

PERSONALITY PROFILE OF POLYTECHNIC TEACHERS

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Introduction

The Technical Teachers' Training Institutes (TTTIs) were established in 1965 to cater to the needs of the technician education system in terms of growth and development. The success or failure of any innovation depends on the persons (students, teachers and administrators) working in the system. TTTIs try to contribute to the development of polytechnic education system through a multi-dimensional approach - training of teachers both in conventional and emerging areas, developing media - including 16 mm films, video programmes and various other types of soft-ware, helping the system in developmental work. All these efforts can succeed only when the teachers who are the backbone of the system are receptive and enthusiastic, both. As a teacher training institute, we became interested to have an insight into the personality factors of polytechnic teachers. In other words, we were trying to answer the question : What are the unique personality traits possessed by polytechnic teachers?

Persons belonging to different professions have different profiles of personality traits. This can be due to two reasons; either the persons having similar personality traits enter the same profession or they develop

those traits by virtue of being in that profession. Through our teacher training programmes - both long term and short term we aim at developing the requisite traits so that they become efficient & effective teachers. Here in this paper an effort is made in the same direction.

1. **Objective** : To find out the traits of polytechnic teachers through 16 P.F. Inventory.
2. **Sample** : The sample consists of 69 polytechnic teachers of the Western Region who attended some of the Personality Development Programmes conducted by the Education Department during 1989.
3. **Tool** :
Form A of 16 Personality Factor Questionnaire by R.B. Cattell

The sixteen personality factors (16 P.F.) is an objectively scorable test to give the most complete coverage of personality possible in a brief time. The comprehensive coverage of personality rests upon measurement of sixteen functionally independent and psychologically meaningful dimensions isolated and replicated in more than thirty years of factor analytical research on normal and clinical groups. It measures sixteen primary source traits and four second order traits.

Table 1
THE PRIMARY SOURCE TRAITS COVERED BY THE 16 P F TEST

Factor	Low Sten Score Description (1-3)	High Sten Score Description (8-10)
A	Reserved, detached, critical, aloof, still	Outgoing, warmhearted, easy going, participating.
B	Dull	Bright
C	Affected by feelings, emotionally less stable, easily upset, changeable	Emotionally stable, mature faces reality, calm.
E	Humble, mild, easily led, docile, accommodating.	Assertive, aggressive, competitive, stubborn.
F	Sober, taciturn, serious	Happy-go-lucky enthusiastic.
G	Expedient, disregards rules	Conscientious, persistent, moralistic, staid.
H	Shy, timid, threat-sensitive	Venturesome, uninhibited, socially bold
I	Tough minded, self reliant realistic	Tender-minded, sensitive, clinging, overprotected.
L	Trusting, accepting conditions	Suspicious, hard to fool
M	Practical, "down-to-earth" concerns	Imaginative, bohemian, absent-minded
N	Forthright, unpretentious, genuine but socially clumsy	Astute, polished, socially aware
O	Self-assured, placed, secure complacent serene	Apprehensive, self- reproaching insecure, worrying, troubled.
Q1	Conservative, respecting traditional ideas.	Experimenting, liberal, free thinking.
Q2	Group dependent, a "joiner" and sound follower	Self-sufficient, resourceful, prefers own decisions.
Q3	Undisciplined self conflict lax, follows own urges careless of social rules	Controlled, exacting will power, socially precise, compulsive, following self-image
Q4	Relaxed, tranquil, torpid, unfrustrated, composed.	Tense, frustrated, driven, overwrought

Results

Frequency distribution tables were prepared for each of the 16 factors based on sten scores. Mean and S.D. values were calculated.

Table - Showing Mean sten value and S.D. of responses of polytechnic teachers on Form A of 16 P.F. questionnaire.

S.N.	Factors	Mean Sten Value	S.D.
1.	A	5.84	1.86
2.	B	6.13	1.69
3.	C	5.13	1.82
4.	E	5.45	1.49
5.	F	3.69	1.62
6.	G	6.34	1.74
7.	H	6.61	1.96
8.	I	6.34	2.03
9.	L	5.92	1.74
10.	M	5.23	1.99
11.	N	6.50	2.02
12.	O	4.44	1.86
13.	Q1	4.96	1.97
14.	Q2	5.50	2.11
15.	Q3	5.79	1.67
16.	Q4	4.6	2.06

(Graph to be incorporated here)

Factor B : Low Intelligence Vs. High Intelligence

Discussion

Factor A : Reserved Vs Outgoing

The calculated Mean Sten value is 5.84 with a.S.D. of 1.86. 5 and 6 stens are considered as average or normal. Polytechnic teachers fall in between the two extremes and almost in average area which indicates the balanced, integrated and normal personality.

The mean value is 6.13 with a S.D. of 1.69. It means that mostly teachers come from Average intelligence level which is slightly towards higher side. They are not very bright but have above average intelligence level.

Factor C : Emotionally less stable Vs. emotionally stable.

The mean value 5.13 with S.D. of 1.82 indicates the average standing of polytech-

nic teachers with respect to this factor. They occupy a middle position and maintain a balance personality.

Factor E : Humble Vs. Assertive

Here the mean value 5.45 with S.D. 1.49 indicates again the middle position. They are humble and assertive depending on the situation.

Factor F : Sober Vs. Happy-go-lucky

Mean value 3.69 with S.D. of 1.62 indicates the sobriety in nature. They have to present good model before the students. They cannot afford to be impulsive. Hence this desirable characteristic is already present among polytechnic teachers.

Factor G : Expedient Vs. Conscientious

The mean value is 6.34 with S.D. of 1.74. It falls between the two extremes slightly towards higher side hinting at the characteristic that polytechnic teachers are rule bound. They follow certain basic rules but have some scope of flexibility depending on the situation and its uniqueness.

Factor H : Shy Vs. Venturesome

The Mean sten value 6.61 with S.D. of 1.96 is slightly towards higher side, which denies the shy nature of polytechnic teachers. Really speaking, they are socially hold, uninhibited and spontaneous (further description of the factor) which fits very well with the job requirement.

Factor I : Toughminded Vs. Tenderminded

The mean value of 6.34 with S.D. of 2.03 is towards higher side. The higher S.D. value shows that some teachers can be more toughminded while others can be more

tenderminded but mostly the trend is towards tender minded, and sensitive side.

Factor L : Trusting Vs. Suspicious

The mean value of 5.92 with S.D. of 1.74 show that teachers fall in middle category as far as this trait is concerned they tend to be in between the two poles i.e. neither too trusting nor too suspicious.

Factor M : Practical Vs. Imaginative

The mean sten value of 5.23 with S.D. of 1.99 is an indicative of middle standing of polytechnic teachers. They are practical but still open to imagination. They are creative and adopt innovative approaches to teaching.

Factor N : Forthright Vs. Shrewed

The mean value of 6.50 with S.D. of 2.02 is towards higher side which indicates the calculative, worldly and penetrative (further description of the factor N) nature of polytechnic teachers. Of course, there may be a few who are forthright as the higher S.D. value indicates.

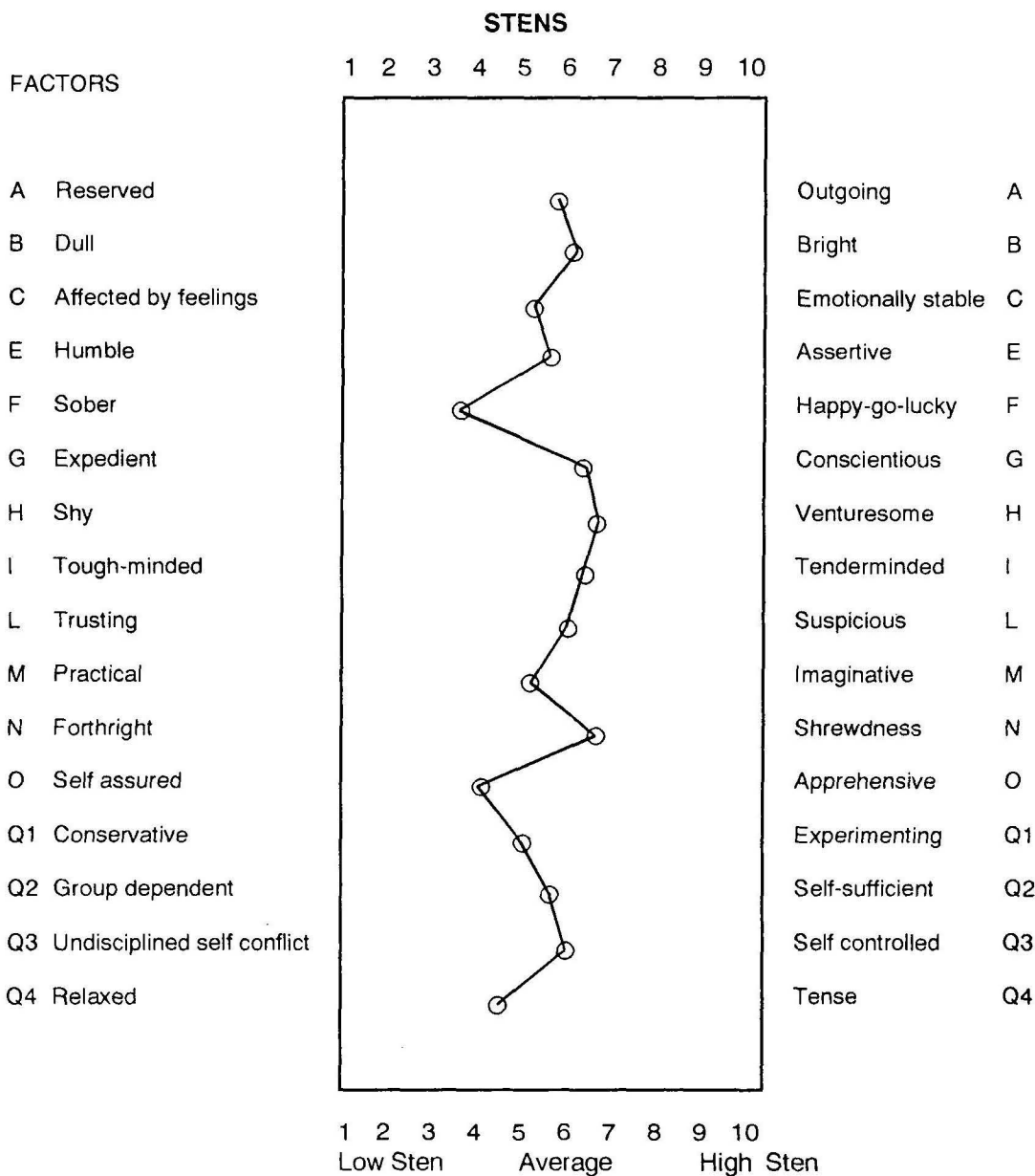
Factor O : Placid Vs. Apprehensive

The mean sten value of 4.44 with S.D. of 1.86 indicates the concentration of scores towards lower side. The characteristic which is exhibited is self assured and confident polytechnic teachers rather than being apprehensive, worrying or depressive.

Factor : Q1 Conservative Vs. Experimental

The mean value of 4.96 with S.D. of 1.97 shows that teachers are slightly more conservative than experimenting. They respect established ideas, norms and tolerate traditional difficulties.

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Factor Q2 : Group dependent Vs. Self-sufficient.

The mean value of 5.50 with S.D. of 2.11 indicates the heterogeneous character of polytechnic teachers as far as this factor is concerned. Some may be more group dependent while some others may be more self-sufficient.

Factor Q3 : Undisciplined self-conflict Vs. Controlled.

The mean value is 5.79 with S.D. of 1.67 indicates the maximum frequency within the central area. It further indicates the central or middle position that they are neither too conflicting nor too controlled.

Factor Q4 : Relaxed Vs. Tense

The mean value of 4.6 with S.D. of 2.05 is slightly towards lower side which means that the polytechnic teachers are not very

tense or frustrated but relaxed, tranquil and unfrustrated.

Conclusions :

The polytechnic teachers appear to belong to the average slot on a continuum of traits between lowest & highest. Some variations can be seen below :

1. On factor F (Sober Vs Happy-go-lucky) they are towards lower side ($M = 3.69$) indicating the sobriety in their nature.
2. On factor O (self-assured Vs. apprehensive), they tend to be on lower side ($M = 4.44$) indicating the self-assured and confident nature.
3. On factor Q4 (Relaxed Vs Tense) they tend to be lower side value ($M = 4.6$) hinting that their job is not full of worries and frustrations rather it is a job where people feel relaxed.

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