

# WHAT SHOULD BE GIVEN MORE WEIGHTAGE WHEN RECRUITING TEACHERS? SKILLS OR QUALIFICATIONS??

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## **Abstract**

*In today's world, where the focus of education is on skill development in addition to imparting knowledge to students, the teacher should possess the skills with the required qualifications to nurture the potential of each child. While recruiting teachers more weightage should be given to skills or qualifications is a big question that needs to be answered. Teaching effectiveness is important. To prepare our students for future challenges and equip them with the required skills, teachers empowered with skills and knowledge are the need of the hour.*

**Keywords:** Skills, Qualification, Education, Teacher

## **INTRODUCTION**

“Education is not the learning of facts, but the training of the mind to think.”

– Albert Einstein

A teacher educates young minds and prepares the future citizens and manpower of the country. Teachers are considered to be the backbone of a nation and they play a prominent role in building the nation. For policymakers education presents significant challenges; making it essential to have an effective and competent teaching system. Therefore, the effectiveness and success of the teaching system rely on the quality of its teachers. The progress of developing countries is correlated with human resources. Educational institutions play a vital role in building societies. They contribute to economic development by preparing a skilled and educated workforce. They lay a strong foundation for students, developing them into educated responsible citizens who in turn contribute to building knowledgeable societies and nations.

In today's world where we have several sources to gain knowledge and all information is available at the click of the mouse, a teacher is the one who helps the students to become lifelong learners but also finds relevant information from the ocean of knowledge. The student has to be taught how to implement the knowledge acquired by him/her. Today teacher has to not only impart knowledge but also ensure teaching effectiveness. Teacher effectiveness, in simple terms, refers to a teacher's ability to improve student learning. A teacher is considered to be effective if she can connect with the students, understand their learning gaps, and nurture their potential to bring out the best in them. The teacher explains the concepts at the level that the student can understand, using examples and teaching aids that help the student relate to and understand the topic leading to good student outcomes.

In our lives when we are asked, “do you remember your favorite teacher?”, we generally remember the teacher who touched our lives, the teacher who helped us understand the most complex topics with simple and interesting examples, who motivated us to do our best, who was there to listen to our silliest question and who admired our curiosity, who instilled values in us.

Teacher effectiveness centers on good teaching, possessing appropriate and sufficient knowledge of the subject matter, evaluating the students, identifying their appropriate learning needs and requirements, and possessing skills regarding the usage of questions to engage and challenge the students are also an important aspect of teacher effectiveness, and consolidating understanding is considered to be the effective use of assessment for learning (Ko, Summons, & Bakkum, 2013).

Education is a cornerstone of human development and societal progress and the Teacher is the cornerstone of Education. Education through teachers serves as a means to transmit knowledge, skills, and values to mankind. However, the ultimate goal of education extends beyond mere knowledge acquisition. Therefore, we need to study the goals of education and what the required qualifications and skills teachers should possess to achieve these goals.

## OBJECTIVES

1. To find out does the qualification alone determines the effectiveness of the teacher: Qualification is the fundamental criterion for recruiting teachers. With qualification, we can assess the subject knowledge of a teacher. But there is debate on this, if a teacher holds a masters in English can we be one hundred percent sure that the teacher will teach the subjects effectively and all the students will attain all the learning outcomes?
2. To study the factors that influence teaching effectiveness: Research shows that several factors like job involvement, attitude, motivation, age, and the like influence teaching effectiveness. We need to study these factors as the teachers have to be effective and the students should be able to understand what is being taught.
3. To analyze whether Teaching skills should be given equal weightage as qualifications while recruiting teachers. While recruiting teachers one should recruit only based on qualifications or teaching skills should also be assessed and given equal weightage as qualifications.

## LITERATURE REVIEW

Idrisi, (2016) studied “A Study of Teaching Efficacy of Teachers in relation to their Locality, Sex, Grade Experience and Level of Education” and found that rural male teachers are less effective than their urban counterparts. Researchers also reported that the teaching effectiveness of averagely qualified teachers and highly qualified does not differ significantly.

Hill, (2017) conducted a study entitled “Beginning First-Year Teachers” Perception of Characteristics of Effective Teaching”. In his analysis of the characteristics of effective teaching, he identified that effective teaching includes (i) warm and friendly relationships with students, (ii) the ability to simplify complex concepts for pupils, (iii) effectiveness in adopting new techniques, and (iv) flexibility.

Padmanabhaiah, (2016) did a study on “Job Satisfaction and Teaching Effectiveness of Secondary School Teachers”. According to him, Teaching effectiveness is influenced by variables like designation of teachers, job satisfaction, experience, and age.

Choudhari, (2014) A Factorial Study of the Teaching Competencies of Teachers Teaching English at the Secondary School Level, Ph.D. Edu., SNDTU.,

The study broadly aimed to:

- (i) Identify the competencies required for teaching English at the secondary school level,
- (ii) Explore how these competencies vary with teachers' demographic variables, such as sex, age, and educational qualifications,
- (iii) Determine and examine the relationship between these competencies and presage variables
- (iv) Investigate how these competencies differ between rural and urban teachers.

The key findings of the study were:

1. The pedagogical domain of teaching competency in English included 12 distinct competencies, each independent of the others.
2. All competencies showed a positive correlation with the product variables.
3. Half of the competencies were influenced by the school location (contextual variable).
4. The demographic variables of teachers' sex and educational qualifications impacted nearly half of the competencies.
5. Teachers' intelligence and attitude were associated with some of the competencies.

## DISCUSSION

In this changing scenario of education where we say the way children learn has changed, where bots are ready to teach or I would say ready to download information, where information is available everywhere, where we expect a teacher to foster a safe and supportive classroom environment, inspire and motivate students, and help students develop creativity, critical thinking skills, and social skills, a very important question arises, while recruiting teachers we should give more weightage to skills or qualifications?

Qualifications, such as degrees and certifications, attest to a teacher's mastery of the subject matter they will teach. Teachers with strong content knowledge can present information more clearly, they can answer students' queries more effectively, and create more engaging learning experiences.

The skills refer to a specific ability or expertise and the degree often refers to a broad category of knowledge. Education is not just about memorization; education must nurture critical thinking and deep comprehension. Teachers' vision should align with Einsteins' profound statement, emphasizing the need to train minds and empower learners to think critically.

Learning with understanding cultivates curiosity, critical thinking, and problem-solving skills essential qualities for success in a rapidly evolving world. Education should unlock the full potential of every learner. When we go beyond facts and embrace learning with understanding, we produce individuals who are adaptable, creative, and ready to make a positive impact on society. Revolutionizing education and shaping a future where every learner thrives. But who will make this possible a teacher with the required qualifications or skills?

The teacher may be highly qualified but if the teacher is not able to connect with the student and not able to understand the requirement of the student nor can teach at the understanding level of the student then teaching effectiveness is nil. Effective teachers possess skills such as empathy, and communication skills. For effective teaching teachers also need good administrative support so that they are committed to the organization they work for.

In the book 21 Lessons for the 21<sup>st</sup> Century, Yuval Noah Harari writes that many pedagogical experts argue that schools should switch to teaching 'the four C's - critical thinking, collaboration, communication, and creativity. He emphasizes general-purpose life skills and the ability to learn new things, deal with change, and preserve your mental balance in unfamiliar situations. According to him, to keep up with the world of 2050, one will need to reinvent oneself again and again.

The above text emphasizes the fact that educational institutions have to develop "skills" and to do this we would surely need teachers who possess these skills. There is a growing recognition that both pedagogical skills and interpersonal skills are equally important.

Bard, Google's conversational chatbot was asked whether artificial intelligence would replace teachers and it replied that it is unlikely that AI will completely replace teachers soon.

Yes, AI is great but cannot replace human teachers. If we allow robots to replace teachers we should be ready for students robots who do not know how to handle emotions and have no place for emotions, or spirituality, and cannot think beyond what is being taught.

And, even though Artificial Intelligence and Machine Learning- powered robots can comprehend the overall tone of the speech, they lack empathy and human touch when it comes to relationships and understanding and feeling the sentiments. All of these seem to be far away from AI.

So, all the above emphasizes the fact that machines cannot replace teachers as teachers are dealing with human beings, and apart from imparting knowledge, teachers do touch the lives of the students with empathy and love and teach life skills to face everything that a student may face in life. Having said that the teacher must have the skill set required to nurture the potential of each student and to impart knowledge the teacher should have the required qualification.

Finland is known for its education system and significant emphasis is given on skills. Their approach has led to high levels of teacher satisfaction and student achievement. In the USA on the other hand, the focus is on certifications rather than traditional qualifications.

The evolving educational landscape and the increasing complexity of classroom dynamics necessitate a balanced approach to teacher recruitment. Teacher recruitment is a critical process that significantly impacts the quality of education. Traditionally, qualifications such as degrees and certifications have been the primary criteria for hiring teachers. However, there is a growing recognition that teaching skills—both pedagogical and interpersonal—are equally important. Qualifications offer standardization, which is essential for maintaining a baseline of quality across educational institutions.

Effective teaching requires more than knowledge of a subject. Pedagogical skills—such as lesson planning, classroom management, and the ability to engage and motivate students—are crucial. Teachers with strong pedagogical skills can adapt their teaching methods to meet the diverse needs of students (Marzano, Marzano, & Pickering, 2003).

## CONCLUSION

The effectiveness of education is deeply intertwined with the quality and effectiveness of teachers. The role of the teacher is indeed central to the education system.

The question is what should be given more weightage skills or qualifications?

Qualification alone does not determine the quality /effectiveness of the teacher. There is no significant difference in the teaching effectiveness of averagely qualified and highly qualified teachers. Teaching skills should be given weightage as qualifications while recruiting teachers. The only challenge is that educational institutions find it challenging to assess skills such as empathy. It is easy to verify qualifications at the time of recruitment.

Several other factors like organizational commitment, job involvement, job satisfaction, and attitude have an impact on teaching effectiveness. Also, there should be ongoing professional development. The educational institutions should provide training regularly to nurture the skills of the teacher.

There are indeed several highly successful people in the world who have not had any university degree to their credit. However, qualification is not just having a degree, but nurturing one's skills under the guidance of and in collaboration with others. Hence, it would not be easy to state which carries more weightage. Instead, what should be envisaged is to further develop one's naturally given skills in a context (school, college) so that the person becomes personally fulfilled and enabled to contribute to the growth of humanity. We have to develop a system where both qualifications and skills are taken into consideration while recruiting teachers.

In conclusion, both qualifications and teaching skills are indispensable in teacher recruitment. Qualifications provide the necessary academic foundation, while teaching skills ensure practical effectiveness in the classroom. A balanced approach that gives equal weightage to both elements is essential for recruiting and retaining high-

quality teachers. By recognizing the importance of both qualifications and skills, educational institutions can ensure that they recruit teachers who are not only knowledgeable but also skilled in the art of teaching.

## SUGGESTIONS

1. Qualifications should be the criterion for recruiting teachers at the same time we need to develop tools and methods to assess the skills of the teachers at the time of recruitment.
2. Professional Degrees like B.Ed. should incorporate skill training.
3. Ongoing training for teachers, which enhances their knowledge and helps in skill development of the teachers is a must.
4. Teachers must be in a conducive environment where they can grow and feel appreciated for their efforts. To develop this conducive environment a thorough study of all factors that influence teaching effectiveness should be done.
5. Teaching is the profession that creates all other professions, therefore the standardized policies for the betterment of the teachers should implemented by the government. The country which has effective teachers will also produce effective professionals in all fields

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