

# Team Work Soft Skills - an Innovation in Teachers' World

## Present Scenario: A Case Study

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### ABSTRACT

*An innovation is a new thought, concept or behavior that is deliberate, purposeful and indicates a special change. It is accepted with a purpose to bring about the positive change in the existing practice or system. It is well planned and systematic effort. Team teaching is one of the innovations in instructional organization to ensure optimum use of resources, interest and expertise. The author draws the attention of secondary teachers towards this innovation in teaching learning process. The analysis is based on survey method of 6 different secondary school male female teachers of Khunti Dist. Jharkhand. Random sample was drawn from 92 secondary school teachers to collect the data self-constructed and standardized tool was developed and used to administer the test. Pearson Product moment correlation and t - test were used to analyse the data. Findings of the study revealed that there is no significant difference in the level of problem solving skills in male and female secondary school teachers.*

**Keywords:** Teamwork, soft skills, Innovation, Teachers,

## I INTRODUCTION

The term 'Team work' has its origin from America during the mid 1950. The concept of Teamwork as Soft skills is describes as inculcating attitudes for encouraging attitudes for cooperation and dialogue with colleagues, students and all levels of educational staff, the essential condition for collective professionalism, effective and efficient teaching learning. Teamwork is to develop a strong sense of commitment and responsibilities between teacher and student, student and student, student and parent, teacher and parents, teacher and teacher. The entire programme depends on the cooperation extended together in teams is often a more effective way to accomplish important tasks specially in forming students. Hence, skill of cooperation in the form of team work is essential among the teachers to organize the whole educational activities.

**"Soft skills** are normally referred as people's skills, human skills, life skills." It is a Social term related to person's EQ (Emotional Intelligence Quotient). Soft skills are Intra and Inter personal skills. They are Socio-Emotional Competencies. Soft skills complement hard skills.

**Teacher-** is considered to be the architect of the nation. The future of the nation lies in the hands of the teacher. This shows the importance of teacher. Therefore they need to acquire the knowledge, reliable and authentic information in order to help the students how to grow in future, how to develop the team work skills and how to organize classroom practices together in team is often a more effective way to accomplish important tasks specially in forming the students.

### (a) Essentials of a good team work skills for teachers:

- (i) **Contribution:** Team work as soft skills makes tremendous contribution in formation of students. For successful teamwork all the team member need to have clear shared goal, sense of commitment the ability to work together.
- (ii) **Collaboration:** It empowers engenders trust, and capitalizes on the divers' talents of the teachers in a school. It is a beautiful ability of a teacher who can become a help for the students and the students in return will find joy in supporting their teachers inside and outside the classroom. Teacher-students support relation will give way to encouragement rather than criticism and humiliation.
- (iii) **Shared Purpose:** It reflects the shared aims, purpose and values of the teacher in the school. It addresses the fundamental goal to the group effort periodically reflects what needs to be change and why. Every student has his individual goals to be fulfilled. Its teacher's responsibility to know, understand show the way in fulfilling them.
- (iv) **Authenticity:** This quality requires that one's action be consistent with one's most deeply felt values and beliefs. Students may close their ears to our advice but open their eyes to our examples. Therefore it is very essential for the teachers to become a reality in there being and doing.

(v) **Commitment:** This quality implies passion, intensity and persistence. It supplies the psychic and physical energy that motivates teachers to serve, that drives the collective effort, and that sustains the effort during difficult times. The students need to experience hardships in the personal and teamwork, so that they may be energies to go through joyfully the difficult moments and win.

(vi) **Acceptance:** Unconditional acceptance means recognizing the individual difference of each student, their potentials aspirations goals, strength and weakness etc., by these practices teachers may spark a trusting relationship among the students.

## II OBJECTIVES

The present study is concerned with team work skills in the secondary school teachers of Khunti, Dist., Jharkhand. By this study the investigator wants to find out the level of team work skills among male and female teachers.

**(a) The objectives of the study are:-**

- (i) To find out the level of team work skills among male and female secondary teachers.
- (ii) To find out the relationship between team work skills of both male and female secondary teachers.

## III METHODOLOGY

The investigator has adopted the 'survey method' to investigate the team work skills.

**(a) Population and sample-** The population of the present study consists of 6 secondary school teachers of Khunti Dist., Jharkhand .The sample consists 90 male and female secondary teachers.

**(b) Administration of tools-** The tools were distributed to the randomly selected secondary teachers. They were given 5 days' time to respond the 32 items of inventories. All the teachers responded.

**(c) Data analysis-** The data were analyzed by using mean, Sd, t – test & correlation.

**(d) Hypotheses--**There is no significant difference in the level of team work skills among male and female secondary teachers.

- (i) There is no significant difference in the level of relationship in the secondary teachers both male and female.

## IV RESULT

**Table-1**

Significance of difference between means scores of team work skill for Male and Female secondary Teachers

Gender	N	Mean	SD	df	t-test	Level of significant (At 5% L S )
Male	46	56.17	7.88	90	3.02	S*
Female	46	60.73	6,54			

(For 90 df, at 5 % Level of significance the table value of t - test is = 1.66)

It is inferred from the above table that calculated t-ratio between male female secondary teachers is 3.02 which is more than the table value of t- ratio 1.66 at 5% level of significant. Therefore the Null hypothesis is rejected. Hence there is significant difference in team work skills of secondary teachers on the basis of gender.

**Table-2  
Correlation**

Significant relationship between team work skills of male and female secondary teachers

teamwork skill male		teamwork skill Female		No.	Correlation Value (r)	Level of Significance (At 5% LS)
$\Sigma x$	$\Sigma x^2$	$\Sigma y$	$\Sigma y^2$	$\Sigma xy$	92	0.518
2584	147948	2794	171630	158151		Significant

(For 90 df, at 5% level of significance the table value of 'r' is 0.267)

It is inferred from the above table that the calculated value of correlation is 0.518, which exceeds from the table value of correlation 0.267 at 5 % level of significant. Therefore Null hypothesis is rejected. Hence there is significant relationship

between the teamwork skills of male and female secondary teachers.

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## **V INTERPRETATION**

Mean scores of teamwork is more than the table value of t-ratio. Therefore finding reveals that there is difference in teamwork skills of secondary teachers. Today through the good use of information and technology teachers must be aware of innovative ideas and programs in education .It is good to have knowledge, interest, attitude and adaptability as teaching competency and soft skills of teamwork skills in all the secondary teachers. The (r)test shows that female teachers are better in their teamwork skills than male teachers. It is because the female teachers have better teamwork techniques.

## **VI CONCLUSION**

Team work is to develop a strong sense of commitment and responsibilities. It also develops qualities like respecting the thought and opinions of others in the group. The success of the entire program depends on the cooperation extended. Hence skills of cooperation are essential among the teachers to organize the whole educational activities.

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