

**THE TEACHING QUALIFICATION,
CHARACTERISTICS, COMPETENCE AND LECTURER
PERFORMANCE: A CASE STUDY AT THE UNIVERSITY
OF ILORIN, NIGERIA.**

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Abstrak

Secara umumnya, guru dianggap sebagai elemen yang paling penting dalam sistem pendidikan. Walaupun isu prestasi guru berhubung dengan kelayakan mengajar, ciri dan kecekapan, kekal sebagai isu yang hangat dibincangkan di Nigeria, masih terdapat jurang yang luas antara permintaan dan bekalan guru berkelayakan di Nigeria. Bagaimanapun, ini telah mencipta peluang meningkatnya pertambahan ketara pensyarah tidak berkelayakan di institusi pengajian tinggi di Nigeria terutamanya di universiti. Ini menunjukkan ramai pensyarah tiada untuk mengajar, tiada ciri dan kecekapan yang boleh membantu mereka melaksanakan tugas secara berkesan. Oleh yang demikian, satu kajian tinjauan soal selidik telah dijalankan. Data soal selidik tentang kelayakan mengajar, ciri dan kecekapan pensyarah di antara 131 orang pensyarah yang terdiri daripada mereka yang mempunyai latar belakang kelayakan mengajar dan tidak mempunyai latar belakang kelayakan mengajar di Universiti Illorin, Negeri Kwara, Nigeria di mana soal selidik telah diedarkan melalui e-mel dan prosedur *drop-off*. Secara keseluruhannya, hasil dari ujian hipotesis menunjukkan bahawa terdapat hubungan yang signifikan di antara kelayakan mengajar, ciri-ciri pensyarah dan kecekapan pensyarah dengan prestasi pensyarah. Dari hasil ujian-t, kajian itu gagal menunjukkan perbezaan yang ketara antara mereka yang mempunyai latar belakang mengajar dan begitu juga dengan mereka yang tidak mempunyai latar belakang mengajar. Hasil kajian seterusnya menunjukkan bahawa ciri pensyarah adalah faktor yang paling penting dalam meramalkan prestasi pensyarah. Oleh itu, kajian ini mencadangkan kepada pensyarah dan pembuat dasar termasuk pihak berkuasa universiti supaya memberi lebih perhatian terhadap aspek kecekapan dan ciri pensyarah untuk mempertingkatkan lagi prestasi mereka. Aspek kelayakan mengajar tidak lagi menjadi aspek utama dalam menentukan prestasi pensyarah. Akhir sekali, dalam hal ini, implikasi teori dan praktikal dibentangkan, begitu juga dengan batasan kajian dan cadangan untuk kajian masa depan.

Kata kunci: Pengajian tinggi, Kelayakan mengajar, Ciri pensyarah, Kecekapan pensyarah, Prestasi pensyarah.

Abstract

Generally, teachers are considered the most important element in the education system. Even though the issue of teachers' performance in relation to the teaching qualification, characteristics and competence has remained a contested issue in Nigeria, there is still a wide gap between the demand and supply of qualified teachers in Nigeria. This has however created opportunity for the increase in the influx of unqualified lecturers in Nigeria tertiary institutions particularly in the universities. This suggests that many lecturers have no required teaching qualifications, characteristics and competence that would assist them to perform their tasks effectively. Due to this, a cross-sectional study of questionnaire survey research design was conducted in this respect. Questionnaire data on teaching qualification, characteristics and competence were generated from 131 lecturers comprising of those with teaching qualification and those without teaching qualification in University of Illorin located Kwara State of Nigeria. The questionnaires were distributed through email and, drop-off and pick procedures. Overall, the findings from the testing of the hypotheses indicate that there is a significant relationship between teaching qualifications, lecturers' characteristics and lecturers' competence with lecturers' performance. From the t-test result, the study failed to find a significant difference between those teaching qualification and those with teaching qualification. The result further shows that lecturers' characteristic is the most important factor in predicting lecturers' performance. Based on this fact, it was concluded that both lecturers' characteristics and competence are the most important factors that predict lecturers' performance. Thus, the study recommends that lecturers and policy makers, which includes university authority, to give more consideration to lecturers competence and characteristics to enhance their performance. Finally, both the theoretical and practical implications are duly presented as well as that of the limitations of the study and suggestions for future study are included in this regard.

Keywords: Higher education, Teaching qualification, Lecturer characteristics, Lecturer competence, Lecturer performance.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

Generally, teaching has been considered as one of the most interesting challenging professions in human endeavour (Yusuf, 2007). Probably because it deals mainly with human beings. People need to teach others in order for them to learn and be educated (Bagley, 1938), while those who teach others must possess the right characteristics, competence and teaching qualifications to enable them impart knowledge and education to the people or learners as whatever they teach has a durable effect in the lives of the people they teach (Bagley, 1938).

The importance of qualifications, lecturer characteristics and competence on lecturer performance cannot be understated. For instance, teaching qualifications and competence will help lecturers to become more professional rather than just a lecturer (Yusuf, 2007). Also, it will assist the lecturers to know how to handle and relate to the students (Koledoye, 2000; Lai, Elisabeth & Janvry, 2009). Koledoye (2000); Lai, Elisabeth & Janvry (2009) further noted that it will ensure that the quality of education provided is always high and fulfill the goals. Similarly, it will produce and deliver inspection reports of education institutions to fulfill students' satisfaction in the allocated duration and also ensure high competencies of the lecturer. On the other hand, the competence will assist the lecturer to master the subject and effectively teach the subject.

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