



**RESEARCH PAPER**

**Comparison of Impartion Level of Concepts and Skills between  
Promotion Link Trained and Newly Selected SST**

Dr. Ejaz Ahmad Mirza\*<sup>1</sup> Jamila Begum <sup>2</sup> Farooq Ahmad Aajiz <sup>3</sup>

1. Education Officer, QAED Punjab, Lahore, Punjab, Pakistan
2. PhD Scholar, School Education Department Punjab, Pakistan
3. PhD Scholar, University of Lahore, Lahore, Punjab, Pakistan

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**ABSTRACT**

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**Corresponding  
Author**

oejazmirza@g  
mail.com

The main theme of the study was to explore the importance of promotion link training of educational personnel in terms of skills and concepts imparted, SST in secondary education Punjab, Pakistan. A survey was designed to conduct this study. The population of this study was the educational personnel who got promotion link training from SST to SS, HM. 350 trained (Training by DSD) education Personnel were randomly selected from the Gujranwala, Rawalpindi & Faisalabad division of Punjab. A questionnaire on five points Likert scale was to collect data. It was concluded that promotion link training is useful training activity to train the promoted and this training also played an important role in enhancing the concepts and skills of promoted SST in comparison with newly selected SST. On basis of conclusions, it was recommended to QAED arrange training workshops to train education personnel.

**Introduction**

Every organization is working at its best to promote knowledge and skills. Every organization is also aware of the need to keep its staff up to date for continuous improvement of services. "Professional development is the critical component of nation's effort to improve schools and student achievement". (Neville and Robinson (2003))

According to Heathfield (2012), every organization has a systematic way to evaluate the professional needs of its manpower and take adequate steps to fulfill them. This training in terms of refresher courses & conversion courses has a strong impact on overall services provided by an organization.

Professional training has a deep impact on the overall performance and efficiency of an employee. With the change in time, methodologies also change and an organization needs to keep employees up to date.

Well trained education personnel are key to the nation's success. Different research base projects have shown that the most productive employees are those who have received professional training.

So, the main objective is “comparing Impartion level of concepts & skills between promotion link trained and newly selected SST”.

### **Statement of Problem**

Researches made in past have given us the overall significance of professional training such as Dessler 2008, Cole 2004, Kraak 2005.

These researches created a gap about the abilities of trained promoted SST& freshly selected manpower. So researcher tried to fulfill this gap by making research on the Comparison of Impartion Level of Concepts & Skills between Promotion Link Trained and Newly Selected SST.

### **Literature Review**

This section is organized around four areas of professional development: content, format, level, and assessment. These four sections provide an overview of areas of principal professional development. The focus on the content of professional development relates to the skill of instructional leadership.

Well trained teachers are key to a nation’s success. It has been shown that the most successful and productive employees are those who have received extensive training and development. These groups of employees can be described as the “cream of the crop” that often has the strongest stake in an organization’s future.

According to Dessler (2008), even when employees are carefully selected, it does not still guarantee acceptable performance from the employees. This is because while the potential of an employee to perform is one thing, performing is another and therefore an employee with a high potential to perform may not still perform his job if he does not go through training and development. This is why training of newly employed starts with organizational orientation.

Cole (2004), postulates that human resources are the most dynamic of all the organization's resources and therefore they need considerable attention from the organization's management if the human resource is to realize their full potential in their work.

Training and development activities just as most other activities in an organization depended on the policies and strategies of the organization. An organization with well-organized training would refer to it as "systematic training" which is why job descriptions are inevitable during the recruitment and selection process. Furthermore, establishing what training and development needs an organization has must start with a job description and later performance appraisal.

## Material and Methods

The survey research design was used & the research was descriptive in nature. This research was designed to compare the Impartion Level of Concepts & Skills between Promotion Link Trained and Newly Selected SST.

The population of this study was teachers who got promotion link training from EST to SST and newly selected SST in the province Punjab. A random sampling technique was used. 350 personnel were selected from Gujranwala, Rawalpindi & Faisalabad as a representative sample.

## Results and Discussion

**Table 1**  
**Comparison of Skill Development between Promoted& Directly Selected SST**

Variable	Gender	M	SD	t	Df	P
Concepts	Promoted	44.74	4.734	-1.148	348	.252
	Selected	45.27	3.859			

\*P < .05 Level of Significance

Above table 1 shows that there is no significant difference in the concept development after the promotion link training of SST and the subject specialist between the promoted SST (M=44.74, SD=4.734, P > .05) and the newly selected SST (M=45.27, SD=3.859, P > .05). It can be concluded that the promotion link has no impact on the concept development of the promoted and the newly selected SST.

**Table 2**  
**Comparison of Skill Development between Urban & Rural SST**

Variable	School Area	M	SD	t	Df	P
Skills	Urban	41.63	6.102	-.798	348	.425
	Rural	42.19	6.857			

Above table 2 shows that there is no significant difference in the skill development after the promotion link training of promoted SST of urban and rural areas. Above table mentioned the statistics for the promoted SST of urban area (M=41.63, SD=6.102, P > .05) and the promoted SST of rural area (M=42.19, SD=6.857, P > .05). It can be concluded that the promotion link has no impact on the skill development of the promoted SST of urban and rural areas.

**Table 3**  
**Comparison of Overall Skill Development between Promoted& Directly Selected SST**

Variable	Gender	M	SD	t	Df	p
Concepts	Male	44.22	4.944	-3.3018	348	.003
	Female	45.61	3.661			

\*P < .05 Level of Significance

Above table 3 shows that there is a significant difference in the overall concepts and skills development after the promotion link training between male and female SST. Above table represented the statistics for the male SST (M=239.15, SD=32.527, P < .05) and for female SST (M=249.18, SD=22.854, P < .05). Statistics show that the mean for the female teachers is greater than the male promoted SST. It is concluded that the promotion link training has a great impact on the concepts and skills development of female SST as compared to male SST.

### **Discussion**

The main objective of this research is to compare the Impartion Level of Concepts & Skills between Promotion Link Trained and Newly Selected SST in Education Department Punjab, Pakistan. The finding of the research revealed that the skills & concepts improved through professional training. Teachers undergo the practical revelation of their theoretical concepts. In the field, other teachers & above all the students took advantage of their experience and that practical revelation. They came to know about important tools & techniques to make their students a better part of society and advancing world.

### **Conclusion**

Promotion link training is an important tool for the practical revelation of teacher's concepts. Reviews of teachers show that the trained promoted SST has a cutting edge over directly selected SST in terms of their experience & know-how of intellectual level of students. But also we cannot oppress the value of directly selected teachers in terms of their energy level etc. Both categories are important for quality education. To put it in a nutshell, professional training is important for promoted SST as well as directly selected ones. It helps them to discover & improve their concepts in the practical world.

### **Recommendations**

We can recommend the following steps by following research findings:

- Training helps teachers to grow professionally. So, QAED may arrange different training workshops/refresher course for serving & newly selected staff at regular intervals.
- This professional training must be declared mandatory.
- Concepts & skills must be practically evolved & polished during these workshops to ensure maximum efficiency of workshops as well as quality education.

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