

SKILL OF REDUCING COGNITIVE DISSONANCE IN PROFESSIONAL ENVIRONMENT

Dr. P. Muthusamy

Assistant Professor, Thiagarajar College of Preceptors, Madurai

Dr. S. Prasannakumar

Associate Professor, IUCTE, RIE, Mysuru

Introduction

In Teacher Training Institutions, Newly joined Teacher Educators face dissonance situation while performing their profession. Due to the problem of intrapersonal conflict and ego clash. In this situation, the teacher Educators different feelings are affected, and thereby they express quite, shame, embarrassment or anger is the effects of cognitive dissonance situation. If the dissonance is so severe, some teacher Educators may feel uncomforted and they become in discipline or they can develop irregularly and don't committing their work until the dissonance is solved. In this situation, the teacher Educators makes use of cognitive skill to change their attitude and behaviour. So that they can reduce the inconsistent nature of this profession.

Cognitive Dissonance

"A state of psychic tension caused by the simultaneous holding of mutually inconsistence attitude or the existence of a lack of consonance between attitudes and behaviour". When dissonance situation occurs people will adjust their pattern behaviour. (Sears, et.al; 1985) and Turn bridge and Ashwaorth 1966).

In other words, cognitive dissonance is the term used to describe the state of holding two or more conflicting cognitions (eg: ideas, beliefs, values, emotional reactions) Simultaneously (Leon, Festinger; 1956).

Creation of cognitive dissonance

The following factors are responsible for creating cognitive dissonance.

1. New information (Momentary Dissonance)

In the working environment teacher educators decide to perform their role favourably, but the new information prevent them to perform their role. In this juncture, momentary dissonance develops.

2. Uncontrollable Circumstances

If newly joined teacher educators are controlled by other experienced teacher educators beyond their limit or level, the situation may develop dissonance.

3. Logical Inconsistency

If the teacher Educators thinks that, they want to spend optimum manpower in their working environment but the environment is not in favour of them. In this circumstance, they forced to enter in dissonance situation because of the logical inconsistency.

4. Cultural Mores

In the working environment, teacher educators from different areas get job and they work together. If their culture differs, naturally there will be an indifferent attitude among teachers. Then the dissonance develops, because of cultural variation.

5. Inclusion of a specific Attitude in a general Attitude

Naturally, the teacher educators act in most of the time honestly in their activities but in few situations, because of the influence of some factors they enter in dysfunction and that condition allow them to enter dissonance situation

Skills required to reducing the dissonance situation

1. Change of Behaviour

The really Joined Teacher Educators are not permitted to conduct any Educational programme by the college administration. In this situation, Teacher should understand how far they have congenial environment to work and they developed hatred towards teacher and other exhibited activities and they also develop an idea of leading the Institutions by changing their behaviour

2. Changing the conditions of the Environment

If the environment is not in favour of Teacher Educators, even though they prefer positive cognitive elements to survive in the working environment they change behaviour themselves in the environment that they change promoted congenial atmosphere.

3. Addition of new Cognitive input

Teacher Educators wants to enhance their knowledge about a particular event Area. He feels dissatisfaction and thereby, he is forced to gain more knowledge in the same Area, particularly it happens when the competitive situation areas.

4. Reduce the importance of the contradictory belief

Teacher Educators must reduce their unscientific and illogical believes by promoting scientific temper on their part and thereby the dissonance belief may also be.

5. Emphasizing the likable source

In the Teacher Education collegiate environment Teacher Educators must emphasis desirable sources which are linked by most of the Teacher educators. In the Interesting area of Teacher Educators teaching and create internal and develop congenial environment dissonance feeling will be and thereby the arrested.

6. Finding out the sources of the previous belief of Teacher Educators and students

While having discussing with other Teacher Educators (or) teaching in a classroom with Student Teacher. Teacher Educators should point out the sources that are those linked with the previous beliefs and those un logical beliefs should be changed and that kind of scientific believes completely arrest dissonance.

7. Decision making in right direction

If teacher educators faced any problem related to academic and administrative aspects after joining in any teacher education institution, he must make use of right decision making skill in right sense. In this way, they can also avoid dissonance in future.

8. Positive self-Esteem reduces dissonance

If teacher educators who are motivated by intrinsic motivation, they easily change their thoughts and feelings after they engage in discriminate behaviour in working environment.

Conclusion

In the present professional environment, most of the Teacher Educators working in colleges of Education are facing numerous problems due to their Ego and intellectual clash, lack of human relation between Fellow Teacher Educators and administrators, non-cooperative tendency, improper attitude of fellow Teacher Educator and also they do not have academic freedom in their working environment. So, the above improper behaviours prevent them to involve in their academic work absolutely with on their own desire and of the same thing they waste their man power. In this juncture, the teacher educators required coping skill to adapt the situation in the views of changing the pattern of behaviours to bring the shape working situation. Particularly, they should have compromise adjustive behavior to select the positive cognitive elements in dissonance situation to resolve the conflict.

References

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