



# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN PROGRESSIVE EDUCATION & DEVELOPMENT



[www.hrmars.com](http://www.hrmars.com)

ISSN: 2226-6348

## Teachers' Performance Problems in Higher Education Institutions of Pakistan

Ibbad Ashraf, Fawad Ashraf, Irum Saeed, Kaynaat Shah, Nida Azhar, Waqasia Anam

To Link this Article: <http://dx.doi.org/10.6007/IJARPED/v4-i3/1769>

DOI: 10.6007/IJARPED/v4-i3/1769

*Received: 15 July 2015, Revised: 16 August 2015, Accepted: 27 August 2015*

Published Online: 24 September 2015

**In-Text Citation:** (Ashraf et al., 2015)

**To Cite this Article:** Ashraf, I., Ashraf, F., Saeed, I., Shah, K., Azhar, N., & Anam, W. (2015). Teachers' Performance Problems in Higher Education Institutions of Pakistan. *International Journal of Academic Research in Progressive Education and Development*, 4(3), 26–47.

**Copyright:** © 2015 The Author(s)

Published by Human Resource Management Academic Research Society ([www.hrmars.com](http://www.hrmars.com))

This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen at: <http://creativecommons.org/licenses/by/4.0/legalcode>

Vol. 4(3) 2015, Pg. 26 - 47

<http://hrmars.com/index.php/pages/detail/IJARPED>

JOURNAL HOMEPAGE

Full Terms & Conditions of access and use can be found at  
<http://hrmars.com/index.php/pages/detail/publication-ethics>



# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN PROGRESSIVE EDUCATION & DEVELOPMENT



[www.hrmars.com](http://www.hrmars.com)

ISSN: 2226-6348

## Teachers' Performance Problems in Higher Education Institutions of Pakistan

Ibbad Ashraf

Visiting Faculty, The Islamia University of Bahawalpur, Email: [ibbad\\_ashraf\\_Sheikh@yahoo.com](mailto:ibbad_ashraf_Sheikh@yahoo.com)

Fawad Ashraf

Assistant Professor, Department of Management Sciences, The Islamia University of  
Bahawalpur

Email: [fawad.ashraf@iub.edu.pk](mailto:fawad.ashraf@iub.edu.pk)

Irum Saeed, Kaynaat Shah, Nida Azhar, Waqasia Anam

Student at Dept. of Management sciences, The Islamia University of Bahawalpur, Pakistan

### Abstract

To plan upcoming 100 years of success, society needs to develop and organize updated education system. The purpose of this study is to identify the problems of the teachers and the resistance that came across on their way of professional career. The study determine the problems such as stress, work life conflict, heterogeneous attitude of students, lack of career opportunities, lack of resources, poor public perception, behavioral problem of student due to different family background and poor relationship with boss that not only decrease the professional effectiveness but also effect the personal life. The objectives of this research is to study the internal and external factors that affects the teacher performance. To analyze the determinants of teacher's problems and how they decrease the career output. The study recommends them how to cope with these issues. A sample of 12 teachers taken from different departments of IUB and semi structure interview technique is used to conduct the survey. These records were analyzed by categories in form to achieve research objectives. The data were interrupted and evaluated by the content analysis technique. The content analysis technique reveal that teacher will show their better expertise if they are facilitate by latest technology for teaching and it will also help them to keep involve and motivate the students. On the same time teacher have to work on professional deficiencies of the students through friendly discussion. This enable the teacher to identify the aim and goal of the student and help and guide them the right path that take the student to their dream. They work family stress can be minimizing by proper time management and there are must be family's get-togethers so that families interact with each other and know about the working environment. The current educational setup must give some incentives along with productive measure such that; provide teachers opportunity of research and training with

their family. In this way they can well managed their personal and family life. Politics is part of every profession people do anything with this other than just to do their work in the best way with patience. These people are basically showing hypocrisy so leave them on their own way. Poor public perception such as teachers scandalizing can be reducing if we enlarge the canvas of our sight. Technical, organizational and philosophical and behavioral barriers can be overcome if we try to sort out. If we start with something small and simpler this allows us to resolve the issues from scratch. Very simple conclusion is that teachers must be prepared for some hard work, a little frustration, and a great deal of satisfaction in becoming a more effective educator. Rules and regulations of teaching practice should be defined by the institutions before the student teachers go for teaching practice. It will not only help the student teachers but also the supervisors to achieve the predefined targets. Specific teachers should be appointed by the concerning departments to observe teaching of student teachers so that they may stay whole day in school to check the activities of the students and comment honestly. Feedback from student teachers regarding the problems faced by them should be considered important to improve the practice for next time. Institutions should try to fill the gap between theory and practice because sometimes the situation is different to that taught to the students in theory so to save the student teachers from any sort of bewilderment. In a nut shell this study conclude that nothing is impossible as the word impossible itself says that I am possible. Problems do no longer exist and can be eliminated by proper management of time, labor and efficiency. If teachers will be satisfied then they are able to deliver their best.

### **Introduction**

According to Grossman (2009) learning how to maintain and build dynamic professional relationships with the people about whom they care is not a simple matter, yet so many assumes that this is a natural rather than learned capacity. It seems that natural phase of the professional work—evident in the common observation that teachers are not made, they born. Teachers are subjective insiders who involved in classrooms for giving instruction to their students, evaluating their performance, taking attendance, grading papers and managing the curriculum mandate. As said by to Naik (1998) although teaching is noble, but challenging occupation. Teachers have to sustain a high level of professional performance by keeping consideration on these factors growth, performance and development as well as the personal responsibility for their own work. Teacher performance as the most vital input in the education profession said by (Mohanty, 2000). Teachers are the most important element of any system of education. Management structure and environment is not the least factors that effect on teaching but qualification, training, motivation, experience, aptitude and so many other factors effect on it. Teachers have a great role on their students in enhancing the personal, social development and intellectual abilities. Teachers work on the development of the whole nation. Teachers having the supreme art of teaching to stimulate knowledge and joy in creative expression. Teachers can have strong influence on their students that is deeper than others. In fact teacher said to be an ideal that bring the positive change in the overall attitude of his students by his performance and develop the good moral values. Teaching is one of the most powerful profession in society (Tomer and Sarital, 2004). In any education structure teachers are the lifeblood. Students are citizen of our society and they are the next nation builders and teacher plays the most important role in

building them. Teaching is a challenging profession because of the diversity within the students that they teach. Every student is unique in his/her characteristics such that having their own background, learning styles and needs. Teachers cannot use a “cookie cutter” method to teach. They have to adapt the method of teaching that enhance student’s strength and overcome their weaknesses. Being expert at making these adjustments and changes is very challenging to every teacher. If so many different cases not come in the way of teachers than teaching would be a very simpler job to do.

There are many internal and external factors that caused problems for teacher and not only affect their performance but also their professional carrier. Internal factors such as poor relationship with boss, lack of resources, heterogeneous attitude of students, behavioral problem of students due to different family background, work load and etc. There are many external factors that influence the teacher performance such as work life conflict, lack of motivation, little career advancement opportunities, rapid change in technology and many more. In higher education if teachers are not satisfied they are not able to give better output and they are unable to do their job in a good way. The problems teacher faced in their career play the role of obstacle that leads the way to stress. The problems teacher comes across at their end due to students and administrative deficiencies would minimize the professional abilities and skills. They are unable to do their job properly and caused frustration in them. According to Kyriacou (2001) occupational stress also known as job stress and also defined as the experience of negative emotional circumstances such as depression, worry, frustration and anxiety. When stress level increase in teachers it would increase in teacher’s problem like either to stay in profession or leave it. Lack of carrier development is also source of teacher’s problem. Although teachers do not having corporate level facilities but on the same time they also don’t have better carrier opportunities. Due to lack of facilities in their profession they get frustrated, they avoid to meet their friend or relatives who having corporate level jobs. Teacher personal abilities and skills are reduced when they don’t have proper resources. In 21 century teaching methods have been changed and now world moves on from typical method of teaching. This is the era of technology and internet and due to the advancement in technology there are many effective ways of teaching. When teachers don’t have proper facilities they are unable to make their students competent at international level. When teachers are not properly guided about the rules, regulation and the environment they have to work, they are unable to do something better and effective. The most important thing which is very problematic for teachers is that when their colleagues do leg pulling and destroy the image of the other person due to professional jealousy. Student’s attitude and behavior also a big hurdle for the teacher to perform their job efficiently and efficiently. Students from different family backgrounds having different behaviors, sometime it is difficult to tackle them. It is very difficult for teacher to involve them in class and keep their motivation level high. In higher education work load is another problem. When teacher having very tough schedule of their lectures without any break it will effect on their job. They are frustrated that they do their job as burden and not even work on the character building of the students. They are just fulfilling their duty and increase the professional deficiencies of their students that leave very negative impact on their students. There are some external factors that affect the teacher professional life and cause problem to them. Work life conflict is very big problem for teachers. Due to work overload teacher personal life effect and that create

depression in teachers. They are not able to cope with the conflict and due to work overload not only their personal life affect as well as the professional. When teachers are not giving time to their families and ignore their social activities, their families become more demanding and they are just cut off from their social life. When teacher personal life is disturbed they are not able to pay attention to their work. Teachers are not able to keep balance between their personal life and job so many problems arise on the both ends; family ad professional. The service that they provided,teachers used to be highlyhonored and regarded for that. Today, due to the direct impact of the teacher on youth, teachers are in the public spotlight. Public without knowing the teacher, make different assumptions about them. These are the some problems which come across in teacher professional life. The effect of these factors is in long run; until we don't work on these problems we are unable to create effective youth that make the nation.

### **Objectives of the Study**

The aim of the study is to explore and analyze the problems faced by teachers in higher education that effect their job performance. The sub objectives of the study is as under:

- To explore the internal factors that affect performance of teachers
- To explore the external factors that affect performance of teachers
- To analyze how these factors affect teacher professional and personal life

### **Literature Review**

Past studies show that teaching is a very difficult profession. Because there are many problems for a teacher that make it more complicated than it has to be. It does not mean that everyone should avoid being a teacher. There are many benefits and rewards. But most of time a teacher faces problems more. So this article is about teachers problems. It is very important for a teacher that he should be happy, challenging and safe. The teacher who is worried or restless cannot have the deportment, the peacefulness or the self-confident that is very important for being a good teacher. Many studies show the bad or harmful effects on efficiency due to many problems that a teacher has to face at workplace. Since the economic depression in countries all over the world there is little doubt that education funding has beard greatly. There is lot of negative impacts that has to face a teacher due to lack of proper funding by government. Unpreserved budgets are hack; facilities are being to decline, teaching resource spending is abridged. Basically, it is asked to teachers that they achieve top level results the scarce resources. It gets so bad that to suitably equip their classroom often teachers give their own personal funds. No doubt this situation really creates a problem for most of teachers to continue their jobs. It's a fact if someone asked about most of teachers, what is the most important thing or need to do a great job, they would say time. Definitely; teachers will often come with a proper planned work. But at the end of the day that planned work almost remained untouched due to lack of time. Expectations are vast but reality of job is very different. Because most teachers complete tasks of their job during their personal life time. So this thing frustrates most of the teachers.

Education is vibrant entity because it is persistently changing. In any profession if we want to improve some areas then we rely our front line managers, who do this job. I would assert that in education, front line managers are teachers, In order to substantiate taking measures to stick with the crisis of the day. In reality, there is an actual term called "teacher bashing" which is

relatively often used. Only by encouraging and rewarding our teachers we can hope to fix any ills which really subsist in system.

Sometimes, there becomes a hurdle for teachers due to over emphasis on standardized testing. If you asked from teachers about standardized testing, then most of teachers will tell you that standardized tests are not a big problem for them, but how the results are construed and used. Many teachers will tell you that on a single test on any particular day, you cannot guess or estimate that how much a student is capable. This especially becomes especially frustrating, when students don't take these tests serious. Because students take these tests just as a routine class work and don't bother to do any preparation for it. And it is create just a burden for teachers only. Due to this over emphasis on standardized testing system, many teachers have to shift their overall approach to teach these standardized tests. Moreover, this situation not only takes away from inventiveness. But it can also create teacher's burnout. Because if teachers are mentally feel relaxed than they think more about new methods of teaching or ingenuity, but due to burden to meet standardized tests, it limited their ability to think more about anything. In other words, standardized testing system place a lot of pressure on teachers.

Education is extremely up-to-minute. It means the thing that we judge is "most effective" today will be consider, infect of no value tomorrow. It becomes arevolving door of the "newest, greatest" trends. These steady changes become the cause of frustration especially for teachers. It look like that as soon as a teacher seize something new, it changes again. Changes in education and technology will continue to escort to new trends. And no doubt it is also a fact that teachers have to acclimatize too, but it does not make it less maddening. Because as trend change, it is also important for a teacher to adopt it. Due to theses frequent changes a teacher will be most irritating and cannot give more attention to his work. Because teacher made his proper lesson plan and want to teach their class according to it but due to these changes he cannot work according to work plan and face problems.

Teachers were only responsible for reading, writing and arithmetic in past but now day's a teacher's responsibilities have increased drastically. Things that are responsibilities of parents to teach their children at home now it's the teacher's responsibility. Because parents want to free themselves from any burden. So it increased teacher's responsibilities. But teachers also have their personal responsibilities so most of times they remain disturbed and cannot balance their life.

Class size also very important for a teacher. In large class size, teachers often believes that cannot take more risks to include more innovations in their classroom. So most of teachers cannot do as much with large class size as they can do with a small class size. Teachers believed that they can cover more content in depth to a small class instead of a large class size. Even the class of 28 students is also an awful for teachers to teach. Large class size is not considered so much critical in case of reading and writing activities. But when a student is trying to learn about new concepts and skills it will be matter. So a class size has also very important for a teacher to avoid from any troubles.

Teachers do their best when they are practically trained. But teachers face a problem of lack of teaching practice because teachers training institutions are not take it serious. Teaching practice means that a teacher teach by practically training. But the situation is that teacher's training duration is very short that is about to 4 weeks. In this duration teachers are bound just to hold

the class and not tell them extra activities other than study that they have to perform in colleges and universities. Moreover the supervisor who trained the teachers is not fully aware of information or evaluation techniques that are used for teaching practice. So it is necessary that training institutions should try to fill gap between theory and teaching practice. Because sometimes the situation is different in universities for students they taught in books, so protect the teachers, they know about everything.

Teachers also have to face problem due to absenteeism of students. Because most of the time students don't attend the classes and miss most important lectures which creates a problem for teacher in later. Because after missed the class students raised questions and cannot clear their concepts.

In specific literature review that variables are used that aroused from questions that used in different interviews. In this section we talk about only specific perspective. The teacher for the services that they provided used to be exceedingly staring and respected. But today in reality, there is nothing such like that. Because unluckily, the media usually focuses on negative stories dealing with teachers. This thing escort to a generally poor public perception and dishonor towards all teachers. The reality is that most of the teachers are marvelous and they are only true people for being a reason of their concrete job.

Teacher's motivation is very important to carry on their job. Most of time we considered that teachers are already motivated and routinely charged all over the day. Teachers also need of motivation as most of students want. There would be many causes of lack of motivation. If teachers are dissatisfied from their working conditions or policies and procedures adopted by organization. Sometimes teachers feel that they are fixed in a groove and there are little chances of progression. Due to this, a teacher will be de-motivated. Due to de-motivation, want teachers could not concentrate on class and don't want to continue his or her job that also creates a problem for teachers.

Students from different backgrounds show different behaviors or attitudes. So, they all behave in different way. Even some students treat their teachers in a very rude behavior, which shows no respect for teachers and it has a bad or negative impact on rest of the class students. Therefore it will become difficult to tackle them with those behaviors.

Work life conflict arises when work and family both are important. So for teachers, sometime it becomes difficult to give proper time to their family. Because daily meetings, seminars, workshops and assignments don't leave enough time to spend with their families. Due to this situation, they mentally disturbed and also become the cause of frustration. There are many reasons that become the cause of work life conflict. That is time-based conflict, strain-based conflict and behavior-based conflict. Time-based conflict arise as mention above, time devotes to one situation don't left time for another. Strain-based conflict arises when strain that come in result from the first situation can affect the other situation. Behavior-based conflict arises when behavior adopted by teachers at workplace cannot apply it at his family members. When these conflicts rose then teacher has to face any problems.

In teaching profession there are little chances of advancement or progression. So, it would seem for most of teachers a problem in their educational career due to insufficient salary, secretarial support and over job dissatisfaction.

Teachers face the problem of lack of resources especially technology. First of all and it is also a fact that most teachers have not latest technology in order to accommodate and facilitate all of students. If teachers have computers and different software then they their jobs well. So, lack of technology is a severe challenge for teachers.

The term work overload is explained as incompatibility between the ration, time restrictions and resources related to work existing to execute requirements required to do work. Work overload is inaccessible loosing self-confidence, anxiety, attention to job. Teachers also meet this challenge when are doing job i-e teaching in universities attend seminars, workshops and assignments and on their hand work on project or publishing an article at the same time.

Teacher's burnout is also a problem for most of teachers. In most of interviews, it is found that managerial factors (i-e too much proper work, lack of teaching material and resources and lack of hold up from managerial and executive material) and stress from the working conditions (i-e a lot of time with the same students, too much diversity in student needs were the most important reasons for teacher's burnout in last five years. a quantitative research was done for teachers to know about their burnout level. The survey includes many results that were taken in interviews from teachers. The purpose of study was important to know about resources teachers were experiencing burnout. This study is important because for all beginning teachers, there is a problem for teacher's burnout. When it is asked from beginning teachers that either they accept any support from their colleagues or not most of them answered no. Moreover, most of teachers replied that personal life and stress of workplace both becomes the cause of teacher's burnout. That reduced teacher's efficiency to do a great job.

Occupational stress is also such like burnout. Occupational stress is the incapability to manage with the pressure in job because of poor fit between someone's abilities and his work requirement and working conditions. Therefore occupational stress has some factors that are physical danger, time pressure, role ambiguity, poor relation with boss or teachers and gap between senior and junior teachers and family problems. Sometimes the gap between senior and junior teachers also becomes the cause of stress. Because most of teachers don't like to share their experiences with their junior teachers and also don't want to guide them. When a teacher faces such situation then it is the cause of stress for them. In demographic characteristics gender may be also an important factor in experiencing of stress. There is a great difference between female and male teachers. Male teachers have more physical and psychological stress then female teachers. Because male teachers are more responsible to support their family financially. So it also increases the stress level of teachers.

### **Methodology**

The purpose of this study is to explore the factors that cause problem for the teachers in higher education institutions to perform their duties in a good and effective way. The nature of the study is exploratory. The study is qualitative in nature hence qualitative data analysis techniques has been used to analyze the data.



### **Population and Sampling**

Population of the study consisted all the teachers in higher education institution in Pakistan. A sample of 30 (Baker, 2005) teachers has been selected on convenience bases. The respondents were selected from the higher education institutions in Southern Punjab.

### **Data Collection Method and Data Collection**

Since the study is exploratory in nature therefore Unstructured interviews has been conducted to collect the responses from the respondents.

### **Administration of Research Tool**

The respondents were interviewed personally. Face to face interviews has been conducted with the respondents.

### **Data Analysis**

The responses collected from the respondents then analyzed using content analysis technique.

### **Content Analysis**

#### **1: Teaching Methodology**

Mostly teachers use white boards to deliver their lectures. They prepare lectures and deliver through writing the main points on white boards and after delivering the lecture class discussion started. This is the common method of teaching adopt by most of the teachers but inside of this traditional method of teaching teachers want technology in teaching practices such as multimedia's projectors etc. So, that they can make efficient use of their knowledge and skills and can enhance the student's efficiency but due to lack of the technology teachers are dissatisfied with teaching practices in universities. Besides of this presentations conducted and projects on different topics are given to increase the exposure of students and some teachers use predefined rules and regulations given by HEC such as guideline and course etc.

### **Problems**

There is lack of teacher's professional training which is the biggest hurdle in the way of teaching practices. Students are not motivated to learn which may be due to lack of technology such as high furnished labs, multimedia's and besides of this facilities such as furniture, friendly environment also not exist in our public universities and due to which students are not attracted to studies.

#### **2: Behavioral Problems of Students**

*Students come from different backgrounds having different values regarding their families, so sometimes it is hard to deal every student accordingly.*

Student's behavioral problem can be tackle through the courage, motivation and giving different facilities. Teachers should conduct different activities through which behavior of different students can be checked in class. But in most serious case counseling is required to get rid offthis problem. There should be friendly environment between teachers and students so that issues could be find and then solve them. Sometimes highly facilitated class rooms and different

instruments are useful to tackle the student's behavioral problems in class rooms. Class size should be manageable. It may also depends upon students that how they want to be treated such as some students just learn through strictness so strictness for such students is compulsory to teach them lesson on their conduct.

### **3: Student's Motivation and Involvement**

*As most of the lecturers stated that:*

*Duration of a lecture is almost 1 hour and 30 minutes. So to keep them engage and active during this time is quite a challenging task. So we arrange class activities.*

There should be discussion, questioning, answering, surprise quizzes and different activities should be arranged to grab the students attention and involvement as well as motivation. Teaching practices should change in this regard and there should be motivated environment which can be created through at the spot incentives given by teachers such as appreciation or it is marks given after a surprise quiz. In this regard teachers should share personal experiences with students and should also ask about their ideas and views and if students feeling bore during lecture teacher should give them some time to get relax and in this time discussion can be done on an interesting topic in which all the students take part and. If these all the practices are not working the negative way can be used such as giving punishment and by threatening the student's intention and involvement can be grab.

### **4: Overburden/Overwork Load**

*All the participants stated clearly:*

*They are facing over burden because of tough time schedule. Most of the time they have to complete their assignments at home.*

Overburdened course which is not manageable due to time shortage and extra classes are the reasons of overburden creation and more importantly research work creates overwork load or teachers of university. These burdens decrease the efficiency of teachers to work efficiently and effectively. But for university teachers research work is compulsory so that they can be updated and keep the students update as it is said that a good researcher is a good teacher so there is a solution for this problem that the HEC should divide the staff of each department into two sections from which 1 should be for research and one for teach the students. This practice can decrease the burden of teachers to a great extent. A totally different view is also given by some of the teachers they said universities teachers are not overburdened at all.

### **5: Positive and Negative Reinforces to Tackle Different Students**

*Most of the participants stated that:*

*They use positive reinforces through quiz, friendly environment.*

*A few participants said that*

*Sometimes it is not possible to tackle the problems by using positive reinforces. So they have to use negative reinforces by punishing and threating them a little.*

Positive rein forcers are used by most of the teachers to tackle the different students such as providing them friendly environment, teach students moral values, become a role model in front of them, tackle them with love and patience and give more work so that you can keep them busy.

Negative ways such as punishment, threats and use of harsh words cannot be effective ways to tackle the students as positive ways are effective.

## **6: Technology in Teaching Practices**

*Some participants said that*

*Though that technology based equipment has approached in the department but still they don't have access to those equipment due to the shortage. To provide a quality education, we need advance technology but due to the lack of financial resources we are unable to use this technology. (Chairman, IUB)*

Technology is more important in teaching practices as its playing very much important role in our lives. Technology can give many benefits such as updated information and knowledge to teachers as well as to students, there should be a great involvement of students in class if technology exists. Attention in studies give more learning as it is said that learning from listening is 5%, from reading 10% and from watching (videos) its 20%. So through providing latest technology in studies learning of students and efficiency of teachers both can be increased. But there is lack of 3D technology, lack of high furnished labs, connectivity between different campuses of one university and lack of internet. These are the basic needs of teachers as well as students in universities but lack of these resources can discourage teachers and students.

## **7: Departmental Politics**

There are two different views about department politics:

*All the participants stated that*

*They are facing department politics everyday which creates stress and keep their morale down.*

*Politics may not be negative but it depends that how the person perceive it. It is positive too as it ignites passion and lead that person work more enthusiastically. (Lecturer, IUB)*

### **A: Negative Views**

Department politics mostly seen as in negative perspective such as leg pulling from one coworker to other in in front of boss. This is the common practice in our culture and this can affect someone's performance as well as promotion and such a situation can be stressful. It's our society problem people of our society have conservative thinking and get jealous of others promotion or success. In public universities 60% of the people are involve in leg pulling of others. But such a situation can be handling through humbleness, patience, tolerance and mostly from the personal experiences of one's life.

### **B: Positive View**

We actually face here hypocrisy it's not called politics. Politics is the name of services so we should take it positively.

## **8: Facilities for Teachers vs. in Corporations**

*All the participants stated that:*

*They are getting satisfying salary package to meet the needs. But they have no extra facilities like given in other scales of government jobs.*

Facilities at corporate levels are much more attractive but unfortunately the builders of the nation are not getting these incentives. There is high demand from them and low incentives given to them. Besides of other incentives teachers are rewarded with very much low salary which gives them discouragement, demonization and low job satisfaction. There are very formal facilities which are given to teachers such as medical facilities, transportation facilities, internet facilities and trip allowances but there are no more incentives such as frequent promotion on the basis of performance, bonuses, and increase in salaries such as in other departments of our society.

### **9: Stress**

*All the participants stated that; Overload of work and shortage of time creates stress. It decreases their efficiency and it results in lower outcomes.*

Stress level can be different in married life and in single life. Married couples face more stress as compared to single persons. Stress can be occurred due to family life or due to work life. If the students are the reason of stress for teachers this can be minimized by finding the issues between a teacher and a student and after finding the issues solution can be find. Stressors can also be arises due to work over load, lack of resources, lack of privacy and lack of training. These type of stressors can be cured through the help of seniors, coworkers, with patience, by avoid the stress as all the stresses are time being and by enhancing the interaction with colleagues and more importantly managing schedules for work as well as for family life. In such a situation one must have full faith on Allah as time never remains same.

### **10: Work – Family Life**

*All the participants stated that:*

*Work overload and stress creates work family conflict. It is quite difficult for married couples to maintain balance in their work and personal life.*

Family life affected mostly of working people due to over workload. Teachers have to take office work to their homes due to the over burden of work. This is the situation due to which working persons have no time for their family. It can be balanced through proper time management and doing work in offices do not take files to home one should giving time to both work as well as to family side by side. If both husband and wife have same profession there should be a good balance between work and family life.

### **11: Research or Teaching**

*All the participants said that*

*They are required by HEC to write down research papers and articles. But they are not provided too much time and other incentives to that task.*

Research work is more important for updated knowledge and to broad someone's exposure for university teachers. Research can be productive to enhance knowledge and teaching efficiency of teachers. But not only research teachers should take research and teaching side by side. These both are much more important for teachers. As the primary job of a teacher is teaching not research so in this perspective teacher should focus more on teaching.

### **12: Teachers Work on Student's Professional Deficiencies**

*Some participants said; They are trying to overcome the professional deficiency. To build their confidence they arrange class presentations and individual meeting sometimes.*

*Some participants said that; Students learnt some values from their families and they are much addicted to those values. So teacher's class activities can't change his attitude.*

Student's professional deficiencies can be reduced through giving them individual and group task, class discussions, presentations, field work to give them practical knowledge, giving them information about jobs in related fields and by helping them in preparation of interviews and test for different jobs. Friendly environment such as friendly relationship between teachers and students can also be productive to reduce the professional deficiencies of students. Tactics can also be used as merging weak students with bright students can be a good tactic in this regard.

### **13: Poor Public Perception**

*Some of the participants stated that:*

*They are facing many difficulties in the society regarding their respect and perception. They stated that students perceived their courtesy as favoritism and gender discrimination.*

It is the very close and conservative cultures where we live people are very close minded they don't even want to expand their vision they are restricted to their beliefs. Poor public perception such as scandalization of teachers with students effect teachers' reputation in universities. In our public universities G.P culture exists so if a student got low marks he/she started negative words of mouth about that particular teacher that he is doing favoritism.

### **14: Character Building of Students**

*All the participants stated that*

*They try to build the character of students through class activities and seminars.*

Basically character building is the responsibility of the whole of the society as character starts builds till from childhood so it's the responsibility of family, schools, colleges and then universities. So at university level teachers should become the role model in front of students so that they can follow them in good deeds. Teachers can give advices, moral lessons, can share their past experiences of life on different topics and can discuss issues faces by students while doing good deeds.

**Note:** these interviews are taken from the teachers of five departments on the Islamia University of Bahawalpur which includes;

1. Commerce department
2. Economics department
3. Social work department
4. Psychology department
5. Management sciences department

### **Findings and Discussion**

This study involves the qualitative analysis, based on the interview technique. Interview done in the well-known institute, The Islamia University of Bahawalpur, our sample consist of 15 teachers

from different departments of the university i.e. Commerce, Social work, Psychology, Economics and Management Sciences. Interview held contained 14 questions formed out of variables that have great influence on teaching methodology and relate directly to teacher's problems confronted daily.

In this section of the study we will analyze the *results* or *variables* that are more influential and need to be focused and controlled by some effort.

### **1: Teaching Methodology**

It's a fact that; great and effective teacher all depends on that what methods or techniques they use, as The Islamia University Bahawalpur (IUB) is an HEC recognized university so they are facilitated by Government and use the resources gifted by HEC, as the private institutes own their best up-to-date resources, so it creates the big difference among private and government institutes. As still when it is the era of technology but they have to use the white/black boards to do teaching.

Interview done in different departments from different candidate's complaint the same issue of the negligence by HEC in order to modernize the teaching methodology. The whole department except the Management sciences told that they have only one multimedia for all Bachelors and Masters Classes, that is the cause of trouble while conveying lecture orally when they need some kind of simulation. So the final result out of 15 candidates was the same, asking HEC to modify the methodology and equip the classes accordingly.

### **2: Behavioral Problems**

Now a day's no doubt behavioral problems are occurring the most, after parents they are the teachers who confront these attitude related problems the most. Answers from the different interviewees revealed the truth behind this issue was that behavioral training first comes from the family, as it is the family who builds and teaches values but it is the teacher who later strengthens those values. So to solve these issues firstly it is necessary to change the base according to morals and ethical standards, by teaching them the difference between right and wrong, truth and the lie, respect and disrespect.

About more than half of the interviewee complaint that they are provided with a short time lecture, in that time they could only teach the course related content and have no extra time to teach them the values or solve their behavioral issues. While rest of the teachers told that certainly they face time shortage and after lecture though they have other tough schedule but they still try to pay attention on such students individually by calling a meeting with them in their offices.

### **3: Student Motivation and Involvement**

No matter how interesting is a teacher or the course material is still it is needed to keep the student active till the end of the lecture. And to keep the students active and awaking is the difficult job teachers mostly face in their teaching classes. Interview done by the 15 teachers at different departments provided the same answer that motivation and involvement doesn't come by itself, for this purpose they arrange different activities while teaching or at the end of the lecture.

Most common methods that all interview told were: surprise quiz at the end of the lecture, group activity during the lecture and most importantly taking feedback and their views regarding the same lecture frequently during the class time. They told that such activities usually give the positive outcome in terms of motivation as every student try to give their best and get involve learning and contrasting the facts.

#### **4: Overburden or Workload**

Teaching profession may not seem as burdened or overloaded but in reality it is the profession that is highly overloaded and overburdened with work and home assignments also. Interview results showed that the main cause of workload was the extra classes and activities assigned by HEC besides their actual lectures. All the interviewees interpreted this variable in the same way and answered that overburden not only decrease the work efficiency but the outcome as well. They emphasized that it is the most important thing to be considered and to be solved first by HEC if they want us to be efficient and want the best out of us in terms of teaching, result and efficiency.

#### **5: Positive/Negative Reinforces to Tackle Students**

Every student in class has different attitude, behavior and capabilities. So now it is up to teachers that how to control the negative attitude and behavior or how to direct the positive attitude and capability in the right direction. For this purpose teachers use the positive and sometime negative reinforces.

Interview results later interpreted showed that all the interviewees were in the favor of using positive reinforces as negative reinforces May not only turn the students harsh but stubborn and instead to be on the right path they would be on wrong path. So they mentioned the counseling, individual meeting, and moral support to tackle their students. Because they believe that these days punishment will not tell the right or wrong but will put them on wrong as punishment itself is the wrong deed to teach the right things.

#### **6: Technology and Teaching Practices**

These days no doubt technology has become the work of devil as it is the bane and boon too. But it is up to the users how to how they use it or make it beneficial. Teaching that used to be backward with no advancements now has become advanced by being up-to-date with the help of technology.

Technology is significant for both the students and the teachers to work on their tasks effectively. In our interviews held at different departments teachers told the fact that no matter teaching and studying has been advanced but only at private institutes, and government institutes are still backward using the old methods but advanced course. Such incompatibility cause distress and make the teaching and study ambiguous. Results from all the interviewee comprises the same theme that they are in need of technology at their departments and the want it badly not only for teaching but for the betterment of the whole institute overall, so the difference among private and government institutes in terms of facilities could be eliminated soon.

### **7: Department Politics**

Politics itself is not a negative word but usually interpreted negatively or may be it is the situation or the event that makes it sense negatively. Interviewees from different departments told that politics exist in all the department of the whole university and it is not only the issue of this department (Education) but it exists almost every department and among every individual no matter from what post or job they belong.

All the Interviewees told that at their department's politics done i.e. leg pulling, complaining against each other to the HOD, and their positive steps interpreted as negative ones. These are the factors that together decrease the work efficiency, affect self-esteem among their students and rest of the co-workers. But there was only one interviewee who answered this question differently and discussed the politics in positive sense, according to him politics is what that gives you the more passion to do the things effectively and to show your colleagues that it never matters what they say but it is us who interpret and make those politics work in our favor.

### **8: Facilities for Teachers**

No matter at what job you are hired and get the best packages of salary but somehow you are in need of incentives, bonuses and some extra facilities provided by your employer. Facilities and appreciation tokens, such benefits altogether keep the employee motivated and help to increase the outcome in more productive way. There are some private corporations and businesses who have adopted these policies.

But if we talk about the education department such facilities are rare or don't exist in reality. Interviews held showed the result that teachers in all the departments are not provided by the facilities as they deserve. They told they are assigned extra assignments but having no incentive or benefits in return. They told that the lacks of facility or promotion chances are the reason why teachers lose their interest in those tasks and do not do them properly.

It is the significant variable who needs to be considered by Education Policy Makers/HEC to keep teachers enthusiastic and motivated.

### **9: Stress**

Stress is usually occurred when something is occurring beyond expectations or you are not able to meet someone's expectations. In our study as we are discussing about teacher's problems so here we will mention those stressors that are causing stress among these professionals.

Interview results showed that stress is usually caused by extra tasks assigned to teachers and they have to take those assignments home. Few of the interviewee told that stress also happens when you are at work and you have to deal with students from different backgrounds. Rest of the interviewees discussed that stress is caused because of lack of training regarding proper methodology to be used while teaching and lack of resources too.

All in all there is intense need of the stress control factor; it may be by counseling, friendly teacher student environment and no extra assignments.

### **10: Work-Family Conflict**

Work-family conflict is also a stressor. As discussed above when work assignments taken home it creates problems and problems are the cause of stress. Usually it is because of overburdened



assignments or may be the exam season when teachers have to take those bundles home told by male interviewee.

When the interviewees were questioned regarding this variable there were 4 female teachers and 10 were the male teachers. In case of female teachers, there was one female married she told that it is difficult to fulfill the expectations of both family and work when you are responsible for all the tasks at both places, adding more she said that every time I sacrifice my family for work but when there are certain serious issues at home and I want to sacrifice my work for home, I can never because of the fear of losing job. Among those females there were one visiting teacher, she told that along with her job she is doing her PHD but she get no proper time to study and for the job she is sacrificing her home and study somehow.

All the interviewees emphasized that there should be proper check and balance by the authorities to not to overburden their jobs, so that their efficiency could not be affected or they should not have to sacrifice something (family/work).

### **11: Research and Teaching**

Everyone is aware of the fact that to be a professor you are certainly in need of writing research paper to create your worth. But to demand the both tough tasks by a single person is not a justice. As it is difficult to be the best at both. Obviously there might be one job affecting.

Our interviewees when they are asked to tell something about it they told that HEC demands them to write research paper to stay permanent and be the professor at university. But at the same time they are also asked to deliver their responsibility regarding teaching perfectly.

Every interviewee whether male or female talked the same thing about it. And they suggested that HEC should not impose such heavy demand from us as to perform two hectic together would not yield productive. They told there must be proper schedule announced or shared, like what task to do at what separate time if they want them to be productive in both cases.

### **12: Students' Professional Deficiencies and Teacher's Role**

One important variable added in our study was that how a teacher can be a role model while helping students to remove their professional deficiencies. It's the important thing that needs to be discussed and delivered to the students so they can be better professional working productively no matter in what department they serve.

When we asked our interviewees about it they told that they keep on guiding their students when they to quote examples during their lectures, adding more they said, they believe that examples quoted during lectures click the mind of students more effectively.

A female respondent added that she helped on it by giving time to such students individually, by noticing that who need this advice the most. A few interviewee told that they guide their students to choose the best career not by paying money but by creating their own market with the help of the capabilities only they possess.

### **13: Poor Public Perception**

It is a significant variable too discussed in our study. It makes no offense in what job/profession you are but you always care for your self-esteem not to be diminish or suffer. But it is the fact

too when you are at some higher post or doing your best than others rest of the people make efforts to take you down or kill your self-esteem and to make people think about you negatively. In teaching profession your perception and self-esteem both may be at high stake. When we asked our interviewee about it, they told that here in university at every department the main reason behind poor perception happened by accusing teachers of favoritism. Every interviewee was negligent of the fact (favoritism). They told that if we pass someone no matter male or female student it's sometimes because of courtesy happened because of some genuine reason behind it but usually the other students name this courtesy as a favoritism. They told if they make this courtesy it is for all the students but yet they considered it as the same.

#### **14: Character Building**

Though it is important that what your post or degree is but what comes first is your character. Character helps you to be a modified person telling the right deeds to do and reaching the goal step by step by positive means. After parents it is the responsibility of teachers and then society to teach the growing ones do the right things and make the right choices.

Interviewee questioned about it answered that the do character grooming and building by sharing the character based stories during their class time and we design such projects and assign those assignments in a group who teach them the right way to do the right thing and makes them habitual of hard work and honesty along with being punctual regarding the submission of their assignments. These little efforts together keep influencing their personalities positively and outcome is the strong and honest character useful for the up-coming grown-ups and the whole society.

#### **Conclusion**

Technical, organizational and philosophical and behavioral barriers can be overcome if we try to sort out. If we start with something small and simpler this allows us to resolve the issues from scratch. Very simple conclusion is that teachers must be prepared for some hard work, a little frustration, and a great deal of satisfaction in becoming a more effective educator.

Other big issue is of time, teachers are on the duty for 6 to 7 hours with no refreshment. This is not justifiable that nation builder if not mentally fresh how can he can deliver his best. So we should sort out this as to lessen the burden of syllabus and making group on twitter so that teacher when find free time can assist his student.

Too many students in class put great trouble for teacher to manage them. We need to build leadership in the classroom. By developing leadership here I mean this by empowering and tapping into the strengths of some of our best kids. 25 students in one class can be problematic at times, but when you have 3 or 4 students who are basically a younger version of you helping to lead and guide the other students, it quickly becomes much more manageable.

Technological revolution is the best way to assist teachers in their practice and carry on new things for advancement of new generation. Sometimes we think to try something new can be scary, and it is completely understandable when a teacher says he/she is afraid to do something different. All we have our comfort zones and coping mechanisms, however it is the teachers who are able to overcome these fears who will really prosper. An educator is liable to teach and share knowledge so he must try to find the best teaching practice despite of some ritual ways.

We all know budgets are being cut, and the lack of funds available will likely force educators to become more frugal and innovative in their ways. On the surface a lack of funds is a bad thing, but when we are forced to find new and alternative methods that are frankly cheaper and more accessible, the opportunities are limitless. Technology is opening more doors than we can go through, and because most new online technology is free, educators are positioned to take advantage of these opportunities. Expand the realm of the typical resources and take advantage of the new resources that are becoming available at a reduced cost. Even better, the new resources becoming available have an even greater level of applicability across content areas... When teachers feel as if they can't breathe because of curricular / administrative pressures, they will ultimately lose the fire and passion that pushed them into education. Because we (for the most part) can't control these outside influences, we need to put on our creative hats. Sure, there are things we might not be too excited about...there are concepts we might feel aren't that necessary...there are mandates that we might not believe in...but more times than not we have a say in how things are played out. When we are told something needs to be done or covered, we determine in what way it is done or covered. Take this opportunity to do something of which you are not fond, and do it in a way that interests you and your students. It is all about perspective, and George Couros said it best in one of his most recent posts.

Department politics influence the teachers in many ways. When teachers disagree in the department about a certain issue then they may need to tell that why they are against it. Their colleagues should know that what they are doing either good or bad. Their decision should influence the students in positive way. They must listen their colleagues about that issue. They are not forcing to do exactly what they are saying but it's necessary to take a suggestion from colleagues. Collaborating with colleagues may lead to the best direction.

Teachers must try to overcome their stress level to a certain extent. Although, it cannot be eliminated but it can be reduce. They may reduce their stress by taking leaves from the work. It can also reduce through get to gather and picnic with friends. Proper Medicare can solve this matter, as well as they need to follow some strategies to cope with stress. Sometimes saying no to any one is the major source of stress for educators, so trying to say no tactically can be helpful in this scenario. Preparing to do list can be helpful to manage the daily tasks. What can be done without any confusion need to do first? Teachers need to do the activities which they like more. Time management can save any spare time used for taking stress.

Human being is a social animal as the Aristotle rightly said. Being a single or married one, everyone has its social life. Less burdon, effected time management can help the educators to enjoy social life. Parental leave can help to refresh the teachers. Sometime bonus, increment and tour trips help to make them realize that they are not cut off from their families. Innovation in teaching practice is not good for society but also for illumines. With the passage of time teachers get addicted of old learning methodologies and avoid new ways. Best solution for this issue is to organize refresher courses and workshops.

Professional deficiencies of students can be sort out by energetic teachers who are mentally and psychologically fit. Problems need to identified, recognized and then solved. If students are unable to learn and sort out proper solution then they need to teach by previous precedents.

People of our society are so conservative and can't understand the needs of modern age. So to cater this issue we have to organize social functions on the large scale and make people realize that we are living in 21<sup>st</sup> century and need to do the advance tasks for our survival.

In a nut shell we conclude that nothing is impossible as the word impossible itself says that I am possible. Problems do no longer exist and can be eliminated by proper management of time, labor and efficiency. If teachers will be satisfied then they are able to deliver their best.

### **Recommendations**

Rules and regulations of teaching practice should be defined by the institutions before the student teachers go for teaching practice. It will not only help the student teachers but also the supervisors to achieve the predefined targets. Specific teachers should be appointed by the concerning departments to observe teaching of student teachers so that they may stay whole day in school to check the activities of the students and comment honestly.

Orientations should be given to the student teachers before teaching practice so prepare them mentally for the challenges coming in their way during teaching practice. Teaching practice should be given proper weight age. Students should be informed beforehand the process of evaluation of teaching practice so that the teacher students may try their best to improve their performance consciously. It seems that student teachers are not satisfied with their time table and periods during their teaching practice. Institutions should properly contact schools before starting teaching practice and set their time table according to students' choice otherwise students should be prepared accordingly.

Feedback from student teachers regarding the problems faced by them should be considered important to improve the practice for next time. Institutions should try to fill the gap between theory and practice because sometimes the situation is different to that taught to the students in theory so to save the student teachers from any sort of bewilderment.

### **1: Availability of Financial Resources**

Finance is the life blood of any system. Lack of money affects the growth and development of a system (Ballou and Podgursky, 2000). At the time of independence, Pakistan since its inception inherited a poor education system which was already financially handicapped. The financial resources should be provided to the universities. (Shah, 2003). The proper budget should be allocated for the universities. The current education budget allocation is less than 2% of the Gross Domestic product (GDP). As compared to Pakistan, Srilanka allocates 3.2 % on education, Nepal 2.7%, India 3.5% and Bangladesh 3.5% of their GDPs. Pakistan should allocate education budget just like the developed countries to get prosper(Hayes, 1987).

### **2: Structural and Management Solutions**

As compare to other countries of the region, after gaining freedom, Pakistan started with a dilapidated system of education. This situation continued till date. There were some cosmetic measures taken through acquiring funds form donor agencies, but theses programmes failed due to sustainability issue (Qureshi, 2002). There should be proper structural changes should be made. Infrastructure is the basic need of the universities.(Bregman and Muhammad, 1998). Some universities still lacking the basic needs like washrooms, kitchens, separate cabins of teachers.

So these all lacking should be taken into considerations. To provide a quality education.

### **3: Steps to decrease Drop Outs**

The poor teaching and learning standards, weak management and supervision has led to increased drop outs. Consequently the parents are reluctant to send their children to universities because they paid heavy installments but still no improvement had seen (Shahzadi and Perveen, 2002). There has been continues decrease in the enrolment of university education in the country.

Proper management and supervision should take a positive step towards the future of the students. They must realize that students are here to study to fulfill the dreams of their parents. They should not be treated on the personal biasness of the teachers. Students mostly dropout due to the conflicts with the teachers.

### **4: Elimination of the Outdated Examination System**

The standards of examination in the education in Pakistan are the lowest in the world. The system of examination is outdated. It does not meet the needs of the national and international standards. The practices of assessment and evaluations needed the new updates. Assessment and evaluations are conducted to check the performance measures of the students. Examinations should not be influenced by institutional politics. The system of supervision in examination should be developed and it must be avoided as copying and other exam related crimes in universities. The quality of paper setting and checking should improve which affects the overall performance of the students (Farooq, 1993).

### **5: Effective Communication**

Communication is the backbone of any system or organization. It connects the various parts of a system and develops sound coordination (Borman and Kimball, 2005). Teachers should be informed clearly about their syllabus so that they may ready timely. Rules and regulations should be clearly defined about all the perspectives. Teacher must advise to his students to avoid vulgar language. He may need to tell his students that communication depicts a person's personality. They must be conscious about developing their communication skills. On the basis of this study the following recommendations are presented.

### **6: Increase Staff**

Recruitment of teachers in the universities urgently required. Lack of teachers may lead to the wastage of the time of the students. Evening and night classes are conducted due to the less staff in the universities. So there is an urgent need of the staff in the universities. Plenty of teachers may provide more knowledge and skills to the students. Students will attend their classes timely.

### **7: Teachers Training**

Emerging need of the teachers training in Pakistani universities. Training should be provided on continuous basis after regular intervals. It will be an effective step to enhance the teacher's skills and knowledge.

### **8: Eradication of Corruption**

There is need to eradicate the corruption from the universities. For this, rules and regulations should be clearly stated on the notice board. And it must assure the implementation of these rules.

### **9: Updated curriculum:**

Old version of the books, notes and articles should be eliminated. To keep update the students and teachers new and modern curriculum should be designed according to the modern age. This may lead to the improvements.

### **10: Motivations of the Teachers**

Teachers should be motivated through financial and other social benefit. They must be provided sufficient salaries. They must be satisfied from what they are getting. They provided such facilities as are enjoying their grade fellows.

### **11: Need to Change the Public Perception**

Teachers are facing poor public perception in the society especially in gender cases. So, there is an emerging need to introduce the ethics about teachers respect. Teachers have the spiritual relationships with their students. So, they deserve respect. Students need to realize the teacher's rights.

### **12: Modern Technology**

Modern technology should be introduced in the university premises to keep update the students and teachers. Computer labs should be properly furnished with the modern technology. Any change which is occurring, it must be introduced to the students so that they make changes in their teaching style and methodology.

Summing it up I recommend that if all the points mentioned above can be applicable then we can invent the best education system not only of our country but also for external world.

### **References**

- Mohanty J. (2000). *Current Trends in Higher Education*. New Dehli: Deep and Deep Publications.
- Naik, S. P. (1998). *Education for the twenty first century*. New Delhi: Anmol publications.
- Sarita and Tomer, M. (2004). *Teacher Education*. Dehli: Isha Books.
- Kyriacou, C. (2001). Teacher Stress: Directions for Future Research. *Educational Review*, 53(1), 27-35.
- Gujjar, A. A., Naoreen, B., Saifi, S., & Bajwa, M. J. (2010) Teaching Practice: Problems and Issues in Pakistan. *International online journal of Educational Sciences*, 2010,2(2) 339-361.
- Means, J., & Cain, J. E. (2003). Relationships between teachers' occupational stress and their burnout and distress: Roles of coping and negative mood regulation expectancies. *Anxiety, Stress & Coping: An International Journal*, 16(1), 71-82. Doi: 10.1080/1061580021000057040
- Kyriacou, C. (2001). Teacher Stress: Directions for Future Research. *Educational Review*, 53