



TEAM WORK COMPETENCY INDICATORS REQUIRED FOR EDUCATION OF CHANGING WORLD – A STUDY

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Abstract

As we all of know that today's world is changing with a high speed and according to it there should be changes in the education system. In this process team work plays an important role for uplifting the performance of each team member. Therefore researcher undertaken a study to identify the indicators of Team Work Competencies essential for success of a team. Hence a study is undertaken with three objectives these are: to list out essential Team Work Competency Indicators, to find the Team Work Competency Indicators Required for Education of Changing World, to give appropriate suggestions on the basis of the study. For fulfilling these objectives survey method is adopted and with the help of rating scale data is collected from the 15 experts on team work competencies indicators and 20 indicators of team work competency are identified. Thus this paper is devoted to discuss the indicators of team work competency essential for knowledge profession.

Introduction:-

As we all of know that today's world is changing with a high speed and according to it there should be changes in the education system. Now a day there is impact on education system of Globalization, Privatization and Liberalization. Hence every day we are facing a changing world. The emerging technology also leading this changes every field of life and education is not exception for it. The mime memorization process conducted in the classroom is replaced by the constructivism. Student now became the constructor of their own knowledge. Student requires constructing their knowledge individually as well as through social interactions. This process also called as social constructivism. In fact upcoming society is of the Knowledge

society. The people of the society are involved in the profession of the creation of the knowledge. In this process team work plays an important role for uplifting the performance of each team member. Each team member had a unique personality and inborn qualities which are very essential for teams better performance. There are certain competencies require in each member to achieve the decided goal. Every team member had a certain strength and weaknesses. In team work every individual responsible for his team performance. There are certain field where team's performance is more important than individual performance e.g. Sports, business, education etc. In the field of education team work is equally important. Learning is a social activity rather than an individual activity. Hence it is necessary that everyone should know Team work competency indicators required for education of changing world. Especially the teacher should know it for facilitating the learning of the students and organize the better experiences for the students learning. **Team Work Competency Indicators Required for Education of Changing World – A Study** 4 However the education system comprises students, teachers, principal and non teaching staff etc. human resource. Without their good performance the goal of education will not be achieved. Their good performance means team work performance. Therefore the researcher has undertaken present study with following objectives.

OBJECTIVE S OF THE STUDY:

The Objectives of the study are as follows:

1. To list out essential Team Work Competency Indicators .
2. To find the Team Work Competency Indicators Required for Education of Changing World.
3. To give appropriate suggestions on the basis of the study.

RESEARCH PROCEDURE

Sample of the Study:

The main purpose of the research is to find the Team Work Competency Indicators Required for Education of Changing World which deals with the area of Management of Education. Therefore fifteen experts purposively selected those are working in the area of Educational Management.

Research Method:

As earlier discussed the main purpose of the research is To find the Team Work Competency Indicators Required for Education of Changing World. Which deals with the area of Management of Education, therefore survey method is adopted for the study.

Collection of the Data:

The data is collected with the help of Team Work Competency Indicator Rating Scale, from the Fifteen experts those are working in the area of Educational Management. **Team Work Competency Indicators Required for Education of Changing World – A Study 5**

Objective wise procedure of the study:

For smoothly functioning of the research objective wise procedure is followed. It is discussed as follows:

The first objective of the study is **to list out essential Team Work Competency Indicators**. For fulfillment of this objective review of related literature is undertaken Adair, John (1986), Arya, P.P. (2006), Madhukar, Indira (2003). Pandey, V.C. (2001). Rao, N. J. (2005). Ruhela S. P. (2000). etc. and 20 indicators of the team work competency are identified those are Proper Planning, Goal Clarity to each member, Role allotment as per skills, competencies, Strengths of each member, Members are enthusiastic, energetic and self-motivated, Members should be performance and result oriented, Interdependency among team members, Good interpersonal relationships, Faith and trust upon each other, Team spirit and sportsmanship, Commitment for one another's growth and success, Fellow feeling, Open communication, Avoiding prejudice, Acquiring team methods of working, Respecting team members, Contributing for generating new ideas, Convincing decision/ideas to team members rather dictating, Avoiding conflicts or negotiating upon conflict issues, Developing tolerance and trustworthiness, Keeping necessary confidentiality of team's work etc.

The second objective of the study is **to find the Team Work Competency Indicators Required for Education of Changing World** to fulfill this objective a rating scale is prepared comprising above mentioned indicators of team and it is given to 15 experts from the field of Educational Management and after analysis of it the results are presented in the figure no.1 **Team Work Competency Indicators Required for Education of Changing World – A Study 6**

RESULT

Figure no.1 Analysis of the Experts Response on Team Work Competency Indicators Required for Education of Changing World

From Figure no.1 Analysis of the Experts Response on Team Work competency Indicators Required for Education of Changing World it seems that all fifteen experts are agree on that the 20 Team work Competency Indicators are required for education of changing world. These are:

1. Proper Planning
2. Goal Clarity to each member
3. Role allotment as per members skills/competencies/strengths
4. Members should be enthusiastic, energetic and self motivated
5. Performance and result oriented
6. Interdependency among team members
7. Good interpersonal relationships
8. Faith and trust upon each other
9. Team spirit and sportmanship
10. Commitment for one another's growth and success

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11. Fellow feeling
12. Open communication
13. Avoinding prejudice
14. Acquring team methods of working
15. Respecting team members

16. Contributing for generating new ideas
17. Convincing decision/ideas to team members rather dictating
18. Avoiding conflicts or negotiating upon conflict issues
19. Developing tolerance and trustworthiness
20. Keeping necessary confidentiality of team's work

However the experts rated Fellow feeling and keeping necessary confidentiality of Team work below 80%.

DISCUSSION:

Though it seems from the result that all the experts are agree on the identified 20 indicators of Team Work Competency they have rated Fellow feeling and keeping necessary confidentiality of Team work below 80%. However in fact for success of the team fellow feeling and keeping necessary confidentiality of Team work very important because team members are human being with emotions and feelings. If team members will not respect each other's attitude, feelings then the work process of the team will be become mechanical and the performance of the team may be hampered. The second indicator which is rated below 80% is keeping necessary confidentiality of Team work, if required confidentiality will not be kept in the work then the competitor group or opponents of the team will use the important information to hinder the progress of the team.

Therefore researcher like to give some suggestions to the practioners of the team work and fulfill the third objective of the study i.e. **to give appropriate suggestions on the basis of the study-** Team member should cater the feelings, ideas, views, opinions etc. of their fellows. They should also keep necessary confidentiality of their work, as well as they should plan out common policy of the team regarding the confidentiality of the team. If this team work competency with its indicator will be followed in the Education system of Changing World then they will definitely successful to achieve their organizational goals. **Team Work Competency Indicators Required for Education of Changing World – A Study**

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