

Investigation and Implementation of Inventive Teaching Skills for Management Education.

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Abstract: *The goal of the present educational research is to build up an inventive teaching strategy that will improve students' learning and reasonable comprehension. This paper will exhibit the advancement, structure and lessons learned amid the foundation of a mixed flipped classroom for designing Management students at the undergraduate level. A scope of themes including Key components utilized for advancement, assessment and evaluation of flipped showing systems is examined. Educational contribution is a basic part of designing training; Management students must have the capacity to apply the learning picked up from an lectures. Nonetheless, term of educational contact in the classroom is obliged by credit hours. For some Management students, evaluated homework assignments and exams are the main encounters they have in taking care of complex Management issues. Virtual lectures give Management students the chance to apply their insight into arithmetic, Statistics Mathematics, and designing amid class time, in this way expanding their capacity to recognize, figure, and take care of Management issues. The proposed instructional process influences progressions in innovation consolidated with customized critical thinking activities to expand a graduate's capability as an MBA student.*

Key words: *flipped classroom, keys elements, Management education, emerging trend, pros n cons,*

I. Introduction

In today's Management world our designing students learn and do. Effectively captivating students propels further pondering course content and conveys additional vitality to a classroom. Agreeable learning, issue based learning, and the utilization of case techniques and recreations are some methodologies that advance dynamic learning. We are improving information, aptitudes, and comprehension through reasonable experience. Dynamic learning is your chance to accumulate genuine building background in energizing, intriguing settings. We connect with your creative ability and offer approaches to build up your critical thinking aptitudes and entrepreneurial soul ideal in the classroom.

Here are some of the ways we engage our students in learning by doing.[1]

Problem-Based Learning - Students engage in complex, challenging problems and collaboratively work toward their resolution. PBL is about students connecting disciplinary knowledge to real-world problems.[1]

Flipped Classroom - Instead of classroom lectures, students view lectures online. Classes are devoted to problem-solving and instructors act as tutors.[1] Vertically-Integrated Projects - long-term, large-scale research/design projects for both undergraduates and graduates.[1]

Living Learning Communities - Classroom instruction takes place beyond the barriers of classroom walls and incorporates less conventional learning strategies. Focus in on the Grand Challenges. Students divided into teams to complete coursework.[1]

Startup Lab - Students develop a business model for a startup idea of their own.[1]

Flipped classroom

Flipped classroom is an instructional technique and a kind of mixed discovering that turns around the customary learning environment by conveying instructional substance, regularly on the web, outside of the classroom. It moves exercises, including those that may have generally been considered homework, into the classroom. In a flipped classroom, students watch online addresses, team up in online examinations, or complete research at home and take part in ideas in the classroom with the direction of a guide.

In 1993, Alison King published "From Sage on the Stage to Guide on the Side" In the article, King focuses on the importance of the use of class time for the construction of meaning rather than information transmission. While not directly illustrating the concept of "flipping" a classroom, King's work is often cited as an impetus for an inversion to allow for the educational space for active learning.[2]

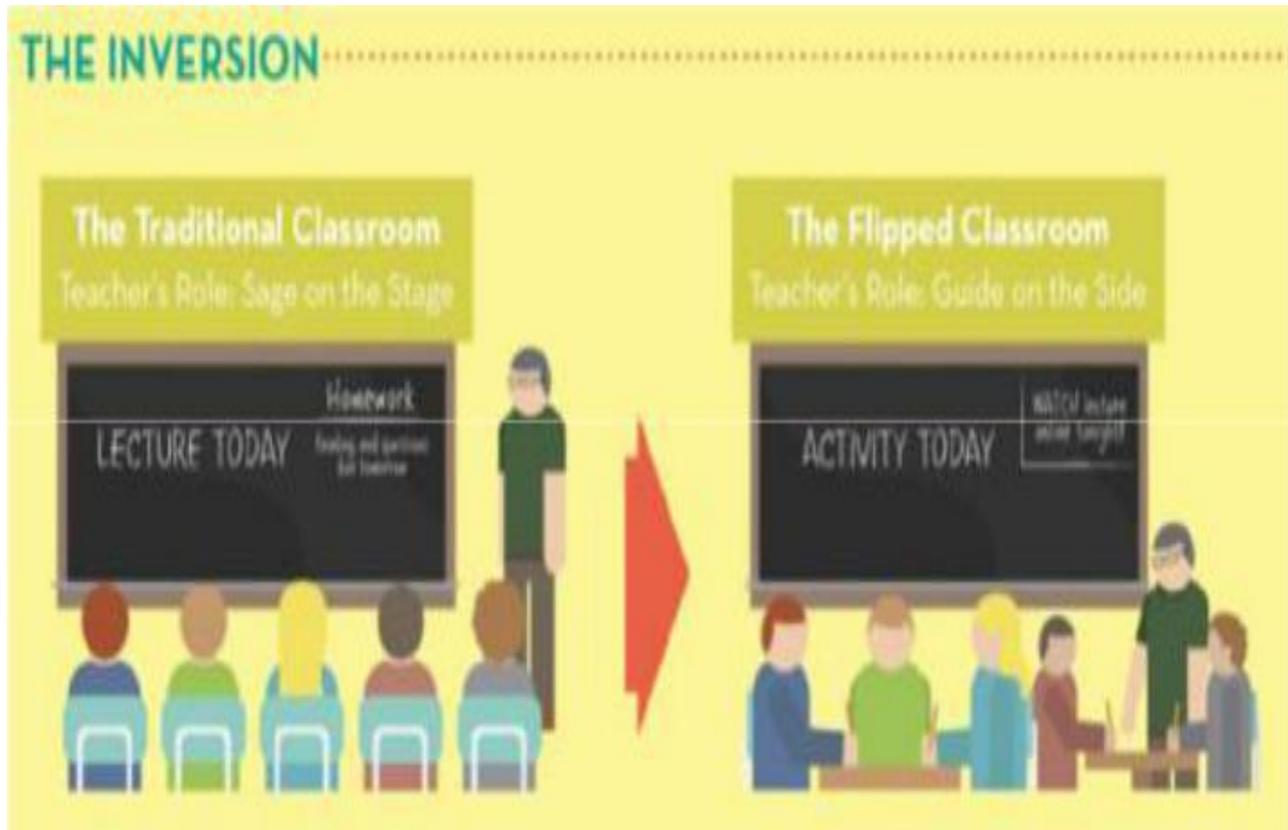


Fig. 1. The Inversion of Traditional Classroom

The key components of the flipped classroom

Give a chance to students to increase first introduction before class.

The component utilized for first presentation can differ, from straightforward course reading readings to address recordings to podcasts or screen casts. [3]

Give a motivating force to students to get ready for class.

Students finished a task connected with their planning and that assignment was connected with focuses. The task can shift the went from online tests to worksheets to short written work assignments, yet for every situation, the errand gave a motivation to students to come to class arranged by talking the regular dialect of students: focuses. By and large, reviewing for culmination instead of exertion can be adequate, especially if class exercises will give students the sort of criticism that evaluating for exactness normally gives. [3]

Give a system to asses students understanding.

The pre-class assignments that students finish as proof of their readiness can likewise help both the teacher and the understudy survey understanding. Pre-class online tests can permit the educator to hone Just-in-Time Teaching which essentially implies that the teacher tailors class exercises to concentrate on the components with which students are battling. On the off chance that consequently reviewed, the tests can likewise help students pinpoint zones where they require offer assistance. Pre-class worksheets can likewise center understudy consideration around regions with which they're battling and can be a takeoff point for class exercises, while pre-class composing assignments help students elucidate their reasoning about a subject, consequently creating wealthier in-class discourses. Imperatively, a significant part of the criticism students need is given in class, diminishing the requirement for educators to give broad editorial outside of class . Likewise, a number of the exercises utilized amid class time can serve as casual checks of understudy comprehension. [3]

Give in-class exercises that concentrate on more elevated amount intellectual exercises.

On the off chance that the students increased fundamental information outside of class, then they have to invest class energy to advance further learning. Once more, the action will rely on upon the learning objectives of the class and the way of life of the train. In different settings, students may invest energy in class occupied with verbal confrontations, information examination, or blend exercises. The key is that students are utilizing class time to extend their comprehension and increment their aptitudes at utilizing their new learning. [3]

2.Comparison between traditional classroom and flipped classroom

Rather than utilizing profitable class time conveying substance to students then having them apply that learning at home, you pre-string direct guideline and have students watch it at home then in class they chip away at homework or the application part.[4]

TABLE XI. COMPARISON BETWEEN TRADITIONAL AND FLIPPED CLASSROOM

Comparison		
Activity	Traditional Classroom	Flipped Classroom
Before class	1. Students assigned,2. something to read,3. Teachers Prepares lectures	Students guided through learning module that asks and collects questions., Instructor prepares learning opportunities
Beginning of class	Students have limited information about what to expect. Instructor makes general assumption about what is helpful	Students have specific questions in mind to guide their learning. Instructor can anticipate where students need the most help.
During class period	Students try to follow along. Instructor tries to get through all the material.	Students practice performing the skills they are expected to learn. Instructor guides the process with feedback and mini-lectures
After class period	Students attempt the homework, usually with delayed feedback. Instructors grades past works	Students continue applying their knowledge skills after clarification and feedback. Instructor posts any additional explanations and resources as necessary and grades higher quality work.
Office hours	Students want confirmation about what to study Instructor often repeats what was in lecture.	Students are equipped to seek help where they know they need it. Instructor continues guiding

		students toward deeper understanding.
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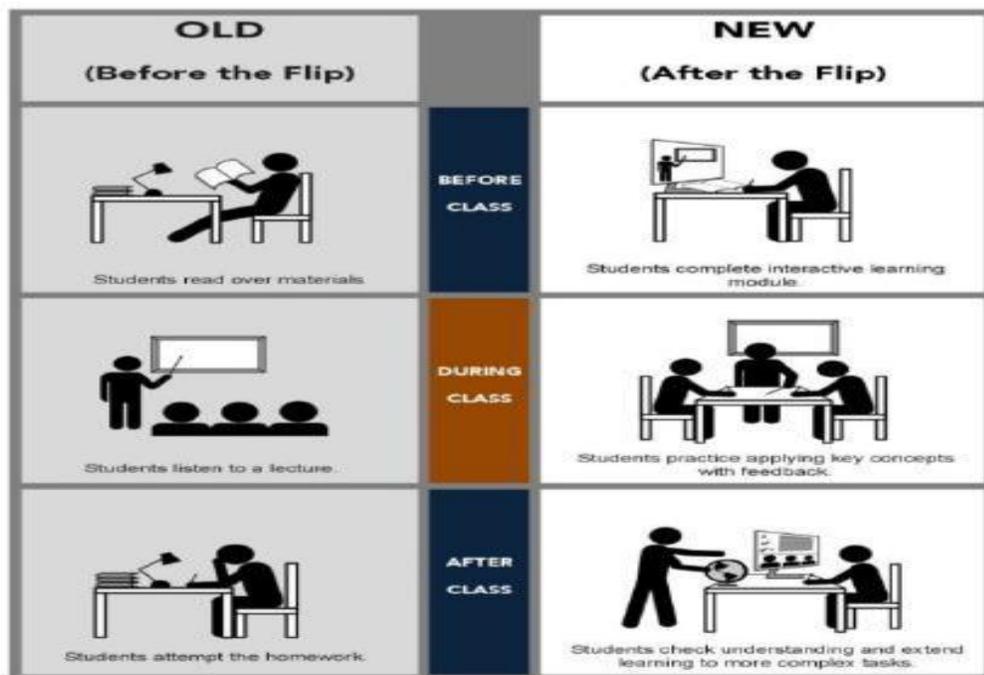


Fig. 2. Comparison between traditional classroom and flipped classroom

3. Pros n cons of flipped classroom Pros of flipped classroom

- Anytime/multiple access to materials
- Better execution in tests/homework
- Better time administration
- Enhanced joint effort and relational abilities
- Existing assets that can be received
- Facilitation of critical thinking systems/abilities
- Improved comprehension of new ideas
- Increased learning maintenance of material
- Increased inspiration/engagement towards learning
- Increased rehearse time and self-viability
- Increased understudy educator cooperation
- Larger content scope
- More opportunities to receive feedback
- Reduced nervousness towards new difficulties
- Self-directed pace/free learning
- Support of different learning styles/instructional inclinations

4.Cons of flipped classroom

- Greater forthright speculation for advancement of video assets (e.g., focused on perusing, recordings, and so forth.)
- Higher set-up cost
- Increased prerequisite for self-control Increased understudy workload
- Limited chance to make inquiries amid pre-class exercises
- Reduced inspiration/engagement in class
- Technology challenges (e.g., recordings not finish/with mistakes; not working)

6.Conclusion

Flipped classroom being an emerging trend in Management education has been reviewed and presented. The research paper shows positive picks up in critical thinking abilities, theoretical comprehension, student retention, and fulfillment with flipped classroom. In addition the Flipped classroom has proved to be boon over the old traditional classroom methods with reference to comparison presented, leading way towards the long term learning gains for the Management students. It can be concluded that flipped classroom is an emerging trend leading towards a new apex in Management education,

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