



## EFFECT OF TEACHERS' TRAINING ON STUDENTS' ACADEMIC PERFORMANCE

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**Abstract:** The research was focused on the effect of teachers' training or academic staffs' training on students' academic performance. Objectives of the study were to investigate the effect of teachers' training on students' academic performance and ways in which teachers' training or academic staffs' training can lead to improved students learning. Questionnaires were developed to collect data from the secondary level students and teachers. Simple random sampling technique and L.R Gay were used. To collect data researcher personally visited the schools. Data had been collected from 300 respondents out of which 180 students of grade IX and X of FG girls' schools were considered as sample for data collection. Quantitative design was used; data was analyzed by using frequency and percentage. The results revealed that teachers' training had a positive attitude towards classroom instruction/academic work, classroom management, students' behaviours, assignments, and developing relationships with students. Teachers must be assisting with appropriate information and teaching skills that can enhance students' success by offering feedback to them. By producing an environment of trust and strengthening the process of accountability in the school systems, problems of teachers' training could be resolved, minimized political interference and merit must be followed in teacher.



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28 **Key words:** Teachers' training, students' performance

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31 **1. Introduction**

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There is a dire need of improving the teacher's quality for improvement of primary and secondary education. Teachers' training increases the students' attitudes toward learning and the teacher competences to interact with the students in a better way. Students' learning abilities and knowledge can be enhanced by teachers' training. The education system can be improved by increasing abilities of students learning. Teachers' behaviors towards students learning approach can be changed by training designs. It helps teacher to guide students in a better way for learning improving their knowledge. Students' performance is an end product of teachers training (Kashif R, Hamza M, 2018). Teachers are known as nation builders. It is their responsibility to give training to the new generation according to needs of the nation in the world. Trainings can shape the personalities of teachers such that their habits are reformed and their personality is reconstituted. Teachers' ways of teaching have vital effect on students learning and study habits. They are a nation's great assets. Teachers show reactions to students in a way they behave in and out of class (Mashhadlou, H., & Izadpanah, S., 2021). Teachers are the key factor in student achievement. Teachers' training is important because without it teacher cannot get better output from students. Teachers training enable the teachers and students to achieve the educational goals and improve the process of teaching and learning process. The researcher investigated the effect of teachers' training on students' academic performance, find out the relationship between teachers' training and students' academic performance. Teachers' training or academic staffs' training enables them to reflect thoroughly on their practice and approach new knowledge and pedagogy. Teachers' training has significant relationship with the students' performance. The study will help the administrators about the effectiveness of teachers training programs. It will be helpful for the students to enhance their learning, for teachers to enhance their teaching skills and to improve their

60 knowledge and teaching practice and to enhance their confidence and com-  
61 petencies.

## 62 **2. Materials and Methods**

### 63 **2.1 Materials**

64 Education is the ability to meet the situations of life. Education prepares the  
65 new generation to acknowledge and face the facts of globalization; it is an  
66 instrument to develop the understanding and cognitive qualities of people.  
67 Training is a procedure to gain and improve the skills for specific subjects. The  
68 training is high value practice to polish their teaching skills of the teachers. For  
69 the better academic achievements of learners, trained teachers have more skills  
70 and techniques to be applied (Hafeez, 2021). Teachers' training is the practical  
71 work, performance and skills of a teacher in a classroom. Education play vital  
72 role in teaching but professional degree is more important, because trained  
73 teacher can handle students in better way than an un-trained teacher.  
74 (Khurshid, 2008). Students' academic performance is measurement of  
75 achievement across different academic subjects (Abaidoo, 2018). Students'  
76 performances are the outcomes of effective teachers' training. Teachers'  
77 training programs can help in improving students' achievements because  
78 professional development aids teachers with the required skills to teach  
79 according to abilities and understanding of students. Trained teacher can  
80 develop students' interest toward a subject. When teachers apply the various  
81 teaching methods and techniques according to the acquired skills then students'

82 academic achievement and interest improve. When a trained teacher applies  
83 the teaching methods according to the classroom environment and situations  
84 students achieve higher academic results and the interest (Hafeez, 2021).  
85 All the factors of a teacher personality should be developed to improve  
86 learning capability of students as well as their performance because if a teacher  
87 is trained and has grip on the subject but did not change teaching methodology  
88 then there will be no effect on students learning as there is a possibility that the  
89 problem was in teaching methodology and not in the quality of subject matter.  
90 Trained teachers are not responsible for the quality of whole education system;  
91 students also have to be motivated and interested in benefitting from their  
92 teachers (Lam, S. F., & Law, Y. K, 2007). Teaching is an essential practice, and  
93 its objective is to motivate students to bring knowledge, attitudes, and skills.  
94 Between teachers' training and students' performance, there is a direct  
95 relationship: trained teachers enhance students' learning.  
96 Interpersonal relation between the student and teacher are very important  
97 because positive teacher-student interpersonal relation is very important for  
98 the students to engage in learning activities (Lam, S. F., & Law, Y. K, 2007).  
99 Teacher's behavior has great effect on students learning because it is a bridge  
100 between the teacher-student positive relationships. Study habit is the students'  
101 way of study. Behaviors and skills are included in study habits that can  
102 improve motivation which increases the learning. There is direct relationship

103 between study habits and achievements of students (Jafari, H., Aghaei, A., &  
104 Khatony, A, 2019). Study habits play a major part in their achievement, because  
105 without studies no one can achieve success (Jafari, H., Aghaei, A., & Khatony,  
106 A, 2019). Methodology plays important role in students' achievements. Trained  
107 teacher can use many teaching techniques in better way. Trained teachers have  
108 better communication, teaching and critical thinking skills than untrained  
109 teachers.

## 110 **2.2 Methods**

### 111 **2.2.1 Research design**

112 The research design of the study was descriptive and quantitative.

### 113 **2.2.2 Population and sampling technique**

114 The population of the study contained all FG girls' schools in Wah Cantt.  
115 Population of the study consists of 300 respondents out of which 180 students were  
116 selected as a sample. Data was collected through Random Sampling.

### 117 **2.2.3 Instrumentation and Data Analysis**

118 The questionnaire was used for data collection. The instrument contained closed  
119 ended questions about effect of teachers training programs. For the purpose of data  
120 analysis researcher used frequency and percentage as a statistical tool.

## 121 **3. Results**

### 122 **3.1. Quantitative data analysis**

#### 123 **Table 1**

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Sr.	Statement	A	N	DA
1.	Your teacher has grip on the subject.	90%	0%	10%
2.	Your teacher struggles to upgrade your Knowledge and skills in every subject	70%	0%	30%
3.	Your teacher punishes you when you commit a mistake	60%	7%	33%
4.	Your teacher appreciates you when you do a good job.	70%	0%	30%
5.	Your teacher encourages you to participate in extracurricular activities.	79%	0%	21%
6.	Your teacher promotes cramming system to memorize the lesson.	80%	6%	14%
7.	Your teacher feels hesitation sometimes in the class during lecture.	70%	0%	30%
8.	Teachers' training programs can increase the competency among the teachers.	89%	0%	11%
9.	Your teacher appreciates you to ask questions during the class.	90%	2%	8%
10.	There is no significant relationship between teacher's training and students' academic performance.	8%	2%	90%
11.	There is no significant relationship between the teachers' methodology of teaching and students' academic performance.	11%	0%	89%
12.	Teachers training have vital role in improving students' academic achievements	98%	0%	2%

13. There is no effect of teachers' training on students' academic performance	5%	0%	95%
14. Trained teachers' can help students to improve their learning and grades	97%	0%	3%
15. Trained teachers' not only have grip on their particular subject but also have knowledge about other subject	90%	0%	10%

125 Table 1 shows that 90% teachers have grip on the subject. 10% teachers do  
126 not have grip on the subject. teachers struggle for upgrading students'  
127 knowledge and skills in every subject, 30% teachers do not struggle for  
128 upgrading students' knowledge and skills in every subject, 60% teacher  
129 punishes students' when they commit a mistake. 33% teacher do not  
130 punishes students' when they commit a mistake. 7% students were neutral  
131 they didn't respond, 70% teacher appreciate students when they do a good  
132 job, 30 % teacher does not appreciate students when they do a good job, 79%  
133 teacher encourages students to take part in extracurricular activities. 21%  
134 teacher does not encourage students to take part in extracurricular activities,  
135 80% teachers promote cramming system to memorize the lesson. 14%  
136 teachers do not promote cramming system to memorize the lesson while 6%  
137 respondents were remaining neutral, 70% teachers feel hesitation sometimes  
138 in the class during lecture while 30% teachers do not feel hesitation in the  
139 class during lecture, 89% students were agreed that teachers' training

140 programs can increase the competencies among teachers while 11% were  
141 disagree, 90% teacher appreciates to ask questions during the class, 8%  
142 teacher do not appreciates to ask questions during the class while 2%  
143 respondent were neutral, 90% respondents were disagreed that there is no  
144 significant relationship between teacher's training and students' academic  
145 performance, 89% students were disagree that there is no significant  
146 relationship between the teachers' methodology of teaching and students'  
147 academic performance, 98% students were agree that teachers' training have  
148 vital role in improving students' academic achievements while 2% were  
149 disagree, 97% trained teachers' can help students to improve their learning  
150 and grades, 90% trained teachers' not only have grip on their particular  
151 subject but also have knowledge about other subject.

### 152 **3.2 Findings**

- 153 • 90% students said that their teachers have grip on the subject.
- 154 • 70% students said that their teachers don't struggle to upgrade the knowledge and  
155 skills of student.
- 156 • 60% students said that teacher punishes them when they commit a mistake.
- 157 • 70% students said that teacher appreciates them when they do a good job.
- 158 • 79% students said that their teacher encourages them to participate in extracurricular  
159 activities
- 160 • 80% students said that their teacher promotes cramming system to memorize the  
161 lesson.
- 162 • 70% students said that their teacher feels hesitation sometimes in the class during  
163 lecture.



- 164 • 89% students said that teacher training programs can increase the competency of the  
165 teachers.
- 166 • 90% students said that their teacher appreciates them to ask questions during the  
167 class.
- 168 • 90% students said that there is significant relationship between teacher's training and  
169 students' academic performance.
- 170 • 89% students said that there is significant relationship between the teachers'  
171 methodology of teaching and students' academic performance.
- 172 • 98% students said that teachers training have vital role in improving students'  
173 academic achievements.
- 174 • 95% students said that there is effect of teachers' training on students' academic  
175 performance.
- 176 • 97% students said that trained teachers' can help students to improve their learning  
177 and grades.
- 178 • 90% students said that trained teachers' not only have grip on their particular subject  
179 but also have knowledge about other subject.
- 180 • 90% students said that their teachers are not well trained.

#### 181 **4. Discussion**

182 Teachers' training is important in enhancing teachers' effectiveness by improving  
183 their knowledge and methodology. Teachers' knowledge related to teaching  
184 approaches, and principles of learning, the use of representations, models, and  
185 diagrams to explain the facts and concepts, for students' meaningful and productive  
186 learning can be enhanced by training of the teachers.

187 To investigate the effect of teacher's training on students' academic achievements,  
188 study has been conducted. Results indicate direct relationship between teachers'

189 training and students' academic performances. If teachers are trained then they will  
190 be able to manage the classroom problems and behaviours of the students. Students'  
191 academic performance also improved as a result of training of their teachers.  
192 Training and teaching effectiveness as well as academic performance of students are  
193 related. The behaviours of teachers who have done trainings are more effective and  
194 better toward teaching learning process (Hafeez, 2021). Study habits play important  
195 role in students' academic achievement, because without studies no one can achieve  
196 success (Jafari, H., Aghaei, A., & Khatony, A, 2019). Teachers' training shall not  
197 focus only on a particular aspect but it shall cover all the aspects. If the learning  
198 capability and performance of students are to be improved and enhanced then all  
199 the factors of teachers' personality shall be developed. When teachers are trained  
200 and have grip on the subject but do not change their teaching methodology; then  
201 there will chance that there will be no significant effect on students learning.

## 202 **5. Conclusions**

- 203 • The teachers have grip on the subject matter but they are not well trained, they do  
204 not struggle to upgrade their knowledge and they punish their students when they  
205 commit any mistake.
- 206 • Teachers training have a vital role in improving students' academic achievement;  
207 trained teachers help students to improve their learning and teachers appreciate  
208 their students when they do a good job.

- Teachers promote cramming and memorization and untrained teachers feel hesitation during class.

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