversal effect on community interaction. This suggests that the teachers from country side not having any association with the folks as do the civic teachers. Expending hours on preparing lecture (SPNDTIM) additionally considerable impact on teachers' profile. This variable becomes reversal in societal connection case. If they spend more time in preparing lectures then they have fewer hours for community ventures such as, connection to work mates, buddies and masses, thus decree in the community interaction. The varying, executive or superior responsibilities of coaching subordinate employees (ADMETS), gender of the teachers (GNDR), expending hours on internet (INTRNET), operating as main instructor (MNINR), collaborating in syllabus growth / article / reference book consulting material for teachers' growth (PRCDB), routine hours expending in enjoying games associate degree games (ENYGMG), playacting responsibilities of an instructor related to some forms grant controller exam (PRIEX), passing out after having teachers' practicing (EPNG) with quality for coaching of their skilled development (CNGPFD) may be unimportant effect upon varying quantity & haven't any part to upgrade societal interaction of the teachers. This explains displays a varying span of coaching expertise (EXPSP) may have a reverse effect on the span regarding academics of teachers. Even as instructor higher to value, more highly to favor, to opt, and to choose to work & lean upon to attain additional qualification though one's span of expertise will increase however his qualification doesn't develop with this percentage. This varying span of coaching expertise (EXPSP) becomes critical by one percent extent & may have reverse effect upon academic adequacy (span of academic)Varying PRTACC regarding their taking part to instructional contest. The worth (**-1.17) displays reverse effect upon academic certificate of instructor. The contests like these are very fewer applied to this level of schools which develop the command and instruction of this level's instructors of Pakistan. Thus it may exert a reverse effect on the instructors of this level. RESIDE (inhabit of civic areas & village inhabitants) PARCDMB (syllabus growth, study contest, growing stuff) has value (-0.32) (-0.84) in this respect. It displays a reverse effect upon academic certificate regarding instructors.

Implications of the study

The research presented in this study examined the effect of the reason behind academic and community upon improving the profile of secondary teachers in Pakistan. The research has helped to highlight the importance of teacher profile and its elevation. This research also sensitized teachers to social and educational determinants and helped the researcher to plan and implement profile determinants in the near future.

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