

Extended Abstract

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<<Review of Teacher Professional Development>>

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1. Abstract

Abstract

The paper utilized the qualitative content analysis method (Mostyn, 1985), to provide clarification on teacher professional development; also it highlights current issues and the related research within the field. A list of relevant resources within the literature was identified and analyzed to provide a clear picture of teacher professional development importance, practices and challenges. The paper provides discussion in regards to: Training and Research. The research concluded with the importance of technology integration and its effects on students learning, therefore highlighting the importance of teacher professional

development programs on technology and its effective use in classroom instruction.

2. Introduction and research problem/issue

The ultimate goal of professional development is to improve student learning (Speck, 1996). A study by the National Institute for the Improvement of Education (Renyi, 1996) found that 73 percent of surveyed teachers cited improved student achievement as the most important reason for participating in professional development activities. The main aim of professional development as viewed by the standards, guidelines, and federal and state laws, is to make sure that teachers receive the training that is needed in order to do the following:

First, develop strategies for using technology to improve student's achievement. Second, develop strategies for using technology to enhance learning for at-risk students. And finally, develop a professional development plan to integrate technology into the classroom. Technology integration is the incorporation of technology resources and technology-based practices into the daily routines, work, and management of schools (Renyi, 1996).

The study aims to providing an overview of teacher professional development and highlight the literatures findings for the importance, challenges, and best practices.

3. Research Methodology

Methodology

The method utilized for this study is the qualitative content analysis (Mostyn, 1985). Qualitative content analysis can be defined as “an approach of empirical, methodological controlled analysis of texts within their context of communication, following content analytic rules and step by step models, without rash quantification”(Schilling, 2006).

A list of relevant resources within the literature was identified and analyzed to provide a clear picture of teacher professional development importance, practices and challenges.

4. Results and findings

In addition teachers need to have accessible access to the computer in order to experiment in using it for different purposes in the classroom.

Many programs provide teachers with after-hours access to computers to increase their learning, not only in the schools, but also at home by allowing teachers to take computers home evenings, weekends, and during vacation periods. This allows teachers to experiment and learn privately without any fears of embarrassment and without the pressures of the school day (Sally Alden (n.d.)). The community can also play a role in the training by assisting in identifying the skills and experiences children need for their world outside of school. They can lobby or coordinate fundraisers for financial support of teacher training programs. Local businesses can provide direct funding of training programs, volunteers to conduct or assist in developing training sessions, and volunteer substitute teachers to allow teachers to attend training sessions. Local colleges can assist in developing or teaching training sessions and extending college credit to teachers.

The teacher is the integral and crucial element in integrating technology into the classroom. In a recent study, (Okojie & Olinzock, 2006) argued that more concentration should be given to enhancing and developing a positive mind-set toward use of technology in classroom instructions. The authors argue that the teacher who develops a positive mind-set toward the use of technology will be inquisitive and have a great desire to explore new technologies as they emerge and apply them in teaching. Yildirim (2000) also argued that teachers attitude and use greatly influences the integration of technology in the classroom. The author conducted the study on 114 preservice and inservice teachers (83 female, 31 males) attending a university southern California. The results indicated that teachers' attitudes significantly increased after giving them a computer literacy course.

5. Conclusions, implications and significance

Include conclusion with maximum of 100 words

English: Times New Roman, 12pt.

Four identified reasons for the success of teacher professional development programs. First is the teacher's creativity, expertise and dedication. Second is the peer support (i.e. Teachers cooperation for a common cause). Third reason is constructing a high-leverage strategy

tailored for the local schools. And finally teachers having the ability to control the resources provided to them.

Five important recommendations for designing professional development: first to redesign school and district in-service to make them more interactive and interesting to teachers. Second to offer multiple and varied opportunities for teachers. Third is to focus on teachers teaching teachers. Fourth is to promote personalized professional development plans. And finally is to provide time and support for professional development.

The teacher is the integral and crucial element in integrating technology into the classroom. More concentration should be given to enhancing and developing a positive mind-set toward use of technology in classroom instructions.

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Use APA style for references and citations.

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Extended Abstract

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1. Abstract

Currently Employee attrition is the one of the serious issue faced by Sri Lankan IT industry and is the number one reason for project failure. An organization should make it a duty to manage the employee attrition, in order to have a higher competitive advantage over its rivals. This interdisciplinary research provides an IT solution to predict the attrition levels of employees, which will help organizations to know for what reasons employees are likely to leave the organization. Via predicting the attrition level organizations can develop effective policies and strategies for employee retention.

Keywords: PREDICTING, EMPLOYEE ATTRITION, PSYCHOLOGICAL FACTORS, SRILANKAN IT INDUSTRY.

2. Introduction and research problem/issue

Most of the organizations focus on making high productivity and Profit, via providing a good quality and services. Furthermore IT organizations are highly depend on their employees, since employees are a company's most valuable asset. An Organization's goals will be achieved successfully only with effective employee effort, support and contribution. An Organization's performance, productivity and effectiveness will be affected due to loss of employees. The cost of replacing new employees is high, and it takes nearly 3 months' time to adopt to the environment for a newly recruited employee, which increases the workload of the remaining employees in the organization; causing more stress and increasing the likelihood of them leaving the

organization. Employee leaves an organization due to Psychological factors, such as: job satisfaction, social support, and emotional intelligence.

Job satisfaction is how employee feels about their job, aspects of their job, and work situation. Job satisfaction has also been strongly associated with high level of organisational commitment, job performance, and psychological well-being (Judge, et al., 2001). The factors that lead to employee's job satisfactions are less salary, personality, self-esteem, cultures, poor benefit, lack of job security and etc... employees with long stay at workplace had higher level of job satisfaction and are not inclined to quit (Ojedokun, 2008).

Social support is a supportive or helpful social interactions or exchanges of resources between people in both formal and informal relationships. It refers to the degree to which employees perceived that co-worker offer them support, encouragement and concern (O'D'riscoll & Cooper, 2002). Employees who receive high social support are often more willing to stay with the organisation than their counterparts. This is because social support helps employees to realize their socio-emotional needs such as: affiliation, esteem and approval.

It is not easy for HR to manage the employee attrition. HR should identify the problems and satisfaction level of employees in order to maintain employee retention. Therefore, maintaining the high level of motivation and managing the performance consistency, despite the monotonous work. Job satisfaction, social support, and emotional intelligence will jointly significantly predict employee attrition.

In most organisations, the management doesn't know that a certain employee is about to leave. Because if they know then a preventive or

corrective action can be taken. Taking several factors into consideration our research will focus on predicting employee attrition.

3. Research Methodology

Literature Review, Questionnaires and interviews were used find out the different psychosocial factors that affect employee attrition.

A company will have its employees login to our web site and provide the necessary information via on-line questionnaires.

A web site has been developed that incorporates the findings from the above avenues. This web site uses custom defined prediction algorithms to analyze the inputs given by the various employees. Then the system will store the output in a custom database. The HR manager can then login to the system to see the analysis. The analysis will be presented in a state of the art of analytical tools and visualization techniques.

The analysis will not only consist in a simple prediction but rather will explain why each employee who is listed as likely to leave will leave. We intend also to learn from the available past data in future i.e. if the predicted employee leaves within a decent amount of time the particular ranking system that was used for him will be given high priority in the system.

The algorithm works by assigning weightage to each question and then to each answer within that question. These questions, answers and the weightage for each of them can be customer defined.

4. Results and findings

Model to Predict Employee attrition

An IT solution which can predict employee attrition and give the reasons and suggestions for each attrition level. To calculate the attrition level there will be a survey for employees to fill and submit. Multiple analysis

is used to test the study of attrition level. The result for questions shows the job satisfaction, social support and emotional intelligent of each employees. Each question has weightage and each answer has a value. According to the question weightage and answer value, attrition level is calculated. HR can view the attrition level for employees with the reasons and suggestions. Admin (may be a consultant) can add questions and answers, assign weightage for each question and value for answers, and add suggestions.

5. Conclusions, implications and significance

In IT firm's employee attrition is the one of the most important issue, which needs special attention. Since high employee attrition has significant effects on organization. Due to employee attrition new staff must be hired and trained. High employee turnover indicates the sign of poor morale of an organization. One of the main factor that affects organization's productivity is employee attrition; which is the one of the challenging problem in the Sri Lankan IT industry. Which needs to be predicted in order to achieve competitive advantage and to survive.

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