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Nr Telco Colony & Blue Spring society, Datta Nagar, Ambegaon (kh), Pune-46,

Website- www.srjis.com,

E mail- srjisarticles16@gmail.com

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Innovation is the keyword of 21st Century. This is an age of cut-throat competition in every field of life and education is no exception. 'Innovate & survive' is the mantra of this age. Education is considered as the foundation of human society. It is said that what we learn & how we learn in school or college determines future of the nation. In today's modern era, education is an extremely important tool for the development of next generation of innovators and creative thinkers. Ashoka Education Foundation is addressing the upcoming challenges in the field of Education. For all-round development of our students we strongly believe on triple 'C'- Challenge, Commitment & Change.

Ashoka College of Education is our dynamic institute creating teachers for 21st Century. State level Conference on '**Research for Excellence in Teacher Education**' is the path way of progress in the field of education.

On behalf of Ashoka Education Foundation, I appreciate & congratulate the efforts taken by Convener, Coordinator & team of Ashoka College of Education for organizing two days State Level Conference on "**Research for Excellence in Teacher Education**". I appreciate the support given by delegates, participants, investigators, researchers & scholars from different fields. I am sure that from this conference the participants will realize the excellence in research.

Mr. Ashokji Katariya,

Chairman, Ashoka Education Foundation, Nasik

13	Development Of Research Competency Among Doctoral Scholars Through Research Methodology Workshop <i>Dr. Mahale S. R. , Mr. Dhere R. D. & Mrs. Bagul V. B.</i>	38-43
14	Development Of Resilience Among Students Of 1st Standard <i>Priti Sonar</i>	44-46
15	Case Study Research Design <i>Prof. Naresh Sawant & Prof. Samruddhi Chepe</i>	47-48
16	Use Of Tools And Techniques In Educational Research <i>Dr. Arvind Shantaram Jinjar</i>	49-54
17	Use Of Technology In Educational Research <i>Oltikar Bhagyashree C. & Pawar Shruti</i>	55-58
18	To Study The Effectiveness Of Use Of Tool And Techniques In Educational Research <i>Prof. Priyanka Rajendra Morwal</i>	59-61
19	A Study Of The Impact Of Ictin Achievement Ofpsychological Basic Concepts Of Undergraduate Level Students <i>Prof.Prakash R. Ahire & Prof. Pravinkumar Jadahv</i>	62-64
20	Study On Students Excellence In Academic Performance <i>Asma Chaudhary & Misbah Shaikh</i>	65-68
21	Research For Excellence In Academic Performance Mathematical Concepts: Understanding Made Easy With Arts & Drawings <i>Khan Shirin Fatema Shahid & Shaikh Sana Asif</i>	69-71
22	A Study On Study Habits And Academic Achievements Of Students Of Class 7th <i>Archana Gatkal & Sadia Siddiqui</i>	72-75
23	Importance Of Research In Academic Performance <i>Miss. Shruti Mishra & Miss. Kirti Kshirsagar</i>	76-77
24	Importance Of Research In Education <i>Khan Gulnaz Nasir Ahmad , Khan Alfiya Arif & Shaikh Hasbun MD.Umar</i>	78-79
25	Importance Of Research In Education <i>Shah Pooja Prabhunath</i>	80-82
26	Importance Of Research In Education <i>Tanzeela Shaikh</i>	83-85

13 DEVELOPMENT OF RESEARCH COMPETENCY AMONG DOCTORAL SCHOLARS THROUGH RESEARCH METHODOLOGY WORKSHOP

Dr. Mahale S. R¹, Mr. Dhere R. D² & Mrs. Bagul V. B³

¹ Associate Professor, School of Education, Y.C.M. Open University, Nashik, India.

sanjivanirmahale@gmail.com

²rahuldhere11@gmail.com

³ Research Scholar, School of Education, Y.C.M. Open University, Nashik, India.

vidyadevibagul@gmail.com

Abstract

Research is an essential and powerful tool in leading man towards progress. Social Science research is concerned with people and the contexts is human activities. Research can give support in formulation of policies related to education, generate new knowledge, solved problem and facilitated the decision-making in educational Process. University Grant Commission developed guideline for research taken for Doctor of Philosophy Program. The Presenter conducted seven days Research Methodology Workshop for the Research Scholars. Expert from the various field are invited for giving lecture, demonstration and discussion of various components of research. Each day one and half hour given to the students for group work to discussed usability of the components to their research topic. The presenter developed emotional scale having symbolic faces to identify emotional level of the students and five point Research Competency Identification Scale. (RCIS). The RCIS having three area Scientific Competency, Personal aptitudes/ interpersonal skills and Project and Team Management Skills. All areas included 5-6 item related to main area. These two test are administered before and after the workshop. The presenter analyzed the data. The negative emotions are reduced among the participant and positive emotions are increased. Scientific competency of the Scholars increases due to various activity conducted in the workshop. Scholars are giving the whole responsibility of the workshop. They have to coordinate with each other. This activity increases the interpersonal skills among themselves. Discipline wise Groups work developed Project and Team Management Skills among them.

Introduction: Research is an essential and Powerful tool for development of Human being. Research can support for formulation of policies related to all field. Research generated new knowledge, solve problem faced by human being and facilitate decision making In India research activity included from the Primary level to Doctoral level Curriculum. Central government and State Government and other funding agencies are supported for the research activity.

University Grant Commission (UGC) Guideline for Research: UGC developed the guideline for various components done by the student for doctoral research to improve the quality of Ph.D research work. Helaiya, S.(2015) analyzed UGC Ph.D guideline are with reference to research competencies required for the researcher. The information given in the Table No.1

Table No.1 UGC guideline for Doctoral Research

No.	Components	Competencies/ Objectives
1.	Entrance Test	1. To check the research aptitude of the candidate. 2. Testing of Language Skills, Computer IT Skills, Knowledge related to subject research area and Analytical skills
2.	Registration Procedure	1. Marking for various Components Class for Mater and research degree for measuring the content knowledge of the discipline. 2. NET/SET/ M.Phil Candidate not require the entrance test. 3. Weightage for Research paper publication. 4. Presentation of Research Proposal in front of Research Recognition committee to reduce the duplication of research work and do the required modification at initial stage.
3.	Coursework	1. Mandatory component every Ph.D. Scholar has to complete. 2. Course work related to specific department to acquire the discipline wise knowledge

		3. Course work related to general area of research to acquire knowledge related to research and application of IT in Research.
4.	Publication	1. Developed writing skills. 2. Facilitate to organised and shared their ideas with others. 3. Publication of paper in UGC Approved referred Journal
5.		

Mental Processes in Research : A research involves many complex and abstract processes as enlisted by Naik & Dharankar (2012): Conceptualizing, Theorizing, Creating, Arguing, Analyzing, Critically reflecting, Logically reasoning, Judging, Reviewing, Inferring, Questioning, Summarizing, Extrapolating, Arguing, Debating, Comparing, Negotiating, Exploring, Experimenting, Self-actualizing, Self-diagnosing, Introspecting, Evaluating, Developing theory/instrument. Thus, the researchers are expected to be highly autonomous and self-determined. One analyzes, conceptualizes and synthesizes experience/prior knowledge creatively generating original work and innovative methods that results in the formation of new knowledge.

Dharankar, M. (2015) defined competency as knowledge, skills and beliefs in one's repertoire is referred to as "competencies" that a person possesses. Competency is defined in terms of what one knows, believes and can do. Competency is covert.

Key competencies Required for the future Researcher : Patadia, H. Gururajan, P.(2015) reported in their paper about the eight studied countries (France, Germany, Finland , Netherlands, the United Kingdom, Switzerland, Japan and the United States) the competencies required by the researcher who should possess scientific competencies, project and team management skills and personal aptitudes/ interpersonal skills are elaborated as follows (Source: APEC/DELOITTE Study 2010).

Scientific Competencies

1. Scientific knowledge
2. Ability to learn and adapt
3. Ability to formulate a research issue
4. Capacity for analysis and grasp
5. Ability to work in an interdisciplinary environment
6. Ability to incorporate existing knowledge

Personal aptitudes/ interpersonal skills

1. Creativity
2. Open-minded approach
3. Motivation/ Involvement
4. Adaptability
5. Ability to self assess

Project and Team Management Skills

1. Ability to work in a team
2. Ability to develop a network
3. Communication skills
4. Ability to assess
5. Language skills
6. Project management skills
7. Business culture and management skills
8. Ability to manager and steer teams
9. Awareness of the pertinence of the research and its impact on the environment.

The presenter took grant from Indian Council for Social Science Research (ICSSR) for conducted a workshop for development research competency among doctoral research scholars.

Title of the Research Seminar is

To study the effectiveness of Research Methodology Workshop among Doctoral Scholars for development of Research Competency

Objectives

1. To identify the experts in various field for Research Methodology Workshop for development of Research Competency among the doctoral students.
2. To develop various workshop strategy for development of Research Competency among Doctoral Scholars
3. To identify the Research Competency required for research among the Doctoral Scholars'.
4. To identify the emotional level of Doctoral Scholars' at before and after workshop
5. To Find out the effectiveness of the Research Methodology Workshop for development of Research Competency among Doctoral Scholars'

Research Methodology

Research Design- Single group pre and post test Design was used for the workshop

Tools for Data Collection-

1. *Emotional level Identification Scale-* 11 faces are included 6 positive and 5 negative symbolic faces. This scale is basically developed by Bahai Academy Panchagani . But the presenter modified it.
2. *Research Competency Identification Scale-* This scale developed form taing the guideline from Pathadia article on research competency. It is five point rating scale. Two sub points are deleted from the category project and team management skills.

Sample – 62 Doctoral students 27 YCMOU, Ph.D. Scholar, 22 outside Doctoral students from Maharashtra and other five states of India.

3. Participant Observation done by the main presenter.

Objective wise Data Analysis

The Distribution of subject wise expert given in the Table No.2

Table No.2 Subject wise Distribution of the Experts

No.	Subject	Count
1	Commerce	01
2	Education	03
3	Psychology	01
4	Statistics	03
5	Management	01
6	Science	01
7	Geology	01
8	Agriculture	01
9	Library Science	01

Observation- Experts are selected from the nine various discipline. They are having more than 25 years experience in research field. All the participants are happily joined to the experts when they are discussed the topic.

Workshop Strategy for development of Research Competency among Doctoral Scholars

Seven days workshop was conducted. Each Day having five sessions of one hour and fifteen minutes. In First four sessions Experts gave Lecture cum Demonstration and discussion with the students about their queries. In the last Session the participants and the faculty participant are divided according to their master degree subjects, into five groups

1. Social Sciences
2. Commerce
3. Education
4. Science
5. Technology

They discussed the usability of the lecture according to their subjects. On last day Participant have to present their Research Proposal. Five Participants from various discipline presented their Research Proposal. Five Experts from various fields are given the Qualitative feedback to the Participant. It is also useful to other Participant also.

Table No.3 Emotion Level of the Participants

No.	Emotion	Pre-Test	Post-Test
1.	Hot	04	06
2.	Exhausted	07	04
3.	Happy	24	31
4.	Sad	02	01
5.	Anxious	10	02
6.	Satisfied	13	41
7.	Interested	18	22
8.	Determined	17	21
9.	Surprised	04	05
10.	Bored	05	01
11.	Curious	28	20

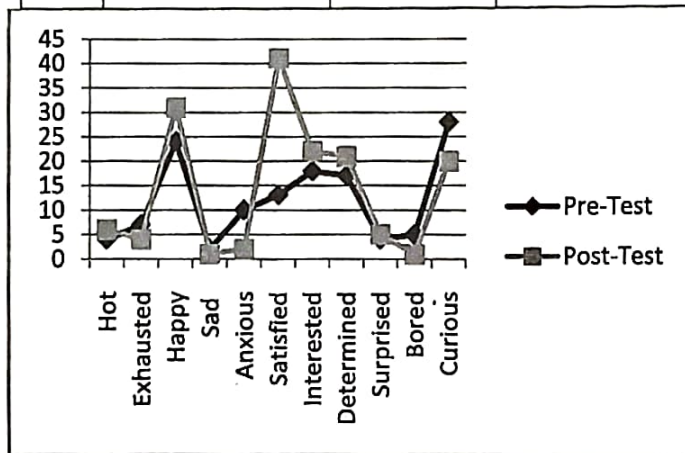


Fig No.1 Emotions of the doctoral scholars before & after workshop

Observation - Negative Emotions of the participants are reducing. Most of the participants are satisfied about the workshop.

Table No.4 Scientific Competency

No.	Frequency	Pre-Test (Percentage)	Post-Test (Percentage)
1.	0-20	8	0
2.	21-40	27	5
3.	41-60	26	17
4.	61-80	31	40
5.	81-100	8	38
Total		100	100

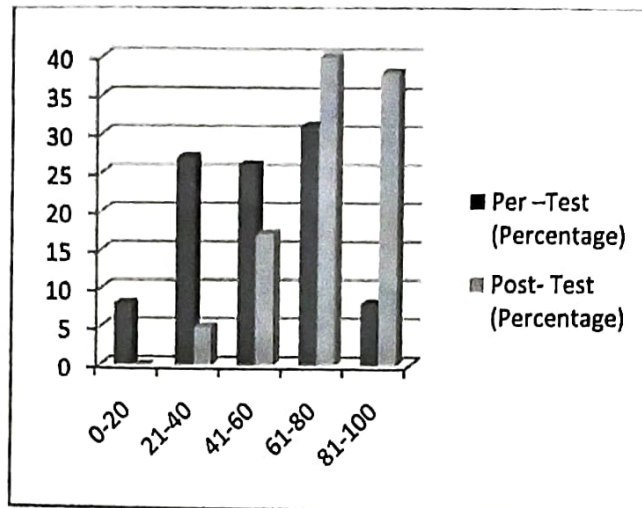


Fig No.2 Development of *Scientific Competency* among doctoral scholars

Observation - Scientific Competency developed among the participant after the Research Methodology workshop.

Table No.3 Personal Aptitudes/ Interpersonal Skills

No.	Frequency	Per-Test Percentage	Post-Test Percentage
1.	0-20	3	0
2.	21-40	11	2
3.	41-60	25	6
4.	61-80	43	37
5.	81-100	18	55
Total		100	100

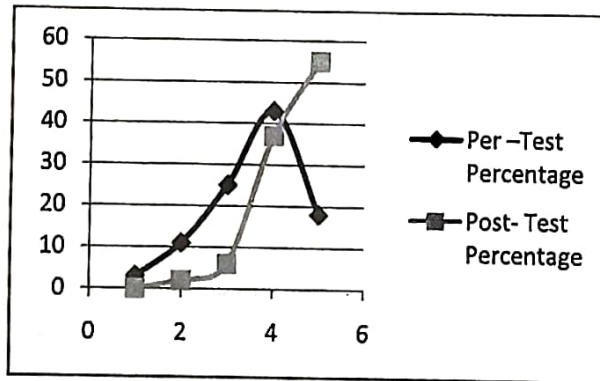


Fig No.3 Development of Personal Aptitudes/ Interpersonal Skills among doctoral scholars

Observation- The Students-experts interaction, Students-Students interaction helped the students for development of interpersonal skills.

Table No.4 Project and Team Management Skills

No.	Frequency	Per-Test Percentage	Post-Test Percentage
1.	0-20	3	0
2.	21-40	16	3
3.	41-60	32	12
4.	61-80	38	41
5.	81-100	11	44
Total		100	100

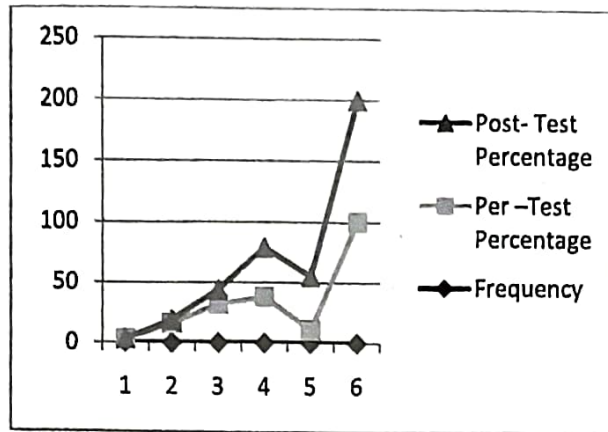


Fig No.3 Development of Project and Team Management Skills among doctoral scholars

Observation-The various responsibility of the workshop was given to the students. They help with each other for the whole activity. Therefore team management skills are developed among them.

Qualitative Analysis of the Participant Observer

The main author of the workshop is coordinator. She became a participant observer for the workshop. She continuously observes the various activities of the workshop. Her observation is as follows.

1. All doctoral students are actively participated in the workshop.
2. The journey schedule, availability of other facilities to the expert, introduction of the expert and vote of thanks all activities are conducted by the participant cooperatively.
3. Residential students ask their doubts to the expert in the evening or early in the morning. They ask their doubt freely to the expert.
4. All research scholars became friend with each other. They are connecting with each other through what apps and help each other for the research activity after the workshop.
5. Few of them get the doctoral degree from their respective university.

Summary

Research Scholar required research competency for conducting the research. Rigorous efforts are required for the same. Seven days Research methodology workshop is best solution. Selection of the experts, availability of the expert, financial and infrastructure support also required. Pre workshop activity and post workshop activities are also essential to connect with each other.

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