

Teachers' Informal Learning Assessment in Basis of Personal Characteristics in Dezfol Elementary Schools

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ABSTRACT

This research was implemented by purpose of teachers' informal learning assessment observation in basis of personal characteristics in Dezfol elementary schools. hereby, 370 teachers were chosen randomly among governmental elementary schools 's teachers and balance Lvhm questionnaire and close type self structured questionnaire including 35 questions were implemented .data were analyzed in two parts of descriptive static (mean, standard deviation) and illative static (independent t test and variance analysis and Leuven test). Discovered results showed that gender wouldn't be a factor of informal learning advancement, also education stand have effect on informal earning advancement.

KEY WORDS: informal learning, personal characteristic, learning, advancement

INTRODUCTION

Wealth increscent basis in current economic would be knowledge and science and proficiency .time mentions about the future which its motivation force originates from human's thoughts as current time is the organizations and entities era and humans are founders of these organizations, humans who could develop organization's progress, up growth and advancements by involving the most significant strength which is 'thought 'a factor which leads to organization's challenges would be human force within innovation quality in current economic 's alteration and challenging environment .therefore ,human recourses which seeking knowledge would be assigned unseen as the most important factor of organizations at achieving challenging superiority and also as the great property ,finally employees would be the golden key of quality and utilization reforms .(Vahedian ,2007)

Teaching undertakes different aspects of reality such as information transition function, knowledge, learner's particular skills and accomplishments and this function follows various principles and structures in different conditions .whatever these principles be coordinated with related conditions and bases ,employees teaching regarding age, employment ,time ,contents status and conditions which makes teaching superior that on one hand ,learners have coordinated ability with it and on the other hand ,teachings be able to transfer maximum data, employee's needful skills and knowledge to limited time conditions .

Main body

Apostleship coordination and generalized employee's teaching purposes within teaching system characteristics show the fact that employees teaching have to be coordinated with government's purposes and spirit articles of society 's formal education .on the other hand ,employees 's formal teaching must not be separated of cultures such as values, ideologies and social and economical attitudes (Sadri,2004).according to researcher's discoveries, high school teachers utilize more informal learning activities than other grades of school and this comparison would be significant .static report of employment international organizations acclaims that %70 of data learning and modern skills in employment force would be achieved by informal learning in workplace .significant part of teachers 's informal learning would be established in workplace and it's reason would be educational environment because teacher immediately searches answers for questions ,teachers show different actions based on their personal and individualism characters .workload ,information, cooperation ,incorporative ,communication ,preceptorship and organizational atmosphere are factors that encourages and persuades teachers in the informal leanings and also 3 characteristics of employees such as motivation, self efficiency and variety are factors which cause teachers 's cooperation in organizational and employment activities . Regarding mentioned factors, teacher's informal learning evaluation in basis of personal characteristics were perused in Dezfol's elementary school and this research was accomplished in response to these questions that 1-in teachers 's point of view ,teacher's personal characteristics would be effective at informal leanings level advancement that is classified in two hypothesis of gender and teacher's education stand .

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METHODOLOGY

Teachers need strategies such as mastership, preceptor ship, reticulation and effective leadership in group's correlated dimensions simplification .informal learning against the formal learning is in forms of planned and unplanned ,structured and unstructured and samples of informal learning as surfing the net, chat, learning experience ,experiments and methods .one of the teaching complement methods especially alphabet and sound teaching which first grade of primary schools 's students confront problems would be game .teachers draw alphabets large and repeat correct pronunciation while playing with alphabets in order to solve problem and stabilize learning .this method with its excitement cause students even weak students learn gleanings easily. This learning method causes other students' advancement as well..In relation with teachers' evaluation and supervision based on accomplished researches, most teachers consider evaluation and supervision as a danger and threat and thought their professional status would be in danger. This research has been accomplished by research scheme bases that its static society would be primary school's teachers and have been chosen by classical randomized method which its mass sample would be 370 teachers and have been chosen by sample mass confirmation (Cohen et al 2000).this point must be mentioned that a research accomplished for 4491 teacher's teaching in basis of information technology and communication via teacher's questionnaire and its analysis was accomplished by survey .during this research, dimensions such as learning advancement ,electronic government communication ,internet usage advancement and familiarity with computer were perused and the purpose was during service training effectiveness in teacher's activities that according to chosen sample data analysis ,these trainings was more effective for men teachers than women and more effective for bachelor degree students than lower degree students .

The main tools of these data collection based on Leuven (2003) balanced questionnaire that its result was estimated by %95 Alfa chronbach and psychometric experts confirmed these data as simulative and content formation. Alfa chronbach and making half method were utilized for calculating internal congruency criterion questionnaire's questions. Alfa chronbach obtained 0.61 which is desirable Alfa in psychometric's point of view and internal congruency criterion was obtained 0.684 by making half method and this criterion would be desirable internal congruency in psychometric's point of view .all this part's discovered result show the point that mentioned questions have been designed along with researcher's purposes and high question's correlation shows that all were in one direction and evaluates unique variable .in this research,16SPSS software was utilized for static data analysis .hence, in addition the qualitative static(diffuse and central indexes)and also one variable regression correlation coefficient has been utilized .

Discoveries

Related data result with teacher's gender in informal leanings advancement has shown in table 1

Table 1: data result from teacher's viewpoint in improving the informal learning level advancement

Gender	Numbers	Mean	Scale deviation	Scale error
Male	66	64.44	7.706	0.948
Female	68	64.15	5.232	0.634

Qualificative indexes related to question's total score related to informal leanings level advancement has been specified among men and women teachers and discovered result shows that scores mean of teacher's informal learning wouldn't be different among men and women teachers.

Table2-teacher's gender as an informal learning advancement factor

Significant level	Freedom degree	T test static
0.768	132	0.258

Table 2's result shows regarding t test static which is 0.258 with 0.768 significant levels, therefore hypothesis of teacher's gender effectiveness in informal learning advancement would be rejected.

Data results related to education stands in informal leanings level advancement has been presented in table 3.

Table 3: result of teacher's education data in informal learning level advancements

Education stand	Numbers	mean	Scale deviation	Scale error
Diploma	24	63.92	6.83	1.39
Bachelor	104	64.94	6.94	68072
Master degree	9	62.78	6.10	2.03
Total	137	64.62	6.85	58555

Descriptive indexes related to relevant questions totality scores to informal leanings level advancement in multi education stands
 Related data results to education stand in informal leanings advancement has been presented in table 4

Table 4-teachers education data result in informal leanings advancement

Education stand	Numbers	mean	Scale deviation	Scale error
Diploma	24	63.92	6.83	1.39
Bachelor	104	64.94	6.94	68072
Master degree	9	62.78	6.10	2.03
total	137	64.62	6.85	58555

Descriptive indexes related to questions scores in relation with informal learning advancement has been specified in multilevel variables in diploma , bachelor, master degree and result has shown that there is difference between teacher's education stand in informal leanings advancement.

Table 5-teachers's education stand as a factor of informal leanings advancement

Significant level	Freedom degree2	Freedom degree 1	Lon test static
0.250	2	134	0.779

Above analysis result shows that Lvhm test static is 0.779 with significant level of 0.250, therefore variances homogenous hypothesis is correct.

Table 6-variance analysis of education stand on teachers's informal learning

Alteration source	Squares summation	Freedom degree	Squares mean	Fisher static	Significant level
Inter group	1456.705	4	364.926	4.84634	
Inside group	19652.164	261	75.2958		
total	2197.868	265			

Table 6 's result shows that fisher test static is 4.84 and error level is 0.03,therefore education stand effect would be confirmed on informal learning advancement

DISCUSSION AND RESULT

In the purpose of this research was evaluation of teachers' informal learning in basis of personal characteristic in Dezful elementary schools .this research result showed that there isn't any difference about scores mean of teacher's informal learning between men and women teachers but there is difference about education stand for teacher's informal learning advancement.

A research in basis of personal characteristic effect on 742 teachers has been accomplished that employment and personal characteristics effect has been perused on criticism thoughtful behavior that consequently, this research's participant teachers from 13 studied employment and personal characteristics , knew self efficiency characteristic more effective than other characteristic in relation with their thoughtful behavior (van boyerkom, 2003).

Another survey was done on 542 teachers in Holland that 4 characteristics such as personal professional attitude ,possibility of using learning activities, learning activities purposeless evaluation ,lack of personal success and two factors of employment and employment variety and two factors of work environment ,work support and purposeful support of learning would be shown clear that these factors cause participation in learning activities in workplace .however ,personal characteristics would influence this participation more than environmental and employment factors (kalkman,2003)

The most important scientific and education centre were acclaimed Jandi Shapoor University in Iran in Sasanian era that Iranian scientists were perused scientific discussion and activities and negotiations beside Greek, Indian and Rome scientists .accomplished observation acclaims that most teachers were worried about their scientific record in their research and desired to participate in education courses and also participation of most teachers for codifying ,designing and implementation of education courses .

Consequently, it could be acclaimed that education classes organization for teachers and making them familiar with the latest related results to efficient education methods and factors which is possible to influence learners 's learning in obvious and unobvious way and also updating their information with the purpose of increasing their efficiency in education environment .

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