



REQUISITES OF TOTAL QUALITY MANAGEMENT IN TEACHER EDUCATION

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ABSTRACT

With burgeoning growth of higher education sector in our country and global competition is increasing relentlessly, the need for improving quality of education and employability of our graduates has acquired a new urgency. The aim of this paper is improving the quality of higher education system to meet the demands of the society, quality of academic staff, infrastructure facilities and academic environment. This paper attempts to study the principles underlying total quality management in teacher education system.

Key words: Quality; Education; system; Total quality management; Teacher education.

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INTRODUCTION

The indomitable spirit of higher education paves the way for the growth of a nation in the political, economic, social, intellectual and spiritual dimensions. Educators, who are committed to lifelong learning, are leaders and will critically influence the future of the society. Democratic society needs quality education for every student under the care of educators. Teacher education is one of the areas in higher education which trains student-teacher in pedagogy, which in turn helps them to train the young minds of educational institutions.

Since independence, our nation has seen enormous changes in the qualitative and quantitative expansion of education institutions at various levels. Many efforts have been made to keep a balance between quality and quantity of education offered to various sections of the society. The "Fate of the nation is decided in the classroom", is a remark made by the Education Commission of India. Such classrooms are created by committed and dedicated teachers. These teachers are trained in teacher education institutions.

To meet the global competitive demand, teacher education institutions should maintain quality to ensure academic excellence of trainees who come into teaching profession.

Total Quality Management

Quality is a comparative standard prescribed for those institutions that are on the quest for output brilliance. Quality assurance in teacher education reflects on the high profile of the institution and the competency of student-teachers. The quality of the teacher to a great extent depends on the quality of teachers' education received by teacher-NCTE-1998.

"Total Quality Management" (TQM) was originally used to achieve excellence in business organizations. Over the time it has been adopted into various other fields, education being one of them. Higher education discovered total quality management in the 1980s and quality became enamored of it. It is high time that we also adopt TQM philosophy in our higher education system to usher in the much needed transformation. No plan for improving quality in education can succeed unless the key player - the teachers - enthusiastic and strongly motivated.

TQM was originally developed in USA by W. Edwards Deming after World War II for improving the production in quality of goods and services. Now it has wide applications to academics.

To be successful implementing TQM, an organization must concentrate on the eight key elements:

Ethics

Integrity

Trust

Training

Teamwork

Leadership

Recognition

Communication

These elements can be divided into four groups according to their functions. The groups are:

Foundation:- It includes ethics, integrity and trust.

Building Blocks:- It includes training, teamwork and leadership

Binding Mortar:- It includes communication

Roof:- It includes recognition

Teacher Education

Teacher education is one of the integral components of the higher educational system, being ultimately connected with society, culture and character of the nation. The constitutional goal, principles of the state policies, the emerging expectations and changes operating in education, call for an appropriate response for a futuristic education system and provide the perspective teacher education.

Total Quality Management in Teacher Education

Deming's concept of TQM is applicable to academics. It provides guiding principles for needed educational reform.

Key features of TQM in teacher education are:

to implement 'total quality' component issues alongwith its system concepts in the light of 'modern organization theory' that views change, innovation and growth as the natural result of a concerted response to new teacher-training situation as envisaged in NCFTE (2009) and



to recognize and accept TQM as healthy symptom of teacher education to survive, grow and develop the capacity to adopt and to manage requisite quality changes in national school system.

Requisites of Total Quality Management

Total quality in teacher education is an opportunity, which has generated an intellectual curiosity associated with the concepts of total quality management (TQM), continues quality improvements, strategy/ process/ project/ individual task management etc.

TQ refers to the degree of user's satisfaction. In context of 'Teacher Education' internal academic customers are teacher-trainees, faculty, progressive teacher education, programmes with specified need like knowledge, skills, abilities.

The process management emphasizes on PDCA (Plan, do, check, out) cycle. Respect for people encompasses the quality of life of everyone who works in teacher training institute in addition to teaching, service and research creating a sense of purpose in the work place through individual task management that stems from quality planning pursue personal and professional goals, joy in work/ training personal growth, information exchange cooperation, collaboration etc.

To maintain quality assurance

To attain desired state

To relies on value analysis with conceptualizing values, organizing value system and characterizing value complex.

Advantages of implementing total quality management in teacher education.

TQM and teacher education is the application of quality principles for integration of all functions and processes of teacher education.

TQM is way to achieve total quality through continuous improvement by accepting process management that stems from operation planning.

