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INTERNATIONAL JOURNAL OF INNOVATION IN TEACHING & LEARNING (IJITL)

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AN ANALYSIS OF ENGLISH READING COMPREHENSION PROBLEMS FACED BY STUDENTS OF EDUCATION AT GRADUATE LEVEL

¹Ms. Sehrish Javed, ²Ms. Saira Maqbool

Abstract

The paper analyses reading comprehension problems of the graduate students from the discipline of Education at the International Islamic university, Islamabad and Allama Iqbal Open University, Islamabad. The researcher has made an attempt to scientifically investigate whether these students can comprehend the text related to their field in English language or not. The researcher has also tried to find out the problems that these students face while reading some text for comprehension. The findings unveil the real picture of the students' level of understanding the text at the graduate level. In this study two universities from Islamabad capital territory were selected based on convenient sampling. 60 graduate students' reading performance was investigated. To execute the research a comprehension test based on one topic in conjunction with short answers was administered to the graduate level students in both the universities. A questionnaire was also given to the students asking them questions about the problems they face in comprehending a text and the reasons for these problems. The collected data were analysed through percentage. Data analysis of the test revealed that many of the respondents' comprehension level was weak however, only few respondents were successful in handling the intensive reading tasks. The questionnaires' analysis points out some important issues which are responsible for this lack of comprehension.

Key Words: Reading competencies, understanding of reading, reading performance, EFL and ESL context, graduate students of education, reading comprehension issues faced by students

1. Introduction

It is a fact that the ruling language is always of developed countries and as far as Pakistan is concerned we Pakistani belong to a developing country, so we must follow the language i.e. English. We can see around us that someone having no command on English language faces too many problems at every stage of life. We can say that English is the most important language in Pakistan. Since 1947 English has been playing vital role in the field of education. Entire higher education is given in English and if people do not understand then they will not be able to comprehend English language. It is understood that reading and understanding English for education student is momentous in the light of

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current academic needs and future professional needs. Most of the students of education face problems in reading/understanding the original versions of the texts, because of this reason they try to avoid the original text and take help from the short routes. They are actually required to develop grip over the following skills:

1. Drawing inferences about the meanings of the words from context
2. Finding the answers of questions answered implicitly in the text
3. Drawing inferences of phrases/sentences from the context
4. Identifying writer's thoughts/ideas
5. Following the structure of passage

1.1 Research Objectives

The objective of this research included to find out the extent to which the students can comprehend English language and to find out reasons of the problems faced by them.

1.2 Research Questions

Following research questions were made keeping in view objectives of study;

1. What is the students' comprehension level of English language?
2. What is the reason of the possible low comprehension level?
3. Can students draw inferences about the meanings of the words from context?
4. Can students find the answers of questions answered implicitly in the text?
5. Can graduate level students draw inferences of phrases/sentences from the context?
6. Can students identify writer's thoughts/ideas?
7. Can students follow the structure of passage correctly?

1.3 Significance of the Study

The current research could be useful for teachers in order to improve the reading, skimming and scanning skills of the students. It will be helpful for the teachers in understanding their students' reading problems and will also guide them regarding teaching in an appropriate way.

2. Literature Review

Students face a number of problems regarding English reading comprehension. The problems are mostly related to knowledge related to background, culture, text type; where background knowledge is prior knowledge of students and if the prior knowledge of

student is weak then he will not be able to understand text easily. Background knowledge helps students in creation of new knowledge. Another obstacle is related to cultural differences which affects reading comprehension of the students. Lacking in vocabulary also creates problem in reading because students cannot understand the text if they have less vocabulary. Moreover, if the students do not know about the type of text then he will not be able to understand it; in other words it can be said that student will understand text if he is familiar with text type (Alderson, 2002).

For helping students in understanding text vocabulary plays vital role. The complex material of text books can be understood easily if the student has a good collection of vocabulary items (Hayes, 1991). In terms of vocabulary, the problem is involved with the bank of difficult words for instance synonyms, antonyms, words having multiple meanings, etc. (Graves & Ryder, 1998). Ashraf and Ahmad (2003) discovered the main obstacle encountered by most students of ESL was word difficulty. So, it can be said that in reading comprehension, word difficulty is major obstacle faced by ESL learners as they could not understand the meaning of the words without understanding the meaning of difficult words. Understanding of long and complex sentences also creates problem for English as a second language learners in understanding of the proper meaning of sentences. Complex sentences are type of difficult sentences which possess many clauses. Complex sentences also contain cohesive words like because, thus, however, although, etc (Aebersold & Field, 1997). Moreover, complex noun groups, conjunctions, prepositional phrases are mainly cause problem for reading comprehension of the students the reason is that they present complex text which makes it difficult to understand (Nuttall, 2000).

Mostly, English language learner faces inconvenience in reading and understanding English text. The main reason is that limited understanding of sentence construction and limited number of vocabulary creates problem (Gunning, 2002). Furthermore, Chuenta (2002) exposed that this problem is due to inability in grasping main idea and it is because of limited vocabulary items, lack of appropriate reading strategy and inability to write summary.

Eskeys (1986) found that there is a strong relationship between reading comprehension and speed reading. In fact reading comprehension and speed reading are related since a good reader by definition “reads fast (Ghizan, 2012). American students’ comprehension levels impact their success in solving mathematical word problems in

Arabic or in English (Sarmini, 2009). Another most frequent difficulty that young immigrant's learner face with academic literacy across the classroom is academic reading comprehension. There were several challenges the students faced in developing their reading comprehension. One was lack of familiarity with printed text in both English and their local language (Keengwe, 2013).

Perhaps studies on the reading strategies used by the learners in understanding literary texts can help teachers in finding ways to promote understanding and overcome reading comprehension problems especially amongst the low achievement students (Shafaei & Nejati, 2009). With respect to the less proficient bilingual readers, they continued to demonstrate the ability to monitor comprehension but lack the strategy to use to resolve comprehension problems (Israel & Duffy, 2014). The problem associated with under-prepared students are faced to some extent by all colleges and universities who offer developmental courses but more often by community colleges because they offer students an open admission policy (Mc Lendon, 2008).

Poor word-level reading is one of the most common reasons because of which students struggle in reading comprehension (Kilpatrick, 2015). According to Lankamp (1988) English reading proficiency is linked to learners' knowledge of the subject matter dealt within the text (Lankamp, 1988). Additionally the students who are taught through traditional reading instructions are not likely to improve their reading strategy since they do not receive any instruction on strategies which, in turn, lead to their unfamiliarity of reading strategies and finally inability to use them in reading comprehension tasks ("International Journal of Applied Linguistics and English Literature (IJALEL: Vol. 3, No.3), 2014 by Editor (Paperback) - Lulu", 2014). A more interactive way of providing students with the main points of reading text is to answer simple multiple choice or true/false comprehension questions based on the texts (Lockyer, 2008).

3.Methodology

It was a quantitative study based on exploratory research which aimed at exploring the cause of any phenomenon. It does not aim at finding out or providing final or certain answer of any phenomena but it simply explores the reason and solution of research questions (Singh, 2007). The purpose of this research was to explore the competence level of graduate level students of education in the light of the following sub-skills:

1. Drawing inferences about the meanings of the words from context.

2. Finding the answers of questions answered implicitly in the text.
3. Drawing inferences of phrases/sentences from the context.
4. Identifying writer's thoughts/ideas.
5. Following the structure of passage.

Research Tools:

Administration of test

When the sub-skills were decided the second step for the researcher was to select the tool for research. The purpose of the tool was to analyse the sub-skills mentioned above of the genre of education from the target sample.

Once this was done, marks were allocated for these questions. Each question was allocated 10 marks which mean that the total marks of the test were 50. As a new step, clear instructions were written and test time was decided. With consultations in the field of ELT and "Subject Specialist" along with consideration of the size of the text, it was decided that the test would be of 40 minutes duration. Text size and level of difficulty were also one of the major considerations in determining the test time. Lastly, formatting and proof reading was done carefully.

Making test scripts

The scores for each question were transformed into four categories which were as follows:

- a) Excellent: 80% & above (comprehension level)
- b) Good: 60% to 79% (comprehension level)
- c) Fair: 50% to 59% (comprehension level)
- d) Poor: below 50% (comprehension level)

Administration of Questionnaire

After the test the same sample was given questionnaire to check their interest, difficulties and competence level of the students.

Population

All the graduate level students, studying Education in the universities located in Islamabad.

Sample

In this study students from International Islamic university, Islamabad and Allama Iqbal Open University, Islamabad were selected. Students of 7th semester B.S Education

and M.A 4th semester constituted the sample; wherein there were total 60 students, $n = 60$. Amongst them, 20 were male and 40 female students.

4.Data Collection and data analysis

The data were collected by the researcher personally. Data were analyzed quantitatively. Test scores were converted into the categories: Excellent, Good, Fair, Poor for each question, the score was shifted on a sheet. Against each score, its category was written, i.e Excellent, Good, Fair, Poor. These scores were then shifted into Tables for each question. In the tables, there were columns in which the categories, number of subjects, the specific question and percentages, etc were given.

5.Findings

Findings of the study are presented below;

1. Drawing inferences about the meanings of the words from context.

Here the question statement was:

Infer the meanings of the underline words with reference to given text.

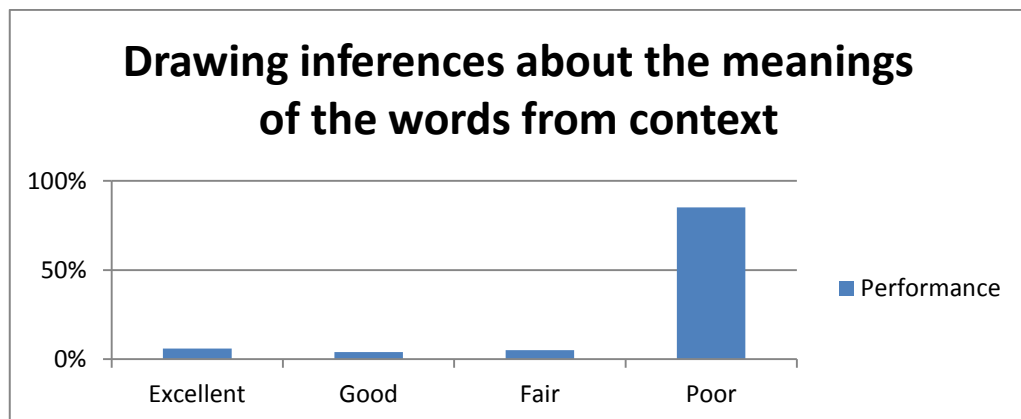
Domain, Cognitive, Taxonomy, Compilation, Hierarchies

Out of 60 students 85% revealed that their performance was poor. On the other hand those students who revealed that their comprehension was excellent, good or fair were 6%, 4% and 5% respectively. This shows that a vast majority has poor reading comprehension of education text with reference to finding the rule. See the following table 1 along with graph 1.

Table 1: Inferences about the Meanings

Excellent	Good	Fair	Poor
6%	4%	5%	85%

Graph 1



2. Finding the answers of question implicitly in the text

Here the research question was:

Is rote learning a better technique for memorizing facts and figures?

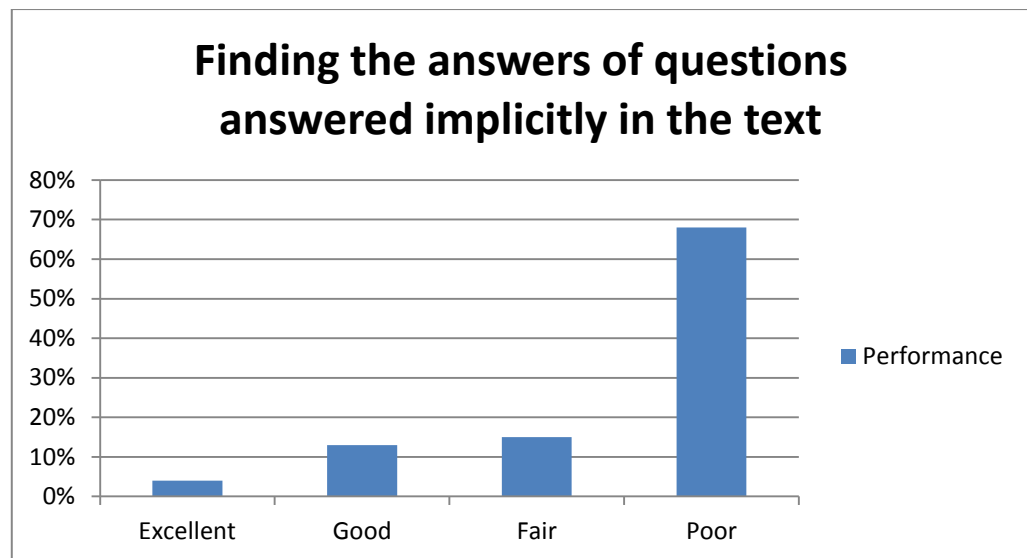
The data analysis contained the information that 68% students were poor in reading comprehension with reference to finding the answers of questions answered implicitly in the text. On the other hand those students who revealed that their excellent, good or fair comprehension were 6%, 4% and 5% respectively. Once again majority was poor in their comprehension.

See the following table 2 along with graph 1.

Table 2: Implicit Answers of Questions

Excellent	Good	Fair	Poor
4%	13%	15%	68%

Graph 1



3. Drawing inferences of phrases/sentences from the context

With this regard the research question was:

Write in one sentence the theme of the text

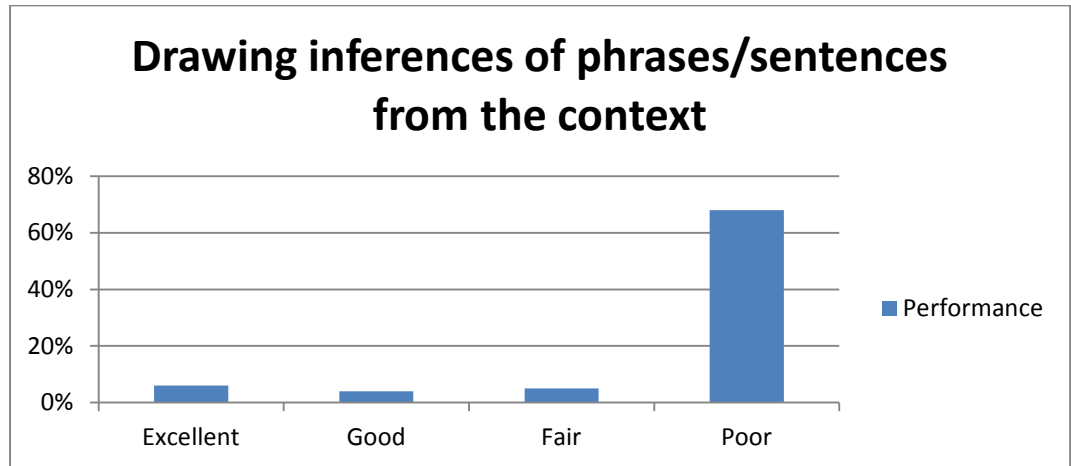
Out of 60 students 70% revealed that their performance was poor. On the other hand those students who revealed that their comprehension was excellent, good or fair were 5%, 10% and 15% respectively. This shows that a vast majority has poor reading comprehension of education text with reference to finding the rule.

See the following table 3, alongwith graph 1.

Table 3: Inferences of Phrases/Sentences

Excellent	Good	Fair	Poor
5%	10%	15%	70%

Graph 1



4. Identifying writer's thoughts/ideas

Here the research question was:

Infer this statement: "Domains may be thought of as categories"

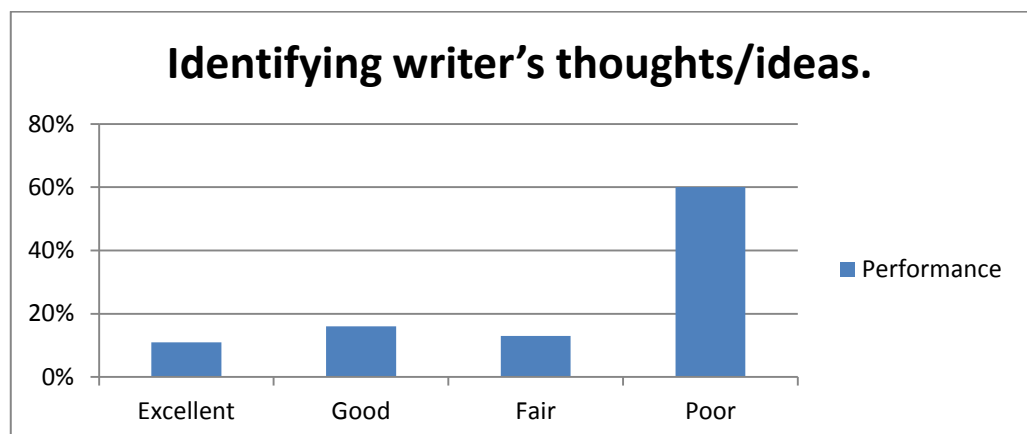
The data showed that 60% students were poor in comprehension in the context of identifying writer's thought/ idea. On the other hand 13% were fair, 16% were good and 11% were excellent with reference to this skill.

See the following table 4 and graph 1.

Table 4: Identifying Writer's Thoughts/Ideas

Excellent	Good	Fair	Poor
11%	16%	13%	60%

Graph 1



5. Following the structure of passage

As far as this sub-skill is concerned, the research question was:

Haphazard ideas scatter our mind/concepts. Do you find any haphazard idea/thought in this context? if yes please point it down;

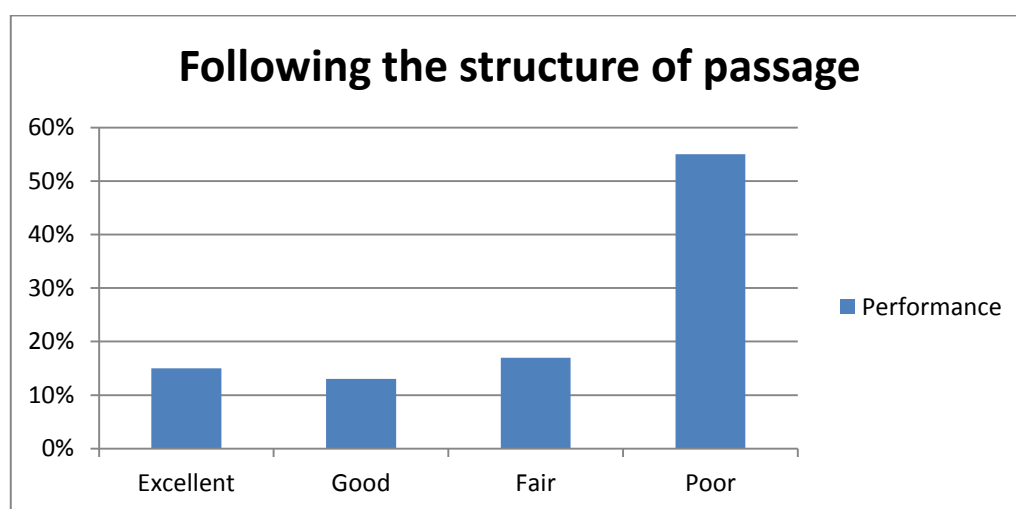
While following the structure of the passage, the students revealed that 55% of them were poor, 17% were fair, 13% were good and 15% were excellent.

See the following table 1 alongwith graph 1.

Table 5: The Structure of Passage

Excellent	Good	Fair	Poor
15%	13%	17%	55%

Graph 1



Questionnaire Analysis

Question	I feel fine	I feel that I could have done better	I feel that I needed more time	I don't think about the test when I finish it
What happens after a reading comprehension test (unseen)?	5	5	35	15

The results for this question show that the students are weak in understanding English as 35 students wanted more time for understanding the text. 15 students didn't even bother for the correct results while 15 said that they could do better than what they have done. Only 5 students feel fine.

Question	Because English is very important subject	Because my parents expect me to do well	Because it shows my knowledge of English	I don't think it shows my knowledge of English
It's important to do well on reading comprehension (unseen) tests in English	22	18	15	5

Through this question we came to know that only 22 students agree that it's important to do well on reading comprehension (unseen) tests in English because it's an

important subject while 18 agree with the reason that their parents expect them to do well, 15 students agree on the reason that it shows their knowledge of English and 5 agree with the reason that it don't show my knowledge of English.

Question	I just give up	I usually give up but occasionally try strategies	I feel I usually use strategies but occasionally have to give up	I always use strategies and rarely have to give up
When you find any written information difficult to understand, do you just give up or do you use strategies to help you understand?	14	33	10	3

When students were asked to response on what they do when they find any difficult written information 14 students replied that they just give up because they either don't know the strategies to apply for the ease or they or they don't know when and how to apply the strategies, 33 said that they usually give up but occasionally try strategies, 10 said that they usually try strategies but occasionally give up and only 3 said that they always use strategies and rarely they have to give up.

Question	Agree	Neutral	Not sure	Disagree
Reading strategies like stress management/relaxing exercise would improve reading comprehension in English?	24	15	18	3
Proper guidance was not given to me on how to tackle the reading comprehension?	29	11	16	4
My brain does not see anything that is in front of my eyes immediately.	18	22	14	6

Then the students were asked to scale the questions accordingly, firstly they were asked a question on which 24 agreed that reading strategies like stress management/relaxing exercises would improve their reading comprehension in English, 15 gave neutral response, 18 were not sure about it and 3 disagreed. In the reply of second question 29 agreed that proper guidance was not given to them on how to handle the reading comprehension, 11 reasoned as neutral, 18 were not sure and 4 disagreed. Then in third question 18 agreed that they cannot immediately see anything that is in front of their eyes, 22 were neutral, 14 were not sure and 6 disagreed.

Questions	Always	Usually	Rarely	Never
When you read do you try to see the	3	9	36	12

pictures in your head?				
When you read do you relate/ make a link to similar things you have read before?	2	11	32	15
Do you ask yourself questions during the reading?	6	17	24	13
I face spelling and pronunciation problems in reading	19	29	9	3
I can understand the thought of the writer easily	3	11	31	10
I can scan the general idea of the text easily	2	11	32	10
We can improve the vocabulary by additional reading?	11	35	13	1
Are you able to express yourself in written language?	2	11	32	10
Do you write answers grammatically correct?	3	13	29	10
Can you guess/ predict the meanings of unknown words with reference to the context?	8	24	21	7
Do you find many difficult words while doing a comprehension exercise?	31	19	7	3

In the response of different questions students replied like 3 agreed that they try to imagine the picture of the text they study, 9 said they usually, 36 said rarely and 12 said they never imagine. Then in the response of second question 2 students said that they always relate/make a link to similar things they read before, 11 said they usually do so, 32 said they rarely do and 15 said that they never do. In the response of next question 6 students said that they always ask questions from themselves during the reading, 17 said they usually ask questions, 24 said that they rarely ask questions and 13 said that they never ask. Next 19 students said that they always face spelling and pronunciation problems in reading while 29 said that they usually face, 9 said that they rarely face while 3 said that they never face such problems. Next 3 said that they always understand the thought of the writer easily, 11 said that they usually understand, 31 said that they rarely understand while 10 said that they never understand the thought of the writer. In the response of next question 2 agreed that they can scan the general idea of the text easily, 11 students usually, 32 rarely and 10 said they can never scan the idea of the text easily. Next, 7 said that we can improve our vocabulary by additional reading, 35 said we can usually, 13 said they rarely while 1 said never. For next question 2 said that they can always express themselves in written language, 11 said that they usually, 32 said that they can

rarely express and 10 said that they can never express themselves. And 3 students said that they can always write answers grammatically correct. 13 said they usually do so, 29 said they rarely do so and 10 said they can never do it so. Next 8 students said that they can guess/predict the meaning of the unknown words with reference to the context, 24 said that can usually guess/predict, 21 students said that they can rarely do so and 7 said that they can never do it. In the response of last question 31 students said that they always find difficult words while doing comprehension exercise, 19 said that they can usually do so, 7 said that they can rarely do while 3 said that they can never find.

6. Conclusions

By conducting tests in different universities the researcher discovered that the competency level of students at graduate level for both the universities were not satisfactory as far as the overall result of the students is concerned. Majority of the students were not been able to meet the objectives of the research i.e. Drawing inferences about the meanings of the words from context, Finding the answers of questions answered implicitly in the text, Drawing inferences of phrases/sentences from the context, Identifying writer's thoughts/ideas and to following the structure of passage. When the same students were given questionnaire they admitted that they face difficulty in reading comprehension and they also accepted that their competency level is low which can be increased through different ways like by conducting different activities, etc.

7. Discussion & Recommendation

Mostly English language learner faces inconvenience in reading and understanding English text. The main reason is that limited understanding of sentence construction and limited number of vocabulary creates problem (Gunning, 2002). Poor word-level reading is one of the most common reasons because of which students struggle in understanding reading comprehension (Kilpatrick, 2015). In the view of Lankamp (1988) English reading proficiency is linked to their knowledge of the subject matter dealt within the text. The findings of the current study also support previous studies and reveal that the competency level of reading comprehension for students is not adequate. These issue could be solved by teaching the students modern techniques of skimming, scanning, predicting the meanings of the words/phrase in the light of context, make them able to adjust reading speed according to what they are reading, reducing the difficulty level of what they read,

etc. The following recommendation will prove to be useful for the improvement of reading comprehension;

- For the development of reading comprehension of students teachers may apply a combination of methods according to the previous knowledge of the pupils.
- The interest of the students may be developed by motivating them towards vocabulary building by providing them with interesting reading stuff. Reading skill should be taught with integration to other skills.
- For student's understanding teachers may read all the words and sentences with correct stress and intonation in the class.
- Teachers may encourage the students to understand the texts instead of cramming.
- Teachers may illustrate students with easy techniques like: how to infer meaning from the context, etc.

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SCENARIO OF GIRLS' ENROLMENT IN SCIENCE AT SECONDARY LEVEL IN DISTRICT BANNU

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Abstract

Science education plays a vital role in the development of a county. Economic and social development is based on the advancement in the field of science & technology. Equal participation of female in education can ensure the development in real spirit. Bannu is one of the district of Khyber Pakhtunkhwa Province which still demands more female participation in Science Education. Such ignorance of female in the field of science was the major thrust to undergo the specific research study with objectives to explore the girls' enrolment towards Science Education, study management and their preferences of opting science group. The research was descriptive in nature and survey design was applied. The target population comprised of all the science female students of ten Govt. Girls Secondary schools in Bannu city. Twenty five students from each school were selected purposively. A structured questionnaire was used as a tool of research. It was found that enrollment in science group for class 9th and 10th remained consistently increasing with growing and positive trend of girls' enrolment towards science education from year 2009 to 2014. Deficiency in supporting environment at homes was reported by respondents.

Keywords: Trends, science education, female enrolment, Bannu, KPK

1.Introduction

Science is the investigation of universe. It is a learning, which can be soundly clarified. It is a sorted out collection of learning and data. Everything is set deliberately in its circle. Science finds and examines the things as well as deciphers them experimentally. Our perspectives and pondering our general surroundings and ourselves are moulded by the new and propelled disclosures of science. Today science has revolutionized our lives. Our reality is altered by the new revelations and progression in this field. The headways and disclosures changed our way of life. It appears we cannot make even a stride without it. Science has extraordinary commitment to our industry with great quality items, expanded rural yields, water system framework, recorded of solution, and interchanges. It is a direct result of the headway of science that today we have quick method for correspondences and data. Individuals are educated inside a flicker of an eye about any occurrence or news from the other corner of the world.

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Education has powerful effect on human's mind, character and physical capability. Education is a life-long process and activity through which any society shares its skills, values, traditions, information and knowledge from generation to generation. An educated person has always a positive and balanced approach towards every situation in life. Educational progress and development of any country is interlinked with each other (Malik, 1991). There is no doubt that both men and women get benefits from education. It is education which enables them to earn in a respectful way to improve the standard of its people. Education gives innovative ideas, speeds up the process of development and ensures effectiveness and ability. It puts the people in order, an organized way for a better life. It is also the single most powerful way to change the status in a society and lift people out of poverty. Yet, many people especially women are still left out from education all-round the world (Ramesh, 2000).

Education with quality to our youngsters and youth must be guaranteed. So they will be empowered to understand their capacities and potential which will help them to play and add to build up a positive society. Quality in instruction helps in advancement of resilience, patriotism, social equity and tolerance for each other confidence. None of us can prevent the essential rights from securing a person to get training and to enhance one's financial condition through it. Proficiency rate in Pakistan is low however with section of time it is making strides. There are distinctive variables which are in charge of low proficiency rate in our nation. It is a decent sign that in spite of the way that insufficient assets have been distributed for instruction segment, yet at the same time there has been change in late decades (Filmer, 2000).

2. Review of Literature

Pardh (2005) had the view that today success and failure of any nation is based on its advancement in the field of science. A country which has strong foundation in science is more developed than that who has weak foundation in science education. The revolution in the field of science has changed the whole picture of the world. New advancement and discoveries are shaping the world in different ways every day. Today is a changed day than yesterday and tomorrow will be a new day than today. These all are the miracle of science.

Faize (2011) has the view that new doors are discovered through science. The miracles of science can be easily seen around. To be aware of the new discoveries and new

concept introduced by science is the need of time. Today everyone, even a lay man or high qualified, skilled man, both are enjoying and take advantage of scientific invention. History has witnessed that Muslims became a powerful force between the eight to thirteenth centuries because of their advancement in the field of science. Similarly it was the advancement in field of science which turned the European countries into powerful nations of the world after the dark ages.

Females have a very important part in the progress of any nation. An educated woman plays her role much better and in a very productive way for the welfare of her family and nation as well. It is a requirement for the development of society that a platform must be provided to women to play their role in the progress of society. To educate our female and guide them in right direction should be our top priority because it is one of the most important key of present-day problems faced by us (Hussain, 2003).

Government of Pakistan is currently spending 2.1 percent of its GDP on education sector and according to the latest Pakistan Social and Living Standards Measurement (PSLM) Survey 2013- 14, literacy remains higher in urban areas (74 percent) than in rural areas (49 percent), and is more prevalent for men (81.0 percent) compared to women (66.0 percent) in urban areas ("Highlights, Pakistan Economic Survey: 2014-15", 2015).

Gender disparity indicates the gap between males and females in all aspects of life. In the context of education, gender disparity refers to the gap between enrolment of male and female students in educational institutions. Gender parity and equality in education constitute a basic human right, as well as an important means of improving other social and economic outcomes (Unterhalter, 2006).

UNESCO (2010) report states that Pakistan ranked 120 in 146 countries in terms of Gender-related Development Index (GDI), and in terms of Gender Empowerment Measurement (GEM) ranking, it ranked 92 in 94 countries. Every society and culture has different norms and set of values followed by the people in that society and culture. Cultural norms in many parts of Pakistani society do not allow the girls to go outside of the house. They are bound to stay within the walls and are discouraged to take part in any activity outside the wall. In case if she is permitted then she must be accompanied by a male, whether husband or brother (Jejeebhoy & Sathar, 2001). Living in such society with less opportunities of movement outside walls of the home, it is quite difficult for girls to

step outside their home and get education. With passage of time these cultural values are going to be changed but still it is slow in progress.

Women as girl-child are living a lower rank and are enjoying less rights, opportunities and benefits as compared to a boy-child in those societies which are immature yet in their thinking. Women are facing inequality from very beginning stage and with passage of time they face difficulty to overcome it (Rizvi, 1980).

Education is considered to have a strong association and is interlinked with social and economic development of any country. In present-day situation when the 'knowledge economy' is the crucial point, the role of education becomes more important in the development of human capital. In fact a society which has more literate and skilled citizens has more chances of development at the economic and social levels. Education can reduce poverty and social injustice by providing the resources and opportunities for upward social mobility and social inclusion. Education is known as a primary means to promote economic development (Malik, 2007).

Bils and Klenow (2000) said that countries having high rate of enrolment in schools made faster development in per capita income because high enrolment rate causes rapid improvement in productivity. Hanushek and Kimko (2000) supported the view that quality of education has a remarkable impact on productivity and national growth rates.

Khyber Pakhtunkhwa with area of 74,521 sq. km is one the most important strategically located province of Pakistan. KP is playing an important role in the economic development of Pakistan. Its population is comprised of 26.62 million people which is growing at the rate of 2.8% every year. Less than 30% of female are literate in KP. Furthermore, KP is facing different challenges like worse law and order situation and low social development indicators further affected by floods, which cause serious development challenges for the government and its people (FATA Research Centre, 2014).

According to the Pakistan Social and Living Standards Measurement (PSLM) Survey 2013-14, the literacy rate of the population (10 years and above) is 58% as compared to 60 % in 2012-13 showing a decline of 2.0 % . . Province wise literacy rate is given in the following table which depicts a clear picture of our slow progress in the field of education.

Literacy Rate

Provinces	2012-13	2013-14
Punjab	62	61
Sindh	60	56
Khyber Pakhtunkhwa	52	53
Baluchistan	44	43

Khyber Pakhtunkhwa being a front line province in the war against terrorism has performed poor in terms of law and order situation. Since 2005, there have been more than 12000 people killed in the province of which 4,739 were civilians, 1699 security forces personnel while a total of 6,517 militants have also been killed in different operations. The year 2008 was the deadliest with a total of 2201 casualties, mostly civilians. The next year the fatalities again rose to 936 with more than 600 civilians. Civilians have been killed in different incidents of violence (FATA Research Centre, 2014). Former Federal Minister Sattar viewed that there is deep link between unemployment and terrorism in Pakistan ("Unemployment leads to terrorism, extremism: Farooq Sattar - The Express Tribune", 2012).

The present wave of militancy in FATA and its effects on the stability of Pakistan, specifically the Khyber Pakhtunkhwa, is an alarming situation not only for Pakistan but for the world too. The wave of terror, which hit this province soon after 9/11, did not only affect the economy of the province, but also damaged its educational foundations. The province that was famous to be the land of hospitality but unfortunately which has transformed into a home for militancy. Schools were blown up and students were threatened not to pursue education. This was the outcome of the Taliban's version that discouraged attainment of worldly education, particularly for females (FATA Research Centre, 2014).

Region-wise Data of Destructed School in KP

Regions	Boys	Girls	Total
Bajaur	68	95	95
Mohmand	66	22	88
Khyber	31	27	58
Kurram	45	16	61
Orakzai	23	11	34

North Waziristan	23	9	32
South Waziristan	29	6	35
FR Peshawar	11	4	15
FR Kohat	17	15	32
FR Tank	2	2	4
FR Lakki	2	2	4
Total	317	141	458

Science is derived from the Latin word ‘scientia’ meaning ‘knowledge’ or ‘understanding’. It is a field of knowledge concerned with sharing of scientific content. It is an on-going process which involved its learning not only with its content but also with its methodology. Mohanty (2004) viewed that a good and well planned science education program plays a very significant role in social and economic development of any country. Science education based on quality program helps in the social and economic development of a country. It provides the students with the necessary scientific knowledge, which may help them in finding solutions to most of the socio-economic and environmental problems. Science education provides a sound and sufficient knowledge base to the students in the area of agriculture, environmental problems and issues, nutrition and diet along with the necessary scientific skills for the job.

After completing eight years education, students start their secondary education. Secondary education duration is of two years which covers grade IX and X followed by higher secondary education consisting of grade XI and XII. Science subjects which are taught at secondary level are Physics, Chemistry, Biology and Mathematics. Now Government of KP started to introduce ICTs, computer education at the secondary level in educational institutions of KP. Students have choice to choose science or arts subjects when they enter in class 9th.

Educational Institutions of KP

Area	No. of High Schools		No. of Higher Secondary Schools	
	Girls	Boys	Girls	Boys
KPK	676	1351	120	241
Bannu	39	56	9	10

Source: EMIS 2013

The quality of science education in the government schools is not very much satisfactory. Quality of education is measured and judged by students’ learning achievements. Quality is also linked with the relevance. Relevance in a sense what is being taught in the classroom and what is being learnt by the students, that is how well it

matches with the present and future needs of the learners. Quality of education also refers to the important changes in the educational system itself, the kind of inputs, its objectives, curriculum and educational technologies; and its socioeconomic, cultural and political environment.

On the other hand quality of science education at secondary level in KP is not up to the mark and standard. Teacher is the centre of knowledge and has a central role in the quality of education, according to Education Management Information System of Khyber Pakhtunkhwa, currently there are only 1369 male and 547 female SST-Science (EMIS, 2013). The vacant posts of SST-Science teachers definitely affect the quality of education.

Objectives of the Study

The major objectives of the study were:-

- To explore the girls' enrolment towards Science Education in District Bannu
- To highlight the study routine of science students at home
- To find out preferences of opting science group

3. Methodology

Research Design

The research was descriptive in nature and survey was conducted to explore perspectives of female enrolment towards science education at secondary level in Bannu district.

Population

The population of the study was comprised of all the science female students of secondary schools for girls in District Bannu. There were 39 high schools and 9 higher secondary schools for girls in district Bannu. Target population comprised of girls schools of Bannu city.

Delimitation of the Study

Study was delimited to:

- The Govt. Secondary and Higher Secondary schools for girls in Bannu city.
- Science students of session 2014.

Sample

Ten girls' schools of public sector in Banuu city were considered for sample of study. Twenty five students were selected from each school purposively and in this way a total number of 250 female science students were available for conduct of study.

Instrument

A structured questionnaire was developed to get the opinion of female science students of class 9th and 10th about science education.

Data Collection

Data were collected in an organized way. Annual results from 2009-2014, of class 9th and 10th respectively were collected from Board of Intermediate and Secondary Education (BISE) Bannu.

4. Results and Discussion

Table 1: Year wise candidates in Science Group Class 9th and 10th at BISE, Bannu

Years	Class 9 th		Class 10 th	
	Girls	Boys	Girls	Boys
2009	927	3470	910	3932
2010	1128	4340	936	4159
2012	1548	4565	1379	5240
2013	1765	5671	1602	6386
2014	2195	6109	1707	7473

Table 1 depicts the enrolment of students appearing in class 9th and 10th examination conducted by Board of Intermediate and Secondary Education, Bannu. A positive trend towards science education is obvious in both genders. Gender wise rate of increase in number of candidates appearing in Science subject in BISE examination is comparatively at the similar ratio. Still the gap between girls enrolment towards science is demanding as compared to male enrolment.

Table 2: Frequencies and percentages of respondents about home environment

Item	Responses			
	No		Yes	
	f	%	f	%
Having peaceful corner for study at home	90	36	160	64
parents keep an eye while studying	84	33.6	166	66.4
have study timetable at home	119	47.6	131	52.4

Table 2 presents the data about the supporting home environment for female science students of class 9th and 10th to manage their studies at home. It is generally assumed that science students have to go for intensive studies as compared to other

students of Arts and Humanities. In this regard at their homes, a peaceful reading environment, schedule and proper monitoring by the parents are considered helpful for improved performance of science students. One third of the female science students among our sample reported to have deficiency in supporting environment available to them for managing their studies at home.

Table 3: Frequencies and percentages of respondents about the facilities at home

Item	Responses			
	No		Yes	
	f	%	f	%
TV/ dish Antenna/ cable	132	52.8	118	47.2
I have a computer	127	50.8	123	49.2
I have internet at home	144	57.6	106	42.4
I have scientific calculator	143	57.2	107	42.4

We are living in era of advanced technology. Today learning is not only linked with books and copies. Students have different requirements to fulfill their learning curiosity. Usage of different and advanced scientific applications is part and parcel of students' learning. And at secondary level the most important of these is scientific calculator.

Table 3 is linked with all those scientific facilities at home which are important for students in their studies. Fifty-three percent female students don't have TV/ dish antenna/ cable at home. While forty-seven percent have this facility at home. Fifty percent respondents have computers and are using internet at home.

Table 4: Science Students Study Management by taking help

	Parents	Siblings	Tuition	Self-study
Frequency	25	43	74	108
Percentage	10	17	30	43

Reinforcement is part of learning. Assignments assigned by the schools play an important role to improve the academic performance of the students. Table 4 reveals the fact about the study management by the female science students at secondary level. It revealed that forty-three percent students are doing self-study and complete their assignments given by the school. Almost thirty percent students prefer to go to different tuition academy to complete their school tasks.

Table 5: Frequencies and percentages of respondents about parents' level of education?

Level of education	Mother		Father	
	F	%	F	%
Illiterate	80	32	14	5.6
Primary	34	13.6	9	3.4
Middle	41	16.4	26	11
Matric	58	23	49	20
Above matric	37	15	152	60

Parents' level of education plays vital role in their children up-bringing and education. Parents wish to fulfil their dream through their children and this is only possible to educate their children. Table 5 is about the responses of female science students about their parents' level of education. Majority of the female students responded that their fathers' education is above matric, while thirty-two percent of mothers are illiterate.

Table 6: Girls Science Students' Preferences for Opting Science Group

	Frequency	Percentage
Own interest in Science education	119	47.6
Teacher encouraged	14	5.6
Parents encouraged	45	18
Considering Science education scope for higher education	35	14
Family inspiration	37	14.8

Table 6 shows the opinions of female science students about the selection of science subject. Different factors are involved in selection of science education. Forty-seven percent students were of the opinion that they selected science education due to their own interest. Five percent students are encouraged by their teacher and Eighteen percent by their parents. Fourteen percent students have the opinion that they can get better grades in science. Fifteen percent students are inspired by their family members.

5. Findings, Discussion, Conclusion and Recommendations

Findings

The findings drawn out from the data analysis are as under:

- Female enrollment in science group for class 9th and 10th was found consistently increasing from year 2009 to 2014 at district Bannu. Annual results 9th and

10th examination 2014 at BISE, Bannu, revealed that it is a growing and positive trend towards science education among females.

- While observing the total number of students appearing in 9th and 10th examination 2014 at BISE, Bannu, it was observed that 1707 girls appeared in class 10th annual exams whereas enrollment for 9th class was also increased i.e. 2195 female students appeared in science group.
- Majority of the respondents are using facilities e.g. TV/cable, dish, computer and internet, available at their homes.
- Majority of the female students of class 9th and 10th from science group preferred to do self-study to complete the home task assigned by the schools. While 30% students consulted tuition centers to manage their studies.
- One third of the female science students reported to have deficiency in supporting environment available to them for managing their studies at home.
- Majority of the fathers of the respondents were literate whereas only 32% mothers were reported as illiterate. Therefore, educational level of parents especially of father was obvious for the girls' enrollment in science education at secondary level.
- The choice for selecting the area of subject as Science, 48% students choose the science education at their own interest for science, whereas 14% students preferred such choice upon possibilities of having better grades in science as compared to other streams of subjects.

Discussion

Science education is very important for the development of any nation in today's world. That is the reason that every nation is taking science education very serious and working hard for its development. The developed countries of the world achieved so much in the field of science and technology because of science education. In every part of the world, the talent of women is being tapped in certain study fields, but not to the same extent in the Science. The education of girls in science is very important as it relates to future equality of the next generation of women and many of the problems faced by girls in science were identified decades ago.

Girls do not pursue science and technical studies at the same rate as boys in KP and in Bannu. Societal and parental attitudes toward boys' and girls' abilities play vital role here, and their access to resources. In the context of female enrolment in science

education at secondary level, research results indicated that female enrolment in science education increased every year. More females were enrolled in science education at secondary level in district Bannu. The trend of female enrolment in science education was observed positive in past years.

Jan (1992) in her research study: *Breaking the barrier: Girls in Science Education*, commented that in seventeenth century when modern science was going to shape the lives of men, it was common thinking that women should not take their part in the study of science. She talked about science education and the access of girls to science and technology in her studies.

Findings of the present study revealed that now the trend of science education for female is positive and the number of female enrolment in science education is increasing every year at secondary level in district Bannu. Furthermore, the present study also explored that more boys were enrolled in science education as compared to girls in class 9th and 10th.

There might be different reasons behind this fact. One of the main reasons might be that parents thought that there was no need of science education for girls. It is common thinking regarding parents that science education was considered more important for boys, especially to pursue professional degrees like medicine, engineering etc. Parents had the mind-set that girls didn't need to have professional education. So it is better that girls should get education in arts subjects.

Conclusion

In the light of findings, it was observed that 1707 girls appeared in class 10th annual exams whereas enrolment for 9th class was found in increased number of female i.e. 2195 female students appeared in science group. Different reasons might be behind to this difference. Migration of families from one city to another, early marriages of girls is the cultural part of the area, socioeconomic problems, pass % , and dropout of female also affected the enrolment at class 10th level.

Majority of the female students of class 9th and 10th from science group preferred to do self-study to complete the home task assigned by the schools. The choice for selecting the area of subjects as Science, 47.6% students choose the science education at their own interest for science, whereas 14% students preferred such choice upon possibilities of having better grades in science as compared to other streams of subjects

Recommendations

Here are some recommendations which are based on the findings and feedback from the respondents. These recommendations are both, for the government of KP and schools as well. The number of students is increasing positively every year. A large number of female students were enrolled in science education at secondary level but on the other hand, the quality of science education is not satisfactory. Government must ensure the quality of science education by adopting different strategies. Science exhibition must be the part of academic year. ICTs should be introduced for the academic year 2015-16. Proper maintenance and utilizations of computer lab must be ensured by the government through continuous monitoring system.

Schools must ensure more utilization of science lab by the students to understand the science topics. Proper counselling should be provided to students for selection of subjects according to their aptitude. By establishing a student council may play a positive role in this regard to help the students to choose the subjects according to their interest.

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CULTURAL DIVERSITY IN HIGHER EDUCATION BENEFITS AND CHALLENGES

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Abstract

Diversity is a symbol of life everywhere including educational settings. The present study was aimed to find out the benefits and challenges for inclusion of diversity in higher education. It was a qualitative study, and document analysis was used as a method of inquiry. The population comprises selected documents related to cultural diversity in higher education. Theoretical sampling was used as sampling method. It was found that there were many advantages of diversity including students satisfaction and inter and intra cultural acceptance. It was also found that the biggest challenge for diversity is its acceptance. The biggest challenges are its acceptance and taking it as a burden. It was recommended that there is a need for acceptance of Diversity at all levels and inclusion of multicultural education in teacher education program.

Key Words: Culture, Diversity, Higher Education

1. Introduction

Education plays a vital role in existence and development of a nation. Higher education is now a major concern for all the stakeholders of education. That is why there is more focus on its expansion, in terms of human and material capital. Multi-mode universities and online learning is the result of this expansion. Besides this, there are some dimensions which are neglected in the process of expansion. Considering and focusing Cultural diversity is one of them. This paper describes the importance need and status of cultural diversity in higher education in general and in Pakistan in specific. One of the challenges for universities since last two decades was how to meet with increasing demands of university students belongs to different cultural settings and ethnic groups. Many changes pressured institutions to incorporate educational equity for the greater good of our society (Ibarra, 1999).

Beside these efforts, there are many students which were remaining underrepresented, in different fields of study and the problem becomes worst and complicated. The universities are facing a problem that they are unable to find out the correct direction to move that satisfy all segments of the society (Florio, 1994).

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2.Statement of the Problem

There are a lot of evidences that those situations which emphasize people-oriented relationships, group work, and collaborative teaching and learning environments, focused on society demands and requirements. These are not only beneficial for lower presented populations, but they also provide conditions to achieve academic and personal success in fields where they have been unsuccessful in the past (Bowen & Bok, 1998). In this condition, it was necessary to find out the existing conditions and associated challenges with the inclusion of cultural diversity in higher education. Therefore the problem to be investigated is “What are the benefits and challenges related to cultural diversity faced by higher education institutions?”

3.Objectives of the study

The objectives of the study were

1. To investigate the aims and objectives of multicultural education in universities.
2. To find out the benefits of inclusion of diversity in higher education
3. To explore the challenges of inclusion of diversity in higher education

4.Significance of the Study

The study is significant for different stakeholders for example

1. It would be helpful for teachers of higher education institutions to understand the concept of diversity and apply in actual classroom teaching
2. The study would be significant for university leadership and administrative officers to understand benefits of inclusion cultural diversity in higher education
3. The study would be helpful for university administrators to analyze the existing conditions of cultural diversity in higher education.

5.Methodology

It was a quantitative study. Document analysis was used as a method of analysis. Document or Documentary analysis is a social research method and is an essential research tool and is an invaluable part of most schemes of triangulation. Documentary work involves reading lots of written material (Frankel, 2009). In this research, written text was used to analyze the data. The most significant advantage of conducting document analysis is that it provides a guideline for a framework which is the principle focus of the research. Heffernan (2012) suggest different types of analysis. From this Semiotics Analysis was chosen as the analysis method. Semiotics is a science that studies the signs.

Population and sampling

The population comprises all relevant documents and articles on diversity in education. For this study, Theoretical sampling was used as method of sampling.

Data Analysis

The Data was analyzed by semiotic analysis. The semiotic analysis is used a lot in media analysis but now it is also used in education. It is different from the content analysis in the way it focuses on the symbols present in the content. It is more focus on meaning.

6. Findings

Aims and objectives of Multicultural Education

The first objective was to find out the aims and objectives of multicultural education in universities. In this regard, it was found that

1. There is no agreement of experts on this issue. Educational philosophers demanded for maintaining and developing of group culture, fostering child's development of autonomy and introducing him to new and different ideas. This exposure would assist children in thinking, and encourage them to have a more open mindset (Levinson, 2009).
2. On the other hand the theorist were in the favor of developing a a model of multicultural education, which warrants social action in an acceptable manner. They argued that, students are equipped with knowledge, values, skills, attitudes, behaviors, necessary to evoke in societal changes. Teachers, in this model would serve as agents of change in student's knowledge, skills, and attitudes (Sleeter and Grant, 2007).
3. According to Levinson (2009), Multicultural education has many goals like promoting good citizenship skills acceptance, correction in historical record, Increase Self-esteem of non-mainstream students, Promote Social Justice and Equity, Enable students to succeed in an integrated, multicultural world.
4. According to Banks (1995) one of the major aims of multicultural education is preserving minority group culture. In this regard, it is necessary to provide a good sensitivity training of all members of the Institute and separate units on ethnic celebrations and closer attention paid to prejudice. (Banks, 1995).
5. Levinson (2009) stated that Multicultural education may have many objectives span beyond autonomy, exposing students to global uniqueness, fostering deepened

understanding, and providing access to different practices, and ways of life (Levinson, 2009).

This is only a glimpse of aims and objectives. The main aim of including cultural diversity in educational setting is to broaden the mindset of students and teachers as well.

Benefits of Diversity in Higher Education

There are a number of studies that discuss the benefits of diversity in higher education. They were varying in objectives, methods, tools and techniques used in data analysis. Here are examples of these studies.

1. Students' involvement in diversity experiences during college had significant positive effects on their scores on the CAAP Critical thinking test (Pascarella et al. 2001).
2. The results from the study (Chang 1999) indicated that diversity has a positive effect on educational outcomes through its effects on diversity-oriented student activities and experiences (Chang, 1999). It provides the broader and improved mission of the Institute.
3. Association of American Universities (1997) demanded for diversity in universities. They argued that most of the students get benefit from an education that takes place within a diverse cultural settings.
4. According to Association of American Universities "as we seek to prepare students for life in the twenty-first century, the educational value of such encounters will become more important, not less, than in the past. A very substantial portion of our curriculum is enhanced by the discourse made possible by the various backgrounds of our students.....If our institutional capacity to bring together a diverse group of students is removed—or reduced—then the quality and texture of the education we provide will be diminished" (The New York Times, April 24, 1997, p. A27). Goodwin Liu (1998), offers a persuasive argument for "why, as a legal doctrine, educational diversity should qualify as a 'compelling interest' (p. 383). This manuscript argues for "placing the diversity rationale within the existing norm of equal protection doctrine.
5. It was also found that personal growth of students was increased, when they were exposed to multicultural situations (see, for example, Astin, (1977, 1993); Feldman and Newcomb, 1969; Pascarella and Terenzini, 1991).
6. Chang (1996) stated that that socializing across race and discussing racial/ethnic issues have a positive effect on students' retention, overall satisfaction with college,

intellectual self-concept, and social self-concept . Bikson and Law (1994) argue that if colleges were meet the challenges presented by the global economy, they would have to change many areas (Bikson and Law, 1994).

7. There are four hidden benefits of diversity in higher education as stated by Kay Joseph (2014). These are easier graduation for non-blacks, less work for professors, helping instructors overcome bias, and creating a burgeoning middle class.
8. It was also found that attending a higher quality college increased the wages of young men who attend them.(Davis and Smith 1994).
9. There are several benefits of inclusion of diversity in higher education. American Council on Education (ACE) stated following benefits
 - i. It enriches educational experiences
 - ii. It promotes personal growth and healthy society
 - iii. It strengths communities and corporations, and it enhances competitiveness

Challenges for including diversity in Higher Education

Many studies state different challenges related to the inclusion of diversity in higher education. Here is a glimpse of these studies

1. Studentof color experience exclusion, isolation, alienation moreover, racism in universities when expose to multicultural education
2. Pascarella et al., (2012) stated that numerous studies have reported that women and minority faculty members are considerably less satisfied with many aspects of their jobs than are majority male faculty members
3. Multiple studies demonstrate that minority students often feel isolated and unwelcome in predominantly white institutions
4. The increasing cultural diversity in schools and classrooms weighs heavily on teachers, and one can say that the reality of the educational setting at present is one of increasing ‘cultural mismatch’ between teachers and their students on the one hand and between teachers and their students’ parents on the contrary (Levinson 2009)
5. Cultural Pluralism is another challenge for the educational institution. Cultural Pluralism refers to an ethnoculturally diverse society. Surveys results showed a growing intolerance among nationals towards immigrants’ presence and a loss of

patience with immigrants' integration, which growing numbers of nationals consider to proceed too slowly (Heath & Cheung, 2006).

6. There are several studies (Pedersen, 1997; Pettigrew 1998) that indicates teacher own concerns, attitudes and beliefs about cultural diversity is a major challenges in inclusion of diversity in higher education
7. The Role of administration and higher authorities is one of the major barriers for in promoting cultural diversity.
8. Studies indicated that indicates women students when they are minorities in their classes, experience unwelcoming climate that include sexist language, presentation of stereotype differential treatment from professors (American Council on Education (2012) on the importance of diversity <http://www.acenet.edu/news-room/Documents/BoardDiversityStatement-June2012.pdf>)

6. **Conclusions**

As stated above there were five basic objectives of the study. Based on finding, conclusions were drawn

Aims and objectives of Multicultural Education

The first objective was related to aims and objectives of Multicultural Education. In this regards it was concluded that:

1. there is no agreement among researchers about the aims and objectives of multicultural education. Educational Theorist focuses on group culture and its development while Political theorist argued for multiculturalism.
2. the aims of cultural diversity is multifaced like like developing good citizens, correction of historical record Increase Self-esteem of non-mainstream students, Increase diversified student exposure, Preserve minority group culture, Foster children's autonomy, Promote Social Justice and Equity, Enable students to succeed in an integrated, multicultural world

Benefits of inclusion diversity in higher education

The second objective was to find out the benefits of cultural diversity in higher education. In this regard, it was concluded that

1. There are several studies which pointed out the benefits of cultural diversity in higher education for example Pascarella et al. (2001), Chang (1999), Kuh, Schuh, Whitt, and Associates (2009) identified many benefits of diversity

2. Similarly, American Association of Universities, Astin, (1977, 1993); Feldman and Newcomb, 1969; Pascarella and Terenzini, 1991), identified individual student growth and change due to diversity.
3. It was also concluded that diversity also has effects on student academic achievement. The studies showed that achievement increased with the increment of diversity and acceptance of cultural issues (Astin 1993)
4. Scholars like Chang (1996); Bikson and Law (1994); Gurin (1999) identified three broad categories as an outcome of diversity viz citizenship engagement, racial/cultural engagement, and compatibility of differences. Studies also revealed that diversity has a positive effect on student retention.
5. Some researchers like Joseph (2014) describes some hidden benefits of diversity like overcome on the bias, broad mindedness and understanding of other cultures

Challenges related to diversity

The third objectives was related to challenges associated with diversity. It was concluded that following challenges were faced

1. unacceptable behavior by other ethnical groups. Faculty members were also less satisfied. Especially women become a soft target for, and they are less satisfied.
2. feeling of isolation due to cultural diversity.
3. cultural mismatch between student and teachers and teachers and family. The cultural pluralism that reflects ethnoculturally diverse society also gives birth to intolerance in students.
4. teachers own attitude towards acceptance and understanding of diversity is an another problem. The problem is more multidimensional and powerful when it was unsupported by administration
5. female minority students acceptance in the class .

7.Recommendations

It was recommended that

1. Diversity is a reality so it is necessary that every member may take it as a matter of joy and accept it at every level. it can be done arranging different seminars and get together, celebrating different cultural days and making family visits.

2. There is a need to review teacher education programs through the lens of diversity. Culturally responsive teaching and cultural acceptance may be helpful in overcoming the challenges related to diversity.

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IMPACT OF GLOBALIZATION ON HIGHER EDUCATION IN PAKISTAN: CHALLENGES AND OPPORTUNITIES

¹Salma Naz

Abstract

Globalization, a process of interconnectedness of people and higher education, has a prominent position in intellectual society of this globalized world. Technological advancement has made possible access to knowledge and not restricted to physical boundaries. This cohesiveness has also an impact on higher education in Pakistan. Being a developing country it is earning fewer benefits from globalization as compared to developed nations. Moreover, Pakistan is also under cumbersome pressure to implement policies of powerful states in all fields of life including higher education. Since this globalized world has pros as well as cons so, in Pakistan where on one hand it has played positive role in development of research, improvement of knowledge and ability of teachers and students, enhancement of skills, betterment in quality of education, expansion of job market, etc. It has also imparted negative effects like brain drain, commercialization of knowledge instead of propagation of knowledge, ignorance of national needs in educational policies, promotion of academic imperialism and global citizenship instead of nationalism in Pakistan. No doubt, according to social Darwinism adaptation is prerequisite for survival, thus, for competing with global change higher education policy should be designed in the context of globalization, however, national needs should be given priority. The study is qualitative in nature and explores how globalization has not only created opportunities but has also posed challenges in perspective of higher education in Pakistan. This study also gives some recommendations through which Pakistan can meet aforementioned challenges successfully.

Key Words: Globalization, Higher education, interconnectedness, challenges, opportunities

1.Introduction

Globalization, a multifaceted concept has become burning issue in the new millennium. Because of different history, traditions, culture, resources and priorities countries have influenced differently. Some nations have made prominent position in this globalized world and have twisted the negative impact of globalization in their favor. Globalized world is more beneficial for developed as compared to developing nations. Because of less informed and less equipped they often stand in a disadvantageous position. This trend can also be observed even in their educational policies and planning. Being a

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developing country, education especially higher education in Pakistan is also under the influence of developed world. So, Pakistan is also facing more challenges as compared to opportunities in perspective of higher education.

In new millennium globalization is the most prominent and significant characteristic of global affairs that intensely affects the world. It brings change in the social, economic and cultural as well as political sphere. It is characterized by immense flow of information, growth of communication, economic activities and amalgamation of cultures (Crawford, 2003). Most observers think that the capability to extract the positive impact from globalization and avoid the negative depends upon promotion of knowledge (Shahidi & Seyedi, 2012). Being developing country Pakistan has also great impact of globalization on its education especially on higher education. It has influenced higher education in Pakistan positively as well as brought some challenges. Pakistan can face these challenges with better planning and extract more benefits as compared to disadvantages in order to compete in globalized world.

This research is significant for understanding the impact of globalization regarding higher education in Pakistan. This research may be helpful for education policy makers about higher education and may have practical importance for higher education policy and implementation in Pakistan.

1.1. Objectives of Study

1. To identify the opportunities created by globalization in perspective of higher education in Pakistan.
2. To explore the challenges posed by globalization for higher education in Pakistan.

1.2. Research Questions

1. How globalization has created opportunities in perspective of higher education in Pakistan?
2. What challenges globalization has brought for higher education in Pakistan?

1.3. Delimitation of Study

This study is only limited to Pakistan and focuses only pros and cons of globalization in perspective of higher education. Its conclusion may be limited to higher education in Pakistan. So, there is no assurance of application of conclusion of this research to another perspective or state.

2. Literature Review

Reforms in higher education in Pakistan are under influence of neoliberal policies that has changed the role of higher education institutions as well as influenced policy making. But when the problems of quality and quantity arise through privatization and self-financing these problems tried to solve that damaged concept of higher education as public good and socially, politically and economically brought harmful results for society (Omar, 2006). This research only discusses the impact of globalization on educational policies and privatization of education but has ignored other challenges like brain drain ignorance of local needs etc. In this way research gap has been left by author. So further research is required to explore the further aspects of higher education in perspective of higher education in Pakistan.

The study of Ali (2005) describes the different types of globalization and was of the opinion that it is more beneficial for developed countries as compared to developing because they are backward in technology, and are economically less developed. So, it is favored by advanced nations. In this globalized world policy making has become a complicated process under such circumstances developing countries are bearing the pressure of international agencies and powerful states to fulfill the demands of globalization instead of their national requirements.

In above mentioned background this article focuses the impact of globalization on educational policies of developing countries. In this study writer discusses how developed states influence the policies particularly educational policies of developing nations to accomplish their interests. In this paper author has only discussed the educational policies and ignored other aspects of education those have been influenced by globalization.

Study of Celik & Gomleksi (2000) evaluates the effects of globalization on education. Researcher explains the advantages of globalization for individuals and institutions. This study explores the benefits of globalized world generally but does not discuss the issues those are related with globalization. Author generally describes advantages of cohesiveness of world and its impact on education but does not specifically analyze how globalization influenced negatively on higher education and leave research gap for further study.

Report of The Task Force on Higher Education and Society (Mundial, 2000), describes that because of prevalence of wrong assumption that higher education is not

need of developing countries but luxury promotion of higher education was neglected by these countries. In this report it is declared that higher education should not be considered lavishness but necessity for existence because these countries require qualified and skilled persons for knowledge base economy. This study highlights the importance of higher education for developing nations but does not discuss the challenges of globalization for higher education for these countries. So, this report only presents importance of higher education for developing countries but ignores cons related with this phenomenon.

3. Methodology

The study is qualitative in nature because it helps to describe comprehensively as well as supports interpretive goals for example to understand the impact of higher education in Pakistan, recognizes the relations between higher education and globalization and highlights the challenges and opportunities created by globalization as well as supports to give recommendations to face these challenges and lessen negative effects and suggests how more benefits can be extracted from globalization.

Nature of Data and Data Collection

The study is qualitative in nature hence qualitative research techniques are used for data collection and interpretation. The data source is secondary in nature. For data collection print and electronic sources are used. Print material like books, published Reports, research journals, Newspapers, previous studies are reviewed and electronic source like internet source in which websites, e –books ,etc. are included are also used.

4. Data Analysis and Interpretation

To provide the base for exploration of the impact of globalization on higher education in Pakistan literature was reviewed that also helped in to construct an analytical framework for the study. It also helped in achievement of many objectives for example:

1. Provide base for research design
2. Highlight related studies
3. Diagnose the gaps in former studies
4. Insert more dimensions to questions of research to be inquired (Marshall & Rossman, 1999).
5. The study operationalizes “Impact” as the opportunities and challenges of higher education in Pakistan in context of globalization. Challenges and opportunities are taken as units of analysis. The first unit of analysis is the challenges those are being

faced by higher education in Pakistan in the context of globalization. The second unit of analysis is the opportunities those are created by globalization in perspective of higher education in Pakistan. The data were arranged in these two analytical categories.

6. Impact means effects of globalization that is further divided in opportunities and challenges. Opportunities means advantages and challenges means disadvantages of globalization for higher education in Pakistan.
7. The study is handled analytically and for this the method of integrative review is used. Integrative review is a kind of review in which the writer on a topic explains and comprehends the existing condition of knowledge, describing agreements and disagreements inside it. Mostly it is blend with context review or may be published as a research article for benefit of researchers (Neuman, 2011).
8. Approximately 40 books, research articles, published documents, reports and information collected from library and gathered electronically through websites and internet was reviewed for this study because for analytical procedure literature review is prerequisite.
9. According to Creswell (1998) for analysis of qualitative data there are six steps: management of data, reading, describing, categorizing, interpreting, and illustrating.
10. For this study this analytic procedure is used to describe the impact of globalization on higher education in Pakistan.
11. Extensive background research is conducted on higher education and globalization in Pakistan.
12. Both library and electronic searches is included in research process. Analytical procedure started by writing of outline for the study as well as continuously categorizing the data and other literature or information that was required to plan the study.
13. Initial step was to categorize the huge data gathered in a style that it could be used for analysis and for further research.
14. Print and electronic data was organized topic wise and placed them in files.
15. Analytical procedure included to examine the data cautiously as well as record of identified irregularities and errors.

16. Themes and ideas were identified those were related to research questions. Themes were developed in terms of challenges and opportunities in the context of higher education in Pakistan.
17. Analysis of data and progress of categories step by step guided to some growing awareness and conclusions about the impact of globalization on higher education in Pakistan.
18. Opposing point of view was taken from materials and this strategy helped to build an objective approach of the problem and to arrive at some conclusion for making recommendations. On the basis of data analysis conclusions are made. At the end recommendations are given on the basis of conclusion.

The Concept of Globalization

Firstly the term Globalization was used economically but with the passage of time especially in post new world order it has affected not only the economic but also social, cultural as well as political spheres of societies. According to Giddens (1990) globalization is the strengthening of universal social relations who link far off places in such a way that local incidents are influenced by events happening many miles away and vice versa. Waters (1996) defines it as a process in which cultural and social settings are not bounded by geographical boundaries. Marginson (1999) described six trends of globalization; finance & trade; communications and information technologies; international mobilization of people; conception of global societies, language, cultural & ideological union and the world system of Signs and Images. Factors leading to globalization have increased global communication. Multinational companies, free trade agreements and financial markets are providing services around the clock and increasing volume of foreign investment (Deniz, 1999). People can acquire quickly and easily information which they require. So, it can be said that students are enjoying the benefits of information technology in process of universalization of education.

Objectives of Global Education

Every state has its own aim of education that can be changed according to its local needs and requirements but at global level it has global objectives described as following (Deniz, 1999).

- To create skill how to work with people from different cultures
- To learn how to deal with multinational groups

- To instill feelings of globosity instead of individualism
- To acquire skills of new cultures
- To prepare individuals to analyze the happenings in global perspective
- To promote global culture

Globalization and Higher education

Globalization like other sphere of life also has a deep impact on education. It stresses upon to design national curriculum to fulfill the global needs in perspective of world economy. It also opens opportunities for collaboration in research and teaching institutions at global level (Celik & Gomleksiz, 2000). Globally education has become a product that moves between states. Because of development of knowledge-based economy competition has been started at global level not only among employers for best qualified but even among educational institutions that produce these best professionals.

Conventionally students moved from one country to another for advanced studies. Social and economic factors promote cross-border flows as well as competition among countries for foreign students (Arokiasamy, 2011).

Higher education plays basic role in social development and economic progress of a nation. It not only develops intellectual faculty of individuals and train them professionally but also prepares them to understand the changes specially social and cultural change (Gordon, 1999). It is higher education which is no longer a luxury; it is essential for survival. Higher education is the modern world's 'basic education' (Jandhyala, 2000).

Higher Education in Global Era and Pakistan

Globalization evidently creates new opportunities and challenges for higher education (Shahidi & Seyedi, 2012). For Pakistan in the last two decades, the government's policies to prepare the country to meet the demands of globalized world show that globalization will impact further on the Pakistan's higher education sector. Following are some advantages of globalization for higher education in Pakistan.

Enhance the ability of students

It develops the capability of students to gain and use knowledge. It also augments the abilities of application, manipulation and judgment of learners (Barker, 1998).

Highly qualified human resource.

Pakistan is trying to improve its education especially higher education system to provide high quality human resources to international market. Pakistan is investing to uplift its higher education to attract the multinational companies for investment and supply them skilled resource persons at cheaper rates as compared to developed countries (Asghar & Siddi, 2008).

Changing nature of Global Labor market

In globalized world nature of labor market has entirely been changed. Previously it was only bound to local needs now it is universalized, multifaceted, speedy, and broad and unified that require innovative knowledge. This changing nature is affecting higher education in Pakistan like other developing countries that are trying to compete at global level with scarce resources (Asghar & Siddi, 2008).

Economic Development

Advancement in communication especially information technology has built a strong relations between higher education and economic development. Technological advancement, inventions and well trained and highly qualified persons are prerequisite for economic prosperity and higher education institutions have a key role to strengthen the economy (Gregor, 2002). So, in Pakistan government is trying to upgrade the university.

Improvement in Quality of Education

Technological revolution has created the competitive environment among higher educational institutions at national as well as international level that has further forced the governments to improve the quality of education (Shek et al., 2012). So, government of Pakistan is also trying to upgrade the standards of education especially higher education. In this regard higher education commission is playing a very pivotal role and encouraging the mobility of students, offering scholarship especially for M.phil and PhD programs. Quality assurance, as an important matter in global education, has also focused to meet the demand of global market (Omar, 2006) as well as is trying to introduce new doctoral programs and increasing quantity of students. In Pakistan, quality of higher education is addressed by government in educational reforms and policies gave much importance to it.

Enhancing Access to Global Market

Previously market was only limited to national boundaries. But now because of globalization it has been extended at global level that is more vast, unified and fast. As a result it created more job opportunities especially for qualified persons of developing

countries like Pakistan. A large number of Pakistani qualified professionals are serving in different countries (Hussain, 2015).

Cooperation in Academic Research

Cooperation in academic research has been increased (Tijssen, 2012). Higher education institutions are busy in promoting research culture and are organizing International conferences, encouraging mobility of researchers, publishing Research journal internationally. Likewise in Pakistan universities are arranging international conferences, workshops, seminars and lectures. Developed nations sponsor the students and researchers and are funding the students for higher education and research in their countries. By their cooperation thousands of Pakistani students and researchers are acquiring education and busy in their research. ("HEC to offer 10,000 PhD scholarships for US", 2016).

Use of educational Technologies

Globalization helps Policy makers and Information technologists to introduce reforms in education and use of educational technologies for exchange of ideas and experiences (Celik & Gomleksiz, 2000). In Pakistan modern technologies are also being used by higher education Institutions. In this regard arrangement of video lectures and conferences are best examples of use of these technologies.

Challenges of Globalization

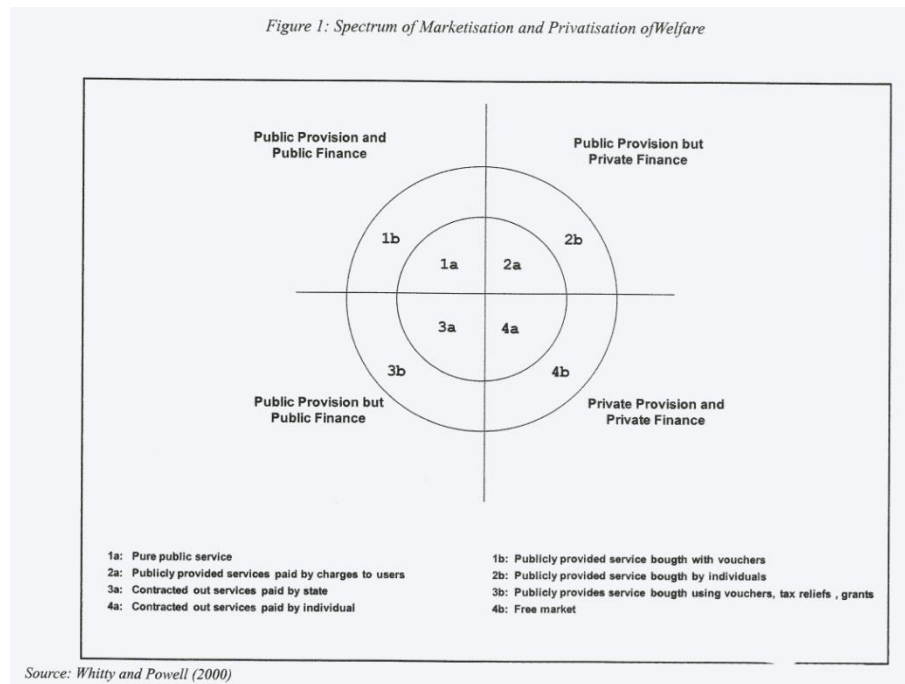
Globalization has posed many challenges in Pakistan for higher education that can be described as following.

Commercialization of Knowledge

There are so many types of globalization in which most prominent is economic dimension. In this perspective education especially higher education, is considered prerequisite for progress and development of market economy (Waters, 1996) that requires those resource persons who can compete in global market. This notion is build upon human capital theory that considers education as an industry instead of propagation of knowledge for moral improvement of human beings. This approach also favors the free market economy that encourages private sector instead of public (Marginson, 1993).

The World Bank and The Organization for Economic Co-operation and Development are supporting governments to modify their public policy from social to economic good (Currie, 2002). This approach is based upon concept that education should

be beneficial at societal level as well as at individual level. Commercialization and privatization of knowledge can be explained in following figure.



In this context, education policy is facing pressure from higher to lower level in Pakistan like other developing countries. It is making efforts to preserve its traditional role as a knowledge supplier and at same time as human capital developer. The focus of education policy is shifting from ideological towards development of human capital that is necessary for the market instead of promulgation of knowledge (Ali, 2005).

Brain Drain

The modern dimension of globalization has been identified as the movement and swap of goods, services, resources, and informative services and highly qualified and trained worker (Sajjad, 2011). Brain drain is a term that means migration of educated, skilled and trained human resources from one country to another for trade, job or education. However majority of migration is from developing to developed countries and it is a very severe issue which must be taken seriously by those countries (Williamson, 2000).

Higher education is one of the most important reasons of emigration. Fifty percent foreigner students are settled in European countries like France, Britain and in America even immediate after completion their studies.

According to recent study among 59 million migrants in The Organization for Economic Co-operation and Development countries about, 20 million are highly skilled. Most of The Organization for Economic Co-operation and Development countries possess South Asian countries including Pakistan, Srilanka and Bangladesh. This issue is also directly related with globalization and Pakistan is facing problem like other developing nations. According to a report released by the Ministry of Overseas Pakistan from 1981 to 2012, 5,873,539 people have migrated out of which 41,498 professional and technical workers emigrated in 2012 alone(Hussain,2015).

Settlement of qualified and trained persons abroad gives a setback to Pakistan not only in form of loss of valuable and skilled employees but also bear the extra expenditure of recruitment and training of new recruited persons. Oda (2009) has presented some important facts about Pakistanis in America according to which 60.9 % and 45 %female Pakistani resident of United States ofAmerica aged 25 years or above were Graduate or having higher degree.

Table 1. Number of South Asian immigrants (age 25 and older) to the USA by level of educational attainment, 2000

Total Educational level				
Country	Immigrants	Primary and less Secondary		Tertiary
Bangladesh	69,180	6,000	20,095	43,085
India	836,780	41,185	127,540	668,055
Pakistan	165,425	11,630	43,365	110,430
Sri Lanka	2,820	495	5,695	15,630

Source:(Oda ,2009)

Table-2: Distribution (%) of Pakistanis who went abroad through Bureau of Emigration & Overseas Employment during 1981-2013 by Country of Destination

United Arab Emirates	30.8
Saudi Arabia	51.2
Oman	8.0
Kuwait	2.6
Bahrain	1.8
Qatar	1.5
Rest of the world	1.6
All	100

Source:(Oda ,2009)

Academic Imperialism

Investment on research and development in public and private universities by national and international institutions in developing nations like Pakistan is encouraged to increase the independence of higher education institutions(Beerkens, 2003).

This autonomy gives the freedom especially to private institutions to set or increase tuition fee and free to build their relations. In this background financial aid released by developed countries to higher education institutions give way to academic imperialism(Hill,2007).

Impact of globalization on education policies

According to Porter &Vidovich (2000) higher education has been affected by globalization by reducing budget to exchange income resources, introduction of new shape of responsibility and discussion about the role of universities in modern societies. Developing countries like Pakistan has diagnosed the stress of globalization on higher education institutions which are being compelled to change syllabus and struggle for budgets(Mok,2000).They are under the pressure of financial institutions like The International Monetary Fund to take out subsidies in which higher education is also included and financing by private sector is encouraging in this sphere. This “market oriented education system is “promoting Scientific and technical education instead of the social sciences and humanities(Ali, 2005).

Ignoring National Needs

For the alignment with globalized world the educational policies of Pakistan like other developing Nations are not satisfying national needs. For example free quality Primary education as well as low cost higher education should be provided by government. But because of privatization of education to enhance the free market economy parallel system of education has been emerged in which quality of education is only limited to financially sound class(Monkman & Baird, 2002).

Like this 4 years BS Honors Program is not according to social and economic environment. Majority of population is living below poverty line (Imran,2013). Where students after graduation try to find some job or earn something. BS program is primarily to entertain the interdisciplinary approach that can be entertained even in two years.

Promotion of higher education at the cost of primary education

In globalized world flourishing of higher education as industry in Pakistan government is targeting promotion of higher education and ignoring primary education instead of fact that in Pakistan literacy rate is not encouraging. According to the Pakistan Social and Living Standards of Measurement (PSLM) Survey 2013-14, the literacy rate in Pakistan is 58 % (2014-15 economic survey of Pakistan). For fiscal year 2014-15

allocation of budget for education was 97.8 billion in which 10% is allocated for secondary, only 7% to pre-primary and primary education(Ghani,2016).

Promotion of global citizenship

In globalized world national citizenship is in competitive position with global Citizenship especially in developing countries. In this regard world political and economic institutions like World Bank and The International Monetary Fund, United Nations pressurized Pakistan and other underdeveloped nations should introduce reforms specially in higher education to meet the demands of global governance and citizenship(Ali, 2005).

5. Conclusion

Through this study an effort has been made to explore the impact of globalization on higher education in Pakistan that is considered a base for implementation of multifaceted process of globalization. The research explores that globalization creates opportunities and on the other side gave birth to new challenges for higher education. Higher education institutions and policy makers must be aware of changing global environment and should understand that this modern wind of change neither be stopped nor opposed but can be managed.

Success of one policy in one country is not the guarantee of its successfulness in another country because of different social and economic conditions. Thus to face the challenges of globalization it is need of hour to revise the higher education policies by policy makers and to introduce reforms in global perspective as well as national priorities to survive in globalized world.

6. Recommendations

1. To discourage brain drain better opportunities of employment should be created and handsome wages or salary should be paid to highly qualified persons.
2. Resources should be allocated by government for different level of education (Primary, Middle, Secondary, Intermediate and Higher level) according to national needs not only focusing or setting priority under international pressure.
3. Private universities should be bound by Government of Pakistan to fix maximum fee to entertain economically less privilege students.
4. Government and universities should facilitate mobility of teachers and students across the national boundaries for research and advance study.

5. Scholarships for advance study in a foreign country should be granted by government and higher education commission of Pakistan to students of social Sciences, Humanities and natural science on equal bases.

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THE ROLE OF EMOTIONAL EMPATHY, OCCUPATIONAL ROLE STRESS AND JOB SATISFACTION AMONG TEACHERS OF SPECIAL AND NORMAL SCHOOLS

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Abstract

This study investigated the Emotional Empathy, Occupational Role Stress and Job Satisfaction among Teachers of average and Special education institutes. The objectives of this study included to explore; predictive relationship between emotional empathy, occupational role stress and job satisfaction among teachers of special education and normal schools, gender difference in teachers of special education and normal children schools on emotional empathy and difference in job satisfaction of teachers of special education and normal children schools in the context of Pakistan. In present study three instruments were used; Emotional empathy scale (Caruso & Mayer, 1998), occupational role stress scale (Pareek, 1993) and Job satisfaction scale (Macdonald & MacIntyre, 1991). These were administered on the sample of 150 teachers along with informed consent. To achieve the objectives of the study hypotheses were formulated and tested by using correlation and regression analysis. Hypotheses were strongly supported; the results showed that normal school teachers were more empathetic as compared to the special school teachers. The results also supported the hypothesis that occupational role stress had negative correlation with job satisfaction. Special education teachers showed higher level of occupational role stress and low job satisfaction as compared to normal school teachers.

Keywords: Emotional empathy, Occupational role stress, Job satisfaction

1. Introduction

In educational organizations, employees are hardworking, committed and providing favorable working conditions. They utilize their talent, skills and will grease the wheels of organizational machinery. In Special Education Department, teachers play outstanding role in the development of student's behavior, attitude, skills, and the knowledge necessary for living independent and productive life as compared to other members of this organization. Research has shown that teachers who are empathic are highly moral individuals and they attach themselves mentally and emotionally to the students to generate similar responses in return. Through their personal interactions they invoke morality in their students and colleagues (Cooper, 2002).

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“Empathy is an important component of social cognition that contributes to one’s ability to understand and respond adaptively to other’s emotions, succeed in emotional communication, and promote pro social behavior”. The study of empathy is captivating because “the tendency of humans to experience the emotional states of others” probably has massive implications for social interaction (Rogers, 1975).

Job satisfaction is a condition that refers to make a person feel satisfied with their job and many aspects of job like psychological, physiological and environmental aspects. Job satisfaction can be defined as “the positive and negative feelings and attitudes employees hold about a job” (Schultz & Schultz, 2010). Tettand Meyer (1993) described the driving factors of job satisfaction into two broad aspects: external aspects (organizational, social and cultural characteristics) and internal aspects (personality, affective and emotional characteristic) (Hoppock, 1977). It may be argued that in special education department, low job satisfaction of teachers could be a reason of teachers’ resignation — this assumption will be tested. Job satisfaction can be assessed according to a worker’s expectations, value and reward (Evans, 1998); and can be established by differentiating between the person’s expectations and the personal fulfillment about job (Evans, 1997).

Lewis (1999) conducted a research and compared the levels of satisfaction and dissatisfaction among special and general school teachers. Teachers of special education were found to be more dissatisfied from within and from outside the class room. The difficulties were particularly common in younger, less experienced special education teachers. It is argued that emotional empathy affects job satisfaction. Emotional awareness can help in the regulation of negative feelings and if the individual will have a better performance in their job; then it will set the foundation of job satisfaction and it seems that employees with high emotional empathy will be more satisfied with their jobs (Harris et al., 2008).

According to Kantas (2001) teacher stress may be defined as ‘the experience of unpleasant emotions like anger, anxiety, tension, frustration or depression, resulting from working conditions’. The factors that impact teachers’ job satisfaction can be divided into three domains: micro level (teacher background factors); meso level (school-level factors); and macro level (factors associated with society and the education system). The abnormal reaction to the threatening environmental elements is stress. Stress can be divided into two

ways: eustress and distress. Eustress is named as positive stress and often associated as moderate and low stress levels while distress is the high level of stress experienced by individuals (Akomolafe & Ogunmakin, 2014). Teachers who experience eustress would be able to meet job demands, this could contribute to the increased quality of work life. Decreased quality of work life is the end result in teachers who experience distress and may not be able to fulfill job demands (Newell, 2002). Teachers' stress is a kind of work stress in the course of discharging teachers' responsibilities. As a teacher, different working aspects may lead to tension, frustration, anger and depression (Kyriacou, 1987).

Special education teachers' choose their profession to produce changes in the student's lives with special needs and at the same time they fulfill their own goals and self-worth (Pranjić & Grbović, 2011). At the same time, research findings provide information about the negative aspects of special education teaching. The negative factors include poor school climate, role confusion, and increased level of stress and decreased levels of job satisfaction (Gersten et. al, 2001). Job stressors were found to be predictive of job dissatisfaction (Cooper, Rout & Faragher, 1989). Ismail et al. (2009) determined that physiological stress level has increased job satisfaction and psychological stress level did not decrease job satisfaction (Akomolafe & Ogunmakin, 2014). Poor working conditions also induce stress that has strong influence on the teachers' job satisfaction (Liu & Rawsa, 2008). Rationale of the present research is to explore the relationship between emotional empathy, occupational role stress and job satisfaction among teachers of special education institutions. Aim of the present research is to explore this phenomenon in Pakistani population with the help of primitive, reliable, and valid instruments.

1.1 Objectives of the study

The purpose of the present study was;

1. To explore the predictive relationship between emotional empathy, occupational role stress and job satisfaction among teachers of special education and normal schools.
2. To explore difference in the emotional empathy among special and general school teachers.
3. To explore difference in job satisfaction among teachers of special education and general schools.

1.2 Hypothesis

1. There is a positive relationship between emotional empathy and job satisfaction among teachers of special education.

2. There is a negative relationship between occupational role stress and job satisfaction among teachers of special education and mainstream schools.
3. Teachers of special educational institutes have high level of emotional empathy and occupational role stress as compared to teachers of mainstream schools.
4. There is a higher level of occupational role stress in teachers of special education institutes than teachers of mainstream schools.
5. There will be significantly lower level of job satisfaction in teachers of special education institutes than teachers of mainstream schools.

1.3 Operational Definition of Variables

1. **Emotional Empathy.** Empathy means to feel what the other feels. It is the unique capacity of the human beings to recognize emotions of others (Goleman, 1995).
2. **Occupational Role Stress.** Occupational role stress is defined as condition arising from the interaction of people and their jobs, and characterized by changes within the people that force them to deviate from their normal functions (Bechr & Newman, 1978).
3. **Job Satisfaction.** Macdonald and MacIntyre (1997), defined job satisfaction as “an individual’s positive affective reaction of the target environment as a result of the individual’s appraisal of the extent to which his or her needs are fulfilled by the environment”.

2. Literature Review

A review of literature indicates that there is a positive relationship between emotional empathy and job satisfaction (Mousavi et al., 2012) and occupational role stress and job satisfaction (Billingsley & Cross 1992). Individuals with empathy have ability to spontaneously and naturally perceive other person’s thought and feelings. Empathy affects person’s job satisfaction and has a significant influence on the employee behavior. According to Rogers (1975), the presence of high empathy level among employees reduces stress related to job and therefore it increases the job satisfaction. An appraisal of previous researches indicated that empathy is positively associated with job satisfaction. It is the intension of the present study to establish if there is a positive association between job satisfaction and emotional empathy among teachers of special education. Similarly, teachers who experience distress are dissatisfied with their jobs. There is a limited research evidence about the teachers of special education institutes, therefore present study

attempts to find the impact of empathy and occupational role stress on job satisfaction. The study has also compared the variables among teacher of schools for normal children and special children.

3. Methodology

3.1 Research Design

The research was descriptive in nature and survey technique was used to investigate the Emotional Empathy, Occupational Role Stress and Job Satisfaction among Teachers of average and Special education institutes.

3.2 Population and Sample

The participants of the study included teachers ($N=150$) belonging to special ($n = 75$) and normal children ($n = 75$) government schools of Rawalpindi and Islamabad during the year 2015. The participants of the present study comprised of full time permanent teachers of government schools for special and general school education. Purposive sampling technique was used to select sample for present study.

3.3 Instruments

3.3.1 Emotional Empathy Scale (EES). Multidimensional Emotional Empathy Scale was developed by Caruso and Mayer (1998) at University of New Hampshire. The scale consists of 30 items and is scored on five points from “strongly agree” to “strongly disagree”. The reliability estimate of alpha coefficient ($\alpha = .85$) for EES scale.

3.3.2 Occupational Role Stress Scale. Occupational Role Stress Scale developed by Pareek (1993) was used. It has 50 items. It is a five point Likert scale 1-5. It measures 10 different role stressors. This scale has accepted reliability estimate of alpha coefficient .93. The scale and their items measuring the subscale are given below:

- | | |
|------------------------|------------------------|
| 1. Inter role distance | 2. Role stagnation |
| 3. Role expectation | 4. Role isolation |
| 5. Role erosion | 6. Self-role |
| 7. Role over load | 8. Resource inadequacy |
| 9. Personal inadequacy | 10. Role ambiguity |

3.3.3 Generic Job Satisfaction Scale. For the present study the generic job satisfaction scale developed by Macdonald and MacIntyre (1991) was used as a measure of job satisfaction. The scale consists of 10 items and is scored on five points likert scale. The internal consistency reliabilities of the generic scales range from 0.80 to 0.88, as

determined by corrected split half correlations. The scales are highly co-related with other measures of satisfaction (average = .70).

3.4 Data Collection

By using the aforementioned standardized scales, data were collected through personal visits of the researcher to the sampled institutions.

4. Findings

Table 1. Demographics of participants (N = 150)

Grouping variables	No. of Teachers
School system	
Special education	75
General education	75
Education	
Graduates and below	64
Masters and above	86
Marital Status	
Married	73
Unmarried	77
Age	
Young	80
Old	70

For the present study 150 participants were selected. These participants were classified on the basis of school system as teachers for special education ($n = 75$) and general education ($n = 75$). Teachers were also classified as graduate and below ($n = 64$) and masters and above ($n = 86$). 73 teachers of the total sample were married while 77 were unmarried. Participants were of two age groups as young ($n = 80$) and old age ($n = 70$).

Table 2. Alpha Coefficients, Descriptive Statistics and Range of multidimensional scale of emotional empathy, occupational role stress and job satisfaction scale (N = 150)

Scales							Range	
	<i>N</i>	<i>A</i>	<i>M</i>	<i>SD</i>	Skewness	Kurtosis	Potential	Actual
Emotional empathy	30	.85	85.48	44.24	-.015	-1.06	42	104
Occupational role stress	50	.85	104.7	69.25	-.027	-1.78	141	162
Job satisfaction	10	.88	49	11.10	-.098	-1.77	18	33

Table 2 indicates psychometric properties of multi-dimensional emotional empathy scale, occupational role stress scale and job satisfaction scale. The mean scores for emotional empathy is 85.48 ($SD = 44.25$), for occupational role stress mean is 104.7 (SD

= 69.25) and for job satisfaction scale mean is 49 (SD = 11.10). Reliability estimate is found by Cronbach's alpha. Coefficient alpha for multi – dimensional scale of emotional empathy is .855 for occupational role stress is .851 and for job satisfaction scale is .884

Table 3. Relationship of Job Satisfaction with Occupational Role Stress and Emotional Empathy (N=150)

Scales	Job satisfaction
Emotional empathy	.937***
Occupational role stress	-.932***

*** $p < .001$

Table 3 shows correlation among emotional empathy, occupational role stress and job satisfaction. Results indicate significant positive correlation between emotional empathy and job satisfaction ($p < .001$) and significant negative correlation between occupational role stress and job satisfaction ($p < .001$).

Table 4. Hierarchical Multiple Regression Analysis on Emotional Empathy, Occupational Role Stress and Job Satisfaction (N = 150)

Predictors	Job satisfaction		
	B	SE	B
Step I			
Constant	12.60	.690	
Emotional empathy	.235	.007	.937***
Step II			
Constant	19.024	7.801	
Emotional empathy	.193	.051	.770***
Occupational role stress	-.027	.033	-.169

For step 1: $R^2 = .879$; $F = 1073.82$ ***

For step 2: $R^2 = .879$; $F = 536.102$ ***; $\Delta R^2 = .012$; $\Delta F = 14.02$

Table 4 reveals significant predictive relationships between emotional empathy and job satisfaction. The first model in above Table is suggesting that emotional empathy is significant predictor of job satisfaction. The values of R^2 (.879 for emotional empathy) indicate that the above mentioned variable can predict 87% of job satisfaction. As the B values are positive which are indicative of the fact that the prediction is in the same direction. In other words higher the scores on emotional empathy will predict more job satisfaction among school teachers. The prediction is significant as [$F(1,148) = 1073.829$ and $p < .05$] for emotional empathy.

The second model include occupational role stress as other predictor of job satisfaction, the values of R^2 (.879) indicate that occupational role stress can predict 87% of job satisfaction [$F(2, 147) = 536.12$ and $p < .05$]. As the B values are negative which are indicative of the fact that the prediction is in the opposite direction. In other words higher the scores on emotional empathy will predict less job satisfaction among school teachers. The prediction is significant as [$F(1, 148) = 1073.829$ and $p < .05$] for occupational role stress.

Table 5. Mean differences of emotional empathy, occupational role stress and job satisfaction between teachers of special and general education (N=150)

Scales	Teachers of schools for general education (n=75)		Teachers of schools for special education (n=75)		<i>t</i> (148)	<i>P</i>	95% CI	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
Emotional empathy	129	3.16	43	14.84	48.19	.000	82.03	89.04
Occupational role stress	36.02	10.46	169.85	21.65	47.77	.000	-139.3	-128.2
Job satisfaction	43.31	2.44	22.66	5.05	31.56	.000	19.35	21.92

Table 5 indicates difference in emotional empathy, occupational role stress and job satisfaction among teachers of special education school and general education school. Result shows that there is a significant difference ($p < .05$) in emotional empathy, occupational role stress and job satisfaction among teachers of schools for special education and general education.

Table 6. Mean difference of emotional empathy, occupational role stress and job satisfaction among teachers of lower and upper age group (N=150)

Scales	Lower age group (n=86)		Upper age group (n=64)		<i>t</i> (148)	<i>P</i>	95% CI	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
Emotional empathy	78.97	44.19	94.23	43.11	2.13	.036	-29.52	-.989
Occupational role stress	113.32	69.4	93.17	67.86	1.77	.078	-2.27	42.58
Job satisfaction	31.04	10.80	34.95	11.18	2.15	.033	-7.48	-.329

Table 6 indicates mean difference in emotional empathy, occupational role stress and job among teachers of upper and lower age groups. Result shows that there is a significant difference ($p < .05$) in emotional empathy and job satisfaction among teachers

of upper and lower age. Results indicate that there is no significant difference ($p>.05$) in occupational role stress among teachers of upper and lower age group.

Table 7. Mean difference of emotional empathy, occupational role stress and job satisfaction among married and unmarried teachers (N=150)

Scales	Unmarried (<i>n</i> =73)		Married (<i>n</i> =77)		<i>t</i> (148)	<i>P</i>	95% CI	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
Emotional empathy	85.91	44.15	85.07	44.61	.116	.908	-13.49	15.16
Occupational role stress	104.5	70.90	104.93	68.12	.038	.970	-22.86	22.00
Job satisfaction	32.52	11.37	32.89	10.89	.206	.837	-3.97	3.21

Table 7 indicates difference in emotional empathy, occupational role stress and job among married and unmarried teachers. Result shows that there is a no significant difference ($p>.05$) in job satisfaction, occupational role stress and emotional empathy among married and unmarried teachers.

5. Discussion

The present research is conducted to explore the phenomenon of emotional empathy, occupational role stress and job satisfaction on a sample of special education and general education school teachers. Further the study is focused to find out the relationship among emotional empathy, occupational role stress and job satisfaction among school teachers. Another objective of the present research is to find out relationship among job satisfaction, emotional empathy related and occupational role stress. Further the relationship of demographic variables such as age, marital status of teachers on emotional empathy and job satisfaction was also explored.

First of all, psychometric properties of the emotional empathy occupational role stress and job satisfaction were disclosed on the sample of school teachers of Rawalpindi and Islamabad. Significant reliability was found for all study variables. It was revealed that emotional empathy had significant high correlation with job satisfaction and that was in accordance with hypothesis. The results also supported the hypothesis that occupational role stress had negative correlation with job satisfaction. Reduction of stress may increase job satisfaction. Muhammad et al. (2011) also revealed that there is a negative relationship between job stress and job satisfaction. Regression analysis showed that occupational role stress had a role as a moderator in the impact of emotional empathy on job satisfaction. Decreasing the stress may lead to increase in job satisfaction.

The results supported the hypothesis that special education teacher has higher level of occupational role stress and low job satisfaction as compared to normal school teachers. The main cause of extreme stress was low level of regular supervision concerning work, low level of social support and finally work was mentally and physically demanding. The special education teachers feel dissatisfaction with present work, life and health. For female special school teachers, a balanced social role orientation was associated with higher level of job satisfaction and lower levels of satisfaction and higher levels of distress. Fish (2009) reported similar results. The findings were also supported by Strunk and Robinson (2006) and Banks & Necco (1990).

It was further hypothesized that older teachers would be more empathic as compared to the young teachers. The results were in line with the research done by Knowles (1980) who found that older teachers had higher self-esteem and their needs were met frequently so they felt more empathic as compared to the young teachers. According to Dunham (1992) the teachers who felt more satisfied were more empathic because they had chosen their profession in more determined and aware way. Older teachers indicated that their self-esteem was met more frequently so they are more empathic and satisfied (Knowles, 1980).

There was no significant difference in the normal and special school teachers in terms of marital status regarding the variables under consideration. This was in contradiction with the hypothesis. AbuAlRab (2004) found that marital status was not always a determinant and that in some cases those who are happy in their married life get support from their spouses and their professional life is successful too. This result was also supported by a study conducted by Pervaz and Hanif (2003) who found that there was no significant difference among married and unmarried teachers regarding job stress and job satisfaction.

6. Conclusions

Results of the study concluded that:

- Special education teacher has higher level of occupational role stress and low job satisfaction as compared to normal school teachers
- Older teachers were more empathic as compared to the young teachers
- There was no significant difference in the normal and special school teachers in terms of marital status regarding the variables under consideration.

7.Recommendations

Educational programs should be introduced on electronic media like TV Talk shows to increase the importance and problems related to teaching profession in Pakistan. There should be programs to develop professional training and to increase interest level among new teachers. Working environment play an important role in any job field so, teachers should be provided supportive and collaborative environment to dissolve their problems. Workshops seem to be effective for teachers of both average and special institutes for their mental health like stress management. Workshop of emotional intelligence may be organized to enhance their emotional empathy.

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SUBMISSION GUIDELINES FOR RESEARCH PAPER

The editors welcome submissions of research papers based on original and new research ideas in proper English language that have not been submitted elsewhere for publication. The manuscripts would only be considered that follow the journal's format. Instructions for authors are given on the journal website. Only the electronic submissions in MS-Word format are accepted and should be sent only to the journal's e-mail address through two file attachments:

Title Page

It must contain the following information:

Title of research paper (Type the title centered, capitalize key words, double-spaced)

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Research Paper (without author identification)

The research paper contains the following:

i) Abstract

Abstract is a brief (150-250 words) comprehensive summary of the research. The word "Abstract" is centered as the first line of type on this page. Type the abstract as a single paragraph in block format (i.e., without paragraph indentation). The abstract contains research topic, objectives, participants, methods, data analysis technique/s and key findings.

Write a list of keywords from your research paper at the end of abstract. Type Keywords: (italicized) and then list your keywords.

ii) Introduction (1-3 pages)

Introduction is level one heading of research paper. The introduction of the topic will set the stage for explaining the research. It should clearly present the purpose of study and give general overview of main research question and kind of proposed study.

Introduction may include following level two headings:

Objectives of the Study/Research Questions/Hypothesis

Significance of the Study

Delimitations of the study (if any)

iii) Literature Review (4-7 pages)

The review of literature should generally begin on a new page. Discuss the literature related to your proposed study. This section is designed to inform readers about past studies that have already been conducted, and provides perspectives on your area of interest. The review should include a brief discussion of any "classical studies" in this area, if appropriate, but the major portion of the content should focus on the past decade of research. It should close with a logical summary of past research and transition to a statement about what should be studied next. After you present what is already known, make your case for your research either answering a new question, getting a new answer to an old question, answering a question about a new population, etc. After you have made your case that your research is going to give new information, you will summarize the major points. Remember that the Introduction discusses the problem. The review of literature should concentrate on solutions (those that exist, those that are still required).

iv) Research Methodology (1-3 pages)

Introduce the general methodology that was used for your study. You should ensure that your research methodology has been designed properly and that all the elements required

have been considered.

Research Methodology may include following subheadings

Research Design

Population

Sample and sampling Techniques

Instrumentation

Data collection

v) Data Analysis and Interpretation

Mention the data analysis technique and interpret the data accordingly.

vi) Discussion and Conclusion

In this section discuss the findings of data in light of other studies.

vii) Recommendations

Give practical recommendations based on data analysis.

viii) References

Follow APA 6th Edition for referencing style.

GENERAL DOCUMENT GUIDELINES ARE AS FOLLOWS:

All text must be single spaced.

The text is typed in font size 12, Times New Roman.

Main headings are 12 bold, centered and subheading are having font of 12 bold at left.

Use the page margin of 1 inch on all sides on A4 size paper

Indent all paragraphs 5-7 spaces or .5".

All pages are numbered in consecutive order using Arabic numerals. The page numbers should be centered in footer of the page.

Justify the text (align on both sides your margins).

Plagiarism check will be done of research paper and the allowed limit is less than 19%.

Self plagiarism is also not allowed.

Charts, graphs, photographs, diagrams, etc., are called figures and should be numbered consecutively using Arabic numerals. The figure caption is placed below the figure.

Tables should be numbered consecutively in Arabic numerals. The number and title of the table are centered above the table. In the text, refer to tables by their number: e.g. as shown in Table 8,, do not write "the table above" (or below) or "the table on page 32," because the position and page number of a table cannot be determined until the pages are typeset.

GUIDELINE FOR BOOK REVIEW

A book review is a description, critical analysis, and an evaluation on the quality, meaning, and significance of a book. It should focus on the book's purpose, content, and authority. It is a reaction paper in which strengths and weaknesses of the material are analyzed. It should include a statement of what the author has tried to do, evaluates how well (in the opinion of the reviewer) the author has succeeded, and presents evidence to support this evaluation.

The following may be included in book review:

1. Write a statement giving essential information about the book: title, author, first copyright date, type of book, general subject matter, special features (maps, color plates, etc.), price and ISBN.

2. State the author's purpose in writing the book. Sometimes authors state their purpose in the preface or the first chapter. When they do not, you may arrive at an understanding of

the book's purpose by asking yourself these questions:

- a. Why did the author write on this subject rather than on some other subject?
- b. From what point of view is the work written?
- c. Was the author trying to give information, to explain something technical, to convince the reader of a belief's validity by dramatizing it in action?
- d. What is the general field or genre, and how does the book fit into it?
- e. Who is the intended audience?
- f. What is the author's style? Is it formal or informal? Evaluate the quality of the writing style by using some of the following standards: coherence, clarity, originality, forcefulness, correct use of technical words, conciseness, fullness of development, fluidity. Does it suit the intended audience?
- g. See the Table of Contents, it can help understand how the book is organized and will aid in determining the author's main ideas and how they are developed – chronologically, topically, etc.
- g. How did the book affect you? Were any previous ideas you had on the subject changed, abandoned, or reinforced due to this book? How is the book related to your own course or personal agenda? What personal experiences you've had relate to the subject?
- h. How well has the book achieved its goal?
- i. Would you recommend this book or article to others? Why?

3. Explain the method of development-the way the author supports the thesis. Illustrate your remarks with specific references and quotations. In general, authors tend to use the following methods, exclusively or in combination.

a. **Description:** The author presents word-pictures of scenes and events by giving specific details that appeal to the five senses, or to the reader's imagination. Description presents background and setting. Its primary purpose is to help the reader realize, through as many sensuous details as possible, the way things (and people) are, in the episodes being described.

b. **Narration:** The author tells the story of a series of events, usually presented in chronological order. In a novel however, chronological order may be violated for the sake of the plot. The emphasis in narration, in both fiction and non-fiction, is on the events. Narration tells what has happened. Its primary purpose is to tell a story.

c. **Exposition:** The author uses explanation and analysis to present a subject or to clarify an idea. Exposition presents the facts about a subject or an issue as clearly and impartially as possible. Its primary purpose is to explain.

d. **Argument:** The author uses the techniques of persuasion to establish the truth of a statement or to convince the reader of its falsity. The purpose is to persuade the reader to believe something and perhaps to act on that belief. Argument takes sides on an issue. Its primary purpose is to convince.

4. Evaluate the book for **interest, accuracy, objectivity**, importance, thoroughness, and usefulness to its intended audience. Show whether the author's main arguments are true. Respond to the author's opinions. What do you agree or disagree with? And why? Illustrate whether or not any conclusions drawn are derived logically from the evidence. Explore issues the book raises. What possibilities does the book suggest? What has the author omitted or what problems were left unsolved? What specific points are not convincing Relate the book to larger issues.

5. If relevant, make note of the **book's format** – layout, binding, typography, etc. Are there maps, illustrations? Do they aid understanding?

6. **Summarize**, analyze, and comment on the book's content. State your general

conclusions. List the principal topics, and briefly summarize the author's ideas about these topics, main points, and conclusions. Use specific references and quotations to support your statements.

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