

A Study On Modern Teaching Methodologies And Its Influence On Work-Life Balance

S. Krupa Sharon Nishitha

MBA, Department of Management Studies,
Bharath Institute of Science and Technology,
Selaiyur, Chennai, Tamil Nadu 600 073
Bharath Institute of Higher Education and Research

ABSTRACT

An education is a sharing and grabs knowledge through learning and teaching, especially at schools and institutions. Nowadays learning process has been improved lot in educational system. This research paper discuss about the review of traditional and modern teaching methodology in educational institutions and its influence on Work-Life Balance (WLB). In the contemporary world 85% of women are working in various fields to fulfill their strong ambition. The reason behind in this are lack of financial support, lot of additional commitments, to live luxury lifestyle and because of balancing their family. Most of the women are working in academics due to time management. Consequently, some women may decide to postpone child-birth or forgo having children at all or most of the women are re-joining their duty within 3-5 months of after child-birth. Even though many institution are providing long term maternity leave. The first part provides an introduction to teaching methodologies and work life balance. The next part discusses about the different research works related to the teaching methodologies. The third part deals with the objective of this research work and the subsequent sections deal with traditional and modern methods adopted in different educational institutions, and impact of WLB for successfully managing **the family and professional work life by the teaching staff.**

KEYWORDS

Modern Teaching method, Teacher-centric classrooms, Work-Life Balance, Activity-Based Learning, Chalk and Talk , BYOD, Problem Based Learning.

1. INTRODUCTION

There is a need for continuous improvement in Teaching Methodology in order to meet the on-going demands triggered by changes in culture, competition, industry expectations and increased awareness. The conventional method of teaching encompasses many tools including Teacher the mode of knowledge, Calk and Talk, Regimented classroom, group learning, and assessment and Real time cases. These tools have lost its rigor over a period of time and the new generation tools have been emerged for increasing the productive learning and application. The modern approach enforces use of technical-driven classroom, smart boards, Bing Your Own Devices (BYOD), collaborative learning, ABL, Flipped classroom and Problem-Based learning. This new approach influences the resources to adjust their life to be able to effectively practice what they learn. Anything new is hard to comprehend and take after. The primary effect of present day system is tedious. In conventional technique we utilize fundamental strategy of Chalk and Talk as this takes less tedious effort for the arrangement of note.

However, the new approach consumes lot of effort to plan and deliver notes (technical- driven classroom, flipped).

Educational technology is a systematic and organized process of applying modern technology to improve the quality of education. In the current scenario, all over the world everything becomes smart with the help of advanced modern technology to improve the quality of life. Learning and teaching helps the application of modern educational teaching techniques. The Faculties motivate students to improve quality of interaction between students. Teaching profession is also highly pressured job like any other profession. Both men and women, particularly for women brining balance between professional and family life is a daunting task. Many Researches expressed that some institute are following good HR policies such as flexible hours telecommuting (Susi & Jawaharrani, 2011) and remote working so as to make them less stressed.. Some Organizations give stipends like job sharing benefit of leave (e.g. Earned Leave, Medical Leave Maternity Leave, Religious events etc.), conducting FDP, workshops, Food, Transport, mind taking the offspring of work force, Medical office, staff day program, Rewards and Recognitions. Yet at the same time many institutes don't know about Work-Life Balance strategies and practices.

2. LITERATURE REVIEW

Lazar Stošić has categorized teaching staff in to two types in understanding the educational technology. Some of them have thorough understanding of modern technical appliances and their operation, while others think it is necessary for them to gain additional technical knowledge of the appliances methods, teaching methods and student-teacher relationship. (Lazar Stošić., 2015). These two groups represent a group of teachers between older and younger teachers. The older teachers during their study did not have the possibility of training with modern technical appliances, information technology and educational technology, while the younger generations of teachers possess the knowledge required for the use of educational technology.

Rupashree and Shivganesh (2010), in their study reported that supervisor support and work-family culture are positively related to job satisfaction and effective commitment. No significant association was found between Work-Life Benefits and Policies (WLBPs) and job outcome measures (Rupashree&Shivganesh, 2010). The Job characteristics and supervisor support were positively related to work-to-family enrichment. The Work-to-family enrichment mediated relationships between job characteristics and job outcomes and between supervisor support and affective commitment.

Georgeta Panisoara and Mihaela Serban(2013) has comprehensively reviewed and analyzed whether marital status affects work-life balance so that the organizations can execute motivational policies. The findings show that the four classes of employees included in the research (unmarried, married without children, wedded with kids minor, wedded with kids major) don't have an essentially extraordinary level of work-life balance. Becoming aware of these issues, the unmarried employees will never again be reluctant to begin a marriage, particularly in their initial vocation. In the meantime, the wedded working couples will no longer abstain from having kids, imagining that such a choice will negatively affect their profession. The organizations will quit acting for parent representatives by presenting programs that advance work-life adjust and will begin treating unmarried, wedded without youngsters or wedded with kid's workers similarly. Hence there is adequate need to explore research in the field of educational methodologies and its impact on work life balance.

3. RESEARCH OBJECTIVE

The objective(s) of this study is,

- To review and analyze various methodologies used in educational system and its impact of WLB on faculty members. To compare the key differences between the traditional teaching methodologies and modern methodologies.

4. METHODOLOGY

DIFFERENT TRADITIONAL METHODOLOGIES

Teacher-Centric classrooms: This methodology is expository in nature, and easier to implement than student-centered activities. The Teacher Centered Method is Teacher talk (lecturing), Demonstration, Assignments and Memorizing, Reviewing, Questioning, and Discussion. In one to one interaction, the teacher ask question after class session. If the traditional lecture method of “chalk and talk” with the teacher talking and pupils taking notes is your idea of teaching, you will find yourself with an inordinate amount of classroom management problems. Teacher is the primary communicator of knowledge. Teacher directly manages the pace and sequence of instruction. Conventional teaching isn't helping the students to bring the complete knowledge of the topics. It is to be noted that mathematical subjects and programming subjects need more practical sessions for better dissemination of the concepts learnt.

Chalk and Talk Methods: One of the most common methods is C& T method (Sankararaman,2013) In C & T mode, the faculty is slow paced so the students will pay attention to the teacher and keep them busy taking notes. This gives writing practice to the students and it is used to write exam with time management. In normal teaching methods, extensive use of graphics and animation are not possible. It can be implemented efficiently in every classroom and considered to be one of the best method

Regimented classrooms: Changing the structure of classroom like outside the classroom, outer wing classes, under tree, class in ground, different seating arrangement are innovative thinking, change the educational environment to the students. PPT projection for presenting with number of slides. I must admit that the PPT mode provides the possibility to show graphics and 3D animation much more effective. In this context, the PPT method becomes a very effective tool for presentation of complex molecular structure which is otherwise difficult to draw on the board. The PPT slides were packed with lots of information that was difficult to follow. The only solace they found in the PPT mode was that the teacher notes were available to them and it was easy to share the PPT files and they need not have to take notes in a hurry during class. However, this mode reduces the writing practice than the C&T mode so students are able to face writing problem during exam. The reason behind that in the PPT method is one could simply read the slides without understanding its concept. PPT is more technology advanced than classroom of the past.

Real time example: One of our colleagues in our College used to explain the concepts through the real time examples. The explanation of overriding concepts in Object oriented programming (OOPs) is another innovative method of teaching. In a family , a father and his son , Father is having a pulsar bike, as a son he can use his father's bike for his personal use. After some time the son got a job in an IT company and he bought his own new pulsar bike. If the son wants to ride the pulsar bike, now which one he will choose?, even though he is having rights to access

both the pulsar bikes, but by default he is going to choose his own pulsar bike. This is called over riding. In OOPs Father acts like a Base class, and his son acts as derived class and the pulsar bike acts as method or function in both the classes.

This is more useful to the students as they can understand and remember the subject concepts easily. Students are more interested to listen like this method of teaching and they can understand the exact concepts for long lasting memory.

DIFFERENT NEW METHODOLOGY OF TEACHING

Technology-driven classrooms: TDC is more recent and driven through the concept of innovation based classes. Innovation is more present now than it has ever been. Class room of today with Smart Gadgets. If teachers are not reaching the students through technology we may not be reaching them at all. In coming years, educators will attempt to make every classroom tech-centric so they can bridge the gap between each student and the technology they need to succeed. The greater part of the introduction to innovation happens outside of the classroom. Students send email, write in on-line journals, and text. The students are as of now presented to innovation day by day outside of the classroom with Google, Pandora, Blogger. In 21st century will utilize innovation with instruction as frequently as could reasonably be expected. Simply Imagine what can be accomplished if innovation is connected inside the classroom. Innovation is now present in the classroom however the main on a very basic level yet we are just using the essentials of innovation and disregarding the significance of the part innovation can play in instruction. The students needs the information anytime and anywhere using global technology. Many on-line tools are available for self-learning is Edmodo, Face Book, Stumble On.

Smart interactive boards: In traditional method only C& T method are used with black or green board. Nowadays smart board came inside the classroom it has combination of system with wireless keyboard , wireless mouse ,speaker, internet and display board with marker pen , PPT , Word , videos and audio.

BYOD: Bring your own Device is where you allow your students to use personal mobile devices on your college wireless network. Now, there's a lot to consider when determining if implementing BYOD in college is the right move. A majority of students are using own device in the classroom. Bring your own device is a privilege to students when the teacher directed. It has been observed that 85 percent of students are using smart phone and 15 percent are using Tablet. This method of learning is mainly used for the skill development.

Collaborative learning: Group or Team is a combination of three type of students namely Bright student, Mediators and slow learners. Learning group wise has more chance to success. In traditional method, we split the bright student in one session and dull students in another session. But whereas group split by collaborative learning students feel equal and they are encouraged to study well.

ABL :Activity based learning is the most and widely used teaching methodology followed by teaching fraternity. The base of teaching is to make the students understand the concept well and practice the same with different scenarios. Activity based teaching environment buys you more time and required resources to create a strong foundation. Example, teaching a programming paper needs an ultimate understanding and that cannot be achieved by just talking in front of them. Students won't convince until they practice and see the result of each code. So it's better to convert the environment with laptops or desktops loaded with the recent compilers

and software's to achieve the best result. Another important point in ABL(Activity based learning) is the time we take for each subject in a day. Let the students acquire knowledge with 2 subjects a day as pre-noon session and post-noon session. This takes the teachers to prepare a whole lot of portions with more and more real time examples and can include ample of activities required for the discussions. Imparting 2 subjects a day is much better than imparting 4 or 5 subjects a day. Involving students into activity is the highlighted part in ABL and it . Gives adequate time for the students to convert the discussion into an activity. When they play a role, not only the actors as well as the spectators too get a clear idea about the discussion happen on that day. Additionally, ABL would bring a WIN-WIN situation with students and to the Professors/management.

Flipped classroom: Flipped classroom has now become a very popular instructional model. The audio and videos of the participating faculty gets recorded prior to the teaching staff appearance in the class room (Mohanty, A., & Parida, 2016). This videos taken only for 3 to 5 minutes, prior written and explained with own voice of faulty. The Students should gain some idea about upcoming topic and is useful for examination.

Problem-based learning: An instructional technique that starts students' learning by making a need to solve an authentic problem. During the problem- solving process, students construct content knowledge and create critical thinking aptitudes and additionally self-coordinated learning abilities while moving in the direction of an answer for the problem. An essential supposition of PBL is that when we "solve the numerous problems we confront regular, learning occurs"(Barrows&Tambllyn,1980).

IMPACT ON WORK-LIFE BALANCE

The Human Resource Management function has to continuously plan and execute such policies which enable their employees to balance their personal and professional life. This is inevitable to enhance productivity, reduce absenteeism, enable retention and increase employee satisfaction, which can lead to enhanced employee commitment. Further, the increasing number of Dual Income Single Kid couples and members from nuclear families at organizations has made WLB practices all the more necessary (Miryala & Chiluka.,2012). This study is an attempt to understand the intentions of employees working with educational institutions and their way of effectively balancing personal and professional life. Based on this understanding, it is proposed that this study might also tell the impact on WLB with WLB policies. Table 1 refers some literature review on Work-Life Balance and its policies to balance the family.

OVERVIEW ON WORK-LIFE BALANCE

S.no	Author	Concept	Remarks
1	Fiona Moore	Stated that flexible working practices are valuable for WLB and managers are better able to maintain a good WLB than workers, and that the development of an appropriate WLB policy assists in ensuring company loyalty and inspirational states of mind to work (Fiona Moore, 2007).	Flexible Working Practice.
2	Tarafdar, Tu, RaguNathan, &	Express that Some employees' work environments are versatile going in the auto or plane, and living at home or different areas – in	Modern Technology

S.no	Author	Concept	Remarks
	RaguNathan,	this manner pushing work exercises into what were customarily non-work spaces (Tarafdar et al., 2011)	improves the Personal Activities but work follows anywhere.
3	Nielsen	Examine proposes that female respondents in all parts of the world are pressured for time, rarely have time to relax and feel stressed and feel engaged, but women in emerging countries feel the strain even more so than women in developed countries. Women in India (87%) are most stressed/pressured for time (Nielsen, 2011).	Women have pressure than men.
4	G.Delina & Dr.Prabhakara Raya	Discuss most of the women rights have been changed after marriage life .Especially to work women, effect of WLB on the personal satisfaction of wedded working women (G.Delina & Dr. R. Prabhakara Raya, 2013).	Working women After Marriage
5	Adams Frone, Yardley & Markel	The revelations show that work-family battle prompts a decrease in family satisfaction, parental overburden, delays and non-participation in family, a poor execution in family parts and a nonappearance of relative support (Adams et al,1996)	Lack of family support

TABLE NO 1

5. CONCLUSION AND IMPLICATION

In the Modern world, the new generation students are very innovative and even before college life, most of the students are well known about Universal technologies. These Modern teaching technologies improve the quality of education. But this advanced teaching technology is arduous to faculty members. Anything new is difficult to everyone to accept. Once we started using it become a practice (Petare, 2013). While teaching there is a chance to forget few things about the subject but when students have a self-learning practice this will avoid the forgetting habits'. Without Traditional teaching methodology the education system not completed. Chalk and talk are the best practice in the world. In the new methodology faculty have to work hard, always they must have different creative thinking and extraordinary thinking. Because everyday students expecting new thinks and different ways of teaching from faculties. Faculty member must have to prepare notes at home this causes unbalance of family. WLB policy adviser to follow Flexible Working Practice and positive attitudes to work. In modern teaching flipped classes reduce the work load of the faculties.

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