



Review Paper

An Analytical Perspective on Teachers' Freezing at Higher Level of Education

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Abstract	Manuscript Information
<p>Better teacher selection and preparation will result from identifying the traits and attributes of a successful teacher. The standard of a teacher is inadequate, particularly when it comes to their general knowledge, intelligence, and professional competence. The study's objective is to offer an analytical perspective on teachers' lack of interest and how it affects the learning environment. Some general qualities that a good teacher should possess are normal physical and mental health, a well-balanced philosophical and cultural outlook, normal general intelligence, good daily habits, sociability, and emotional maturity. Specific qualities that a good teacher should possess include subject-matter knowledge, the ability to impart knowledge, empathy and love for students, leadership, and communication skills. To put it briefly, a competent teacher is one who can handle the duties involved in organizing, directing, and assessing the educational system. He is a decent man with strong cultural values who feels that his work is vital to the advancement of both his town and the country as a whole.</p>	<ul style="list-style-type: none"> ▪ ISSN No: 2583-7397 ▪ Received: 13-06-2024 ▪ Accepted: 15-07-2024 ▪ Published: 23-07-2024 ▪ IJCRM:3(4); 2024: 65-67 ▪ ©2024, All Rights Reserved ▪ Plagiarism Checked: Yes ▪ Peer Review Process: Yes <p>How to Cite this Manuscript</p> <p>Shipra Sharma, Dr. Sarita Goswami. An Analytical Perspective on Teachers' Freezing at Higher Level of Education. International Journal of Contemporary Research in Multidisciplinary.2024; 3(4): 65-67.</p>

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INTRODUCTION

In the field of education, the teacher bears exclusive accountability for imparting knowledge, creating lesson plans, choosing reading materials, assessing student progress, and assisting students in resolving personal issues and challenges. These days, a teacher must be skilled in both teaching and addressing a variety of real-world circumstances. Only then would he be able to effectively assist pupils in developing their personalities and character in order to enhance their social, political, and economic environments. ^[1] The nation's dreams can become a reality thanks to our professors and their instruction. Without a question, teachers play a crucial role in society.

This teaching endeavour requires the teacher to use both their artistic and scientific sensibilities. But occasionally, for a variety of reasons, educators are unable to reach their full potential. They repeatedly attempt to resolve conflicts with the administration, parents, and students. If they don't succeed in doing so, they eventually lose interest and feel as though their potential, powers, and capabilities have frozen.

Teacher Freezing

Generally speaking, a teacher's efficacy is determined by his or her experience, cognitive and affective qualities, teaching tactics and skills, ability to adapt to the unique demands of the classroom and school, and—most importantly—the student.

Even though they don't constitute the core of good instruction, these can still help teachers succeed. For a teacher to be truly effective, they must have a solid understanding of teaching and what constitutes effective teaching. Because effective and pertinent education is dependent on instructors' interactions with students, there is a significant decline in the respect that teachers enjoy at all educational levels. The decline in academic standards can be attributed to various factors, including educators, school officials, parents, and students. However, everyone now laments the laziness and apathy of the professors; They don't do enough research or innovate. The impact of all of this on learning is really disastrous. Worldwide, teacher freezing is a persistent issue. A modern teacher's responsibilities differ greatly from those of a teacher in a traditional classroom. These days, a teacher has to be much more flexible in his teaching style. A teacher must fulfil many responsibilities while upholding moral principles.^[2]

During his oath-taking ceremony, Barack Husain Obama, the 44th President of the United States, gave a speech on teacher education.

"Teachers who aspire to become better educators should invest more in their professional development and pay for excellence. Regarding education, educators serve as societal role models. Teachers are incredibly irritated with the way that not just their individual performance but also the performance of the institution as a whole is evaluated. They are therefore constantly put to the test. I have stated that teachers ought to be able to provide us with information regarding how to gauge our progress. I believe that all teachers want to be successful, and if we provide them with a road to professional development, where we are developing master teachers, they are assisting with young teachers' apprenticeships, we ought to be able to pay them more because they participate in a range of other activities that truly enhance the institutions. They cannot be evaluated just based on results from standardized tests that ignore how well-prepared students are for colleges."^[3]

It is crucial for the success of education that educators are happy in their roles so they can carry out their responsibilities and tasks in a knowledgeable and efficient manner. An education readies a man from a downtrodden society for a future utopia. Institutions of higher learning are delicate and essential components of society. Social norms and values are a constant effect on all educational systems. Teachers are human beings with unique values, beliefs, and wants that affect how they function. India is a very multicultural and complex country where caste, religion, class, and gender are the main determinants of social stratification. Teachers are supposed to instil in their student's tolerance, secularism, and other vital life values in a pluralistic culture such as India.^[4]

Stages of Teacher Freezing

(1) Loss of Enthusiasm: Most people who become teachers do it sincerely in an effort to assist young people. They have a lot of energy and strong ideals at that time. The majority of them are filled with good morals, strong drive, a sense of necessity, and an underlying optimism that something constructive can be

accomplished with young people as a result of their involvement. It has been discovered that a large number of persons who choose careers in education display dependencies. That is, they have a great desire to be recognized because they demonstrate an amazing aspect of who they are through their job. Such teachers' excitement wanes when they don't receive appropriate feedback and reactions from their students.

(2) Frustration: One of the first emotions that arise during an exercise regimen is frustration. Teachers' frustrations within the institute are caused by a variety of circumstances, including apathy on the part of the pupils, an increase in violence and indiscipline, uncooperative parents, poor social status and remuneration, and numerous organizational malfunctions. Numerous additional reasons can also lead to an increase in stress, dissatisfaction, and low teacher morale.

(3) Alienation: Teachers who experience incapacity, disappointment, and a loss of interest in their work may react or experience alienation. Seclusion, distancing, and aloofness in the workplace are associated with alienation. Alienation is strongly correlated with both a lack of support and positive reinforcement.

Research indicates that there are four factors that have been linked to increased teacher alienation: (a) decreased frequency of teacher participation in decision-making; (b) inflexible organizational administration; (c) increased job codification; and (d) more stringent rule enforcement.

Teacher Freezing and Teacher Stress

Numerous research on teacher attrition have linked stress to burnout. Teaching entails stress in the cutthroat world of today. A person's response determines whether stress is good or bad. For instance, a teacher's quality and job satisfaction will increase if he makes an effort to meet the demands of his students, indicating that stress has positive benefits. However, tension is hazardous and might lead to freezing if the teacher exhibits medical or emotional illnesses. Though only a small percentage of instructors express their feelings of freezing, it is important to comprehend this phenomenon because the majority of them encounter it.

Teacher-freezing can be defined in an indirect manner by a number of factors:

1. Issues with families
2. Customs and traditions, particularly with regard to women
3. A teacher's physical or mental sickness.
4. Inadequate drive and enthusiasm.
5. Unhappiness at work.
6. Negative perspective
7. An excessive amount of work and complication.
8. The clash between traditional and modern approaches.
9. The social setting
10. Adequate working conditions and surroundings
11. Insufficient pay compared to their abilities.
12. Authorities & Administration.

Students will be impacted by a teacher hiring freeze in the following ways:

- It has a negative impact on how the pupils behave in class.
- It has a negative impact on their overall development.
- It causes pupils to have unfavourable thoughts about their teachers and education.
- It creates a bad impression between the teacher and the students.
- The students were demoralized about their teacher as a result, and they stopped taking it seriously.
- Teachers won't have as much time to give each student personalized feedback.
- Teachers will have less time to prepare, the quality of the lessons may suffer.
- Students will have fewer options for subjects to study.
- Less time will be available for each student's pastoral care and supervision.
- Less time will be available for teachers and specific pupils to work one-on-one.
- Students will have less options for extra-curricular activities.
- Keeping pupils safe and healthy will be a bigger concern for the institutions.
- Positive student performance outcomes will be jeopardized, and the caliber of our students' learning chances would be compromised.
- Parents and students will face more demands on the operational funds of institute.

Thus, Students from all walks of life have expressed dissatisfaction with the state of education, blaming it on the laziness, boredom, and indifference of educators. This means that we must eliminate the teachers' disinterest, increase their zeal, and encourage them to take an innovative approach to both teaching and research in order to improve educational standards. They are unable to complete their work efficiently or even correctly as a result. Though they are just as important as teaching and research, moral, axiological, social, cultural, and psychological components of education are not given nearly as much attention as they could. This study represents a new attempt in this approach, aiming to find factors that are related to teachers' shortcomings in both teaching and research.

Therefore, excellent teachers have a positive outlook, give their students plenty of time, help them feel confident while yet maintaining their composure, inspire them, and show them that they care. Unfortunately, there is a problem: the inspiring teachers won't stick around long enough to be evaluated, possibly because they know that if they did, they would be considered ineffective teachers; the interesting teachers are nearly always eccentric, hopping casually into some distant matter that may or may not be their concern; and the good teachers are not to be contained within the barrier called "good teachers." Therefore, a person's personality influences his or her actions, thoughts, and interpersonal relationships. It has a profound effect on a man's life that affects every facet of it. The individual's personality is likely to have an impact on them in any line of work. Teachers are not an exception either, as their personalities greatly influence how they interact with their students.

CONCLUSION

The rapid growth of technology in today's society has an impact on teaching, learning, and thought processes. In the open market, fierce rivalry from global rivals forces us to strive for excellence and has presented numerous obstacles for all sectors of education. Given how quickly the world is changing and becoming more globalized, the trends in the teaching profession have also evolved. Now, the function of a teacher in the modern classroom is supposed to be very different from the one in the conventional one. Today's educators must adopt a significantly more flexible style of instruction. According to Hedge (2009), educators serve as social workers. What would happen to the teaching profession if social doctors themselves become patients and stop utilizing their potential? A number of researchers have published startling findings from their studies. Even if they have a lot of potential for teaching, it has been discovered that teachers are locked into their positions; this could be a serious weakness in the teaching and learning process. Instructors are experiencing frozen moments if they are not enthused, creative, or interested in carrying out their duty of stimulating students' minds through the subjects they teach. Teacher-freezing does not imply that a teacher is incapable of teaching. It is the outcome of teachers' generally unrealized, underutilized, and stagnant intellectual, psychological, social, and moral potential. That teachers' inaction could have a negative impact on the caliber of students and institutions.

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