



**By e-Mail**

# **ODISHA STAFF SELECTION COMMISSION**

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File No. IIE- 154/2022- 6778 /OSSC.,

Date: 21.11.2022

## **Regulation 4 of 2022**


By virtue of powers conferred on Odisha Staff Selection Commission vide schedule - II ( d ) of " Combined Post Graduate Level Recruitment Examination for specialist posts or Services Rules 2022 ", the Commission hereby publishes the syllabus for Technical papers of different posts noted below :

**1. Teacher Educator**

**2. Assistant Manager**

These have been decided in consultation with Appointing Authority and/or the Cadre Controlling Authority. The Commission reserves the right to revise the syllabus from time to time in consultation with Appointing Authority and/or Cadre Controlling Authority.

**By Order of Commission**

  
Secretary  
21/11/2022

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# TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

## PART( A)-COMPULSORY FOR ALL

### (a) Philosophy of Education

- Contemporary western educational thought and contemporary Indian educational thought.
- Education and Society, social control, social change process of socialization and modernization, determinants of culture, culture and education.

### (b) Educational Psychology

#### Learning

- Concept, Nature and Scope of Learning
- Theories of Learning and laws of learning
- Transfer and Training
- Motivation, Functional autonomy of motive.
- Experiences based learning

#### Individual Differences

- Differences due to heredity and environment
- Types and extent of individual differences
- Educational provision for individual differences.

#### Intelligence

- Nature and Measurement
- Special Abilities and their Measurement Tests and their Administrations.

#### Personality and its Measurement

- Definition
- Traits of Personality
- Measurement of Personality

#### Adjustment

- Mental health and adjustment
- Conflict, frustrations and complexes
- Defence Mechanisms
- Behaviour problems in schools
- Teacher's Mental Health

### (c) Teacher Education

- Teacher Education with reference to University Education Commission-1948. Secondary Education Commission - 1953, Kothari Commission - 1964-1966, Chattopadhyay Commission, 1985 and Justice Verma Commission 2012.
- Teacher Preparation and Teacher Development (Pre-service and Inservice Training of Teachers)
- Centrally Sponsored Scheme of Teacher Education
- Teacher Education System in the country and in the state: Structure Management, Finances and Programme.

  
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# TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

## (d) Educational Administration and Supervision (with reference to School and Teacher Education)

### Principles

- Scope of educational administration and the factors determining it
- Principles of educational administrative in a democracy

### Educational Control and Management

- Educational Authorities : Central, State and Local, their organization, power and functions
- Important Central Agencies such as UGC, NCERT, NUEPA, NCTE, All India Council for Teacher Education.

### Educational Supervision

- Concept, Scope and Principles
- Objectives
- Process and Techniques of Supervision
- Enabling Supervision for School Effectiveness

### Education Finance

- Concept, Scope and Principles
- Source of Educational Finance – Central, State, Local and Private, Public-Private-Partnership
- Centrally Sponsored programmes in Education
- Educational Expenditure
- Plan and Non-Plan Expenditure
- Optimum Utilization of Financial Resource.

### Current Educational

- NEP-2020 (School Education)
- Concept and recommendation of NIPUN BHARAT
- Role and responsibility of DIET for enhancing quality education at the Elementary Level
- Assessment at Elementary Level

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# TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

## PART(B)- CANDIDATES ARE TO CHOOSE ONE OF THE SUBJECTS LISTED BELOW

(Para a or Para b or Para c or Para d or Para e or Para f or Para g or Para h or Para i)

### a) Foundation Course

#### Unit-1 : Philosophy and Education

- Philosophy: Meaning, Nature and Function
- Philosophical Methods: Contemplation, Speculation, Enquiry and Analysis
- Educational Philosophy: Meaning, nature, scope and functions
- Issues in Philosophy and Education

#### Unit- 2 : Society, Culture, and Education

- Interrelationship among society, culture, and education.
- Education for strengthening social-cultural base
- Modernisation: Concept, adaptive demands, Characteristic of Modern Society.

#### Unit-3 : Emerging social challenges, Role of Education

- Neo-Colonialism, Neo-capitalism, Neo-Liberalism
- Identity and Autonomy of Indian Education
- Adholism in Indian Education
- Secular Concerns in Indian Society

#### Unit-4 : Curriculum Transaction and Assessment

- Methods and Techniques of curriculum transaction: Lecture cum Discussion, Demonstration, Group Discussion, Seminar, Workshop, Team Teaching, Brainstorming Session, Project, and Assessment.
- Use of ICT in curriculum transaction and assessment.
- Assessment in Teacher Education Programme: Continuous Comprehensive, assessment, Internal and External Assessment, Portfolio Assessment.

#### Unit-5 : Educational Research

- Designing a research proposal: Identification of a problem, need and components of a research proposed.
- Research questions: Objective, Hypothesis, Methods of Study.
- Population and sample
- Instrumentation: Tools and Techniques.

### b) Science

#### Unit-1 : Science in School Curriculum

- Nature and Scope of Science
- Importance of Science in Daily Life
- Objective of Teaching-Learning Science (Revised Blooms taxonomy)
- Curriculum reforms in science education, Recommendation of NCF 2005

#### Unit-2 : Methods of Teaching-Learning Science

- Observation- Type, Process, Recording Observation
- Problem Solving -Steps of Problem Solving



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## TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

- Project – Selection, Preparation, Implementation Evaluation, and Reporting of the Project.
- Demonstration-Cum-Discussion
- Teaching Science based on constructivist approach – 5E model & ICON model.

### Unit-3: Curricular Activities in Science

- Use of Teaching-Learning materials; Charts, Graph Bulletin Boards, Models
- Improvisation of Teaching Aids
- Learning Activates – Science Laboratory Activities; Field Trip, Science Club, Science Seminar, Science Exhibition.

### Unit-4: Assessment in Science Learning

- Strategies of Assessment: Achievement Test, Diagnostic Test
- Planning for continuous Assessment of Classroom Learning
- Alternative Strategies for Assessment: Portfolio, Rubrics

### Unit-5: Learning Resources in Science

- Laboratory as a learning resource: Structure, Designing Organisation, and maintenance.
- Different forms of ICT and their application in Teaching-Learning Science, Slides, Computer, and Internet

## c) History

### Unit-1: Concept, Objectives, and Values of Teaching History

- Meaning, Nature, and Scope of History
- Values of Teaching History
- Recommendations of NCF-2005 on teaching of History
- Correlation of History with other school subjects.
- Objectives of Teaching History of Elementary and Secondary Levels.
- Formulation of Specific Learning outcomes in History Lesson

### Unit-2: Methods and Approaches to Teaching Learning History

- Story-telling method in history teaching
- Narration-cum-discussion method in History Teaching
- Dramatization method in teaching history.
- Source method in teaching history
- Project method in teaching history
- Teaching history using monuments
- Importance of Field Trips in Teaching History

### Unit-3: Development of Resource Materials

- Curriculum as resource material
- Approaches to curriculum in History-Bio-Graphical, Chronological and Concentric
- Development of Teaching – Learning Material for Teaching History - Maps, Atlas, Globes, Charts, Graphs, Model, Film Strips, T.V, Video, OHP, and Computer

### Unit-4: Transactional Strategies

- Preparation of Unit Plans in History

*Dr. S. S. S. S.*  
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## TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

- Preparation of lesson plans (Traditional and Activity based approach)
- Activities in History - Visit of Historical Places, Group Discussion, Debate, Maintenance of Portfolio
- Assessment Through Evaluation Devices – Written, Oral, Practice, Assignment, Project work, Portfolio
- Planning for continuous assessment of Classroom Learning in History
- Remedial Teaching in History

### **Unit- 5: Pedagogical Analysis of Content History**

- Rise of British Power in India
- The Great Indian Revolt of 1857
- Socio-Religious movement in the 19<sup>th</sup> century
- India's Struggle for Freedom, The American war of Independence
- French Revolution
- First World War and Second World War
- Pedagogical analysis of the units with reference to:-
  - o Identification of concepts and sub-concept
  - o Expected Specific Learning Outcomes
  - o Methods / Approaches of Teaching Learning
  - o Teaching-Learning Materials to be used
  - o Expected Teacher and Students Activities
  - o Assessment Strategies (Formative)

### **d) Geography**

#### **Unit- 1: Geography in School Curriculum**

- Meaning, Nature, and Scope of Geography
- Importance of Geography in School Curriculum
- Objective of Teaching-Learning Geography

#### **Unit- 2: Methods and Approaches of Teaching-Learning Geography**

- Methods: Observation, Discovery, Problem-Solving, Project
- Constructivists Approach in Teaching-Learning Geography

#### **Unit- 3: Learning Resources in Geography**

- Use of Teaching-Learning Materials: Maps, Globe, Graphs Models
- Map Reading and Map Preparation
- Geography Laboratory: Organisation, Maintenance, and use
- ICT in Learning Geography: Computer & Internet

#### **Unit- 4: Curricular Activities**

- Preparation of Lesson Plans: Constructivist's Approaches – 5E & ICON Model
- Activities in Geography: Field Trip, Geography Club Exhibition

#### **Unit-5: Assessment in Geography**

- Assessment in Geography: Achievement Test, Diagnostic Test
- Planning for continuous Assessment in Geography
- Alternative forms to Assessment: Assignment, Project work, Portfolio

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# TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

## e) Political Science

### Unit-1: Concept, Objectives, and Values of Teaching Political Science

- Meaning, Nature, and scope of Political Science
- Values of Teaching Political Science
- Recommendations of NCF-2005 on Teaching of Political Science
- Correlation of Political Science with other school subjects
- Objectives of Teaching Political Science at Elementary and Secondary Levels.
- Formulation of Specific Learning outcomes in Political Science lessons.

### Unit-2: Methods and Approaches of Teaching Learning Political Science

- Narration-cum-Discussion
- Dramatization
- Project Method
- Field Trips

### Unit-3: Development of Resource Materials

- Curriculum as resource Materials
- Development of Teaching-Learning Materials – Maps, Atlas, Globes, Charts, Graphs, Models, Film Strips, T.V, Video, OTTP, and Computer

### Unit-4: Transactional Strategies

- Preparation of unit plans
- Preparation of Lesson plans (Traditional & activity approach)
- Activities in political science
  - o Group Discussion and Debate
  - o Maintenance of Portfolio
- Assessment
  - o Evaluation devices – Written, Oral, Practice, Assignment, project work, Portfolio
  - o Planning for continuous assessment of classroom learning in political science
  - o Remedial Teaching in political science

### Unit-5: Pedagogical Analysis of Contents (Political Science)

- Content
  - o Salient Features of the Indian Constitution
  - o Fundamental Rights
  - o Legislative Assembly and its Functions
  - o Powers of Prime Minister
  - o Governor and President
  - o Functions of Parliament, High Court, and Supreme Court – Structure and Functions
  - o Role of the National Human Rights Commission
- Pedagogical Analysis of the units with reference to :
  - o Identification of concepts of sub-concepts
  - o Expected specific learning outcomes
  - o Methods (approaches of teaching-learning)
  - o Teaching-Learning materials to be used
  - o Expected teacher and students activities
  - o Assessments strategies (Formative)

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# TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

## f) Mathematics

### Unit-1: Foundations of Mathematics Education

- Nature and Scope of Mathematics
- History of Mathematics with special references to Indian Mathematics
- Objectives of Teaching-Learning Mathematics at the Elementary level.
- Curriculum reforms at the National and State Levels (NCF, 2005, NEP 2020)

### Unit-2: Methods of Teaching- Learning Mathematics

- Teaching for understanding proof: Proof by induction and deduction; proof by analysis and synthesis
- Problem-Solving Method
- Traditional Activity and Constructivist Approach (5E, ICON Model)

### Unit-3: Curriculum Activities in Mathematics

- Activities in Mathematics: Quiz, Exhibition, Laboratory activities, Activities beyond classroom.
- Learning materials in mathematics: Textbook, Models, Maintaining Portfolios

### Unit-4: Key Learning Resources in Mathematics

- Planning Lessons, Talk for Learning, using pair and
- Group work involving all, using questioning to promote thinking, Monitoring and giving feedback, assessing progress and performance, Using local Resources, Story Telling, Songs role play and drama.

### Unit-5: Assessment in Mathematics Learning

- Assessment of Mathematics Learning: Unit Test, Designing Blue Print, Item Construction, marking Schemes.
- Assessment for Mathematics Learning: Assignment Projects and Portfolios in Mathematics, group and Collaboration Assessment in Mathematics
- Planning for Continuous Assessments of classroom learning in Mathematics.

## g) ODIA

### Unit-1: Odia Alphabet and its Chronological Development

- Odia Vowels and Matra
- Odia Consonants, Phalas and Joint Letters
- Use of Letters in different parts of the Odia words (Initial, Middle and Final)

### Unit-2: Odia as Mother Tongue in School Curriculum

- Importance of mother tongue in the life and education of an individual
- Place of Odia as mother tongue in the school curriculum
- Three language formula recommended by NPE-1986
- Inter dependence of language skill in Odia
- Strategies for facilitating acquisition of four-fold language skills in Odia.

### Unit-3: Pedagogic Approaches to Teaching Learning Odia

- Problems and issues related to acquisition of Odia language in multi-lingual context.
- Traditional versus modern methods of Teaching-Learning Odia

  
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## TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

- Different approaches and strategies to the Teaching-Learning of:- Prose, Poetry, and Grammar in Odia.

### **Unit-4: Curricular Activities in Odia**

- Preparation of Lesson Plan in 5E Model
- Learning resources and Planning Learning activities
- Portfolio Assessment in Odia
- Comprehensive Assessment of Learning in Odia

### **Unit-5: Relevance of Linguistics in Odia Language Acquisition**

- Odia Vocabulary –(Types – Tatsama, Tadbhava, Deshaya, Baideshika)
- Odia Syntax – Processes and Principles.
- Uses of Dictionary in Odia.

## **h) English**

### **Unit-1: English Language and its Articulation**

- Nature and Characteristics of Language
- Sounds of English language: Consonants and vowels
- Kinds of errors made by the Odia speaking learners while speaking English and their remediation

### **Unit-2: English in School Curriculum**

- Language Policy in India with reference to NPE, 1986 and NCF-2005
- Importance of English Language in India
- Place of English in the Present School curriculum

### **Unit-3: Pedagogical Bases of Language Learning**

- Psychology of Language acquisition and language learning
- Objectives of Learning English at the Elementary and secondary level
- English language skill: their components, independence, and interdependence

### **Unit-4: Transaction of Content and Learning Assessment in English**

- Transaction of Prose, Poetry, Grammar, and Composition lessons – Approaches, Methods and Strategies.
- Preparation of Lesson Plan Following communicative approach and constructivist approach (5E and ICON Models)
- Assessment in English: Framing different types of objective-based test items (Extended Response Type, Restricted Response Type and Objective Type)
- Portfolio Assessment in English, continuous Assessment of Learners performance English within and beyond classroom situations.



## TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR

### Unit-5: Pedagogical Treatment of Content

- Each of the following contents shall be analysed in terms of the pedagogical treatment indicated in the right cell below.

Content	Aspects of Pedagogical Treatment
- Any 3 Prose and 3 Poems from the prescribed text for classes IX and X by BSE, Odisha,	- Identification of language items (new vocabulary, expression and grammar components)
- Parts of Speech	- Identification of Scope in the content to be presented for facilitating learning of language skills.
- Time and Tense	- Specification of learning objectives
- Change of voice	- Selection of Methods and approaches / Strategies
- Direct and Indirect Speech	- Preparation of Teaching learning Material
- Sentence Pattern	- Designing of Learning Activities - Assessment of Strategies (Focusing Formative)

### i) Economics

#### Unit-1: Concept, scope, aims, and objectives of teaching Economics

- Meaning, Nature, and Scope of Economics as a school
- Aims and objectives of teaching Economics at the subject at secondary and higher secondary level
- Correlation of Economics in Education with other disciplinary subjects
- Values of Economics in Education (Perspectives presented in NCF-2005 and NEP-2020)
- Study of Economics as a social reality, contemporary models of growth

#### Unit-2: Trends and challenges in Economics teaching

- Recent trends in the Economics of Education
- Education as consumption and investment
- Education and its relation to Human Resource Development, National Development, Liberalization, Privatization, and Globalization
- Contemporary issues in the Economics of Education

#### Unit-3 :

- Development of instructional materials in Economics
- Application of various teaching learning resources in teaching Economics (Audio, visual, audio-visual aids, visits (stock exchange, banks, consumer forums, small-scale industries)

  
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## **TECHNICAL PAPER SYLLABUS FOR THE POST OF TEACHERS EDUCATOR**

- Methods in teaching Economics-lecture cum discussion, survey, project, problem-solving, case study, data analysis and interpretation, document analysis

### **Unit-4 :**

- Assessment and Evaluation in Teaching Economics
- Types of assessment to be used in teaching economics
- Construction of Achievement and diagnostic test preparation for Economics classes
- Alternative forms of assessment in teaching Economics

### **Unit-5 :**

- Role of teacher in the inculcation of values in Economics (Consumer awareness, conservation of resources, investment and risk-taking, entrepreneurship)



**DETAILED SYLLABUS OF TECHNICAL PAPER FOR THE**  
**POST OF ASSISTANT MANAGER**

**Principles and Practices of Management :**

**Unit 1: Introduction to Management:** The Emergence of American Management thought, Historical background, Contribution of Fredric Taylor and Henry Fayol (including Scientific Management & 14 Principles); The emergence of Human Relation and Behavioral Science and its relationship with scientific management.

**Unit 2: Management Function:** Planning, Organizing. Staffing. Decision Making, Direction, Communication, and Control. Management by objectives (MBO).

**Unit 3: Organizational Structure and Modern Management Theories:** Structures (Functional, Matrix, Network, Divisional. Project, Organic), Formal and Informal Organization, Line and Staff Function, Delegation of Authority and Responsibility, Japanese Style of Management.

**Unit 4: Management in the Indian Context:** Quality of work life and Work Ethics- their foundation in the theory and method of work in the Indian Context. Stress Management.

**Unit 5: Corporate Governance and Business Ethics:** Concept of Corporate Governance & Stakeholders, Mechanism, Principles including 4 P's of Corporate Governance, Expectation of Stakeholders, Rules of Corporate Governance, Corporate Social Responsibility of Business.

**Human Resource Management :**

**Unit 1: Human Resource Management-** Introduction, Functions, Scope, Policies & Roles, Recent developments in HRM

**Unit 2: Job Analysis-** Job Description, Job Specification, Human Resource Planning, Recruitment, Selection, Induction, Placement

**Unit 3: Human Resource Development-** Training, Executive Development, Internal Mobility. Career & Succession Planning, Separation, HRD Interventions

**Unit 4:** Job Evaluation, Performance & Potential Appraisal, Compensation Administration, Incentives & Employee Benefits

**Unit 5:** Employee Health, Safety & Welfare, Grievances & Discipline, Social Security, Personnel Records, HR Accounting. Audit & Research, Stress Management

  
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## **Performance Management, Training & Development :**

**Unit 1: Performance Management-** Concept, Antecedents, Purpose, Managing Individual, Group and Organizational Performance

Performance Appraisal-Concept, Importance & Evolution, Various Methods of Performance Appraisal, Appraisal Errors, Managing Executive Performance

**Unit 2: Implications of Performance Management-** Theories of Motivation, Compensation Management, Career Development, Training & Mobility, Knowledge Management

**Unit 3: Tools of Performance Management-** Benchmarking for Excellence in Performance, Competency Mapping, Balanced Score Cards

**Unit 4: Training & Development-** Concept, Training Need Identification, Design, Implementation, Evaluation and Development

**Unit 5: Traditional and Modern Training Methods-** On the Job Methods, Off the Job Methods, Outward Bound Methods, e-Learning

## **International HRM & Cross-Cultural Management :**

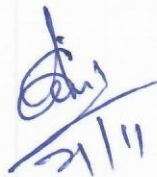
**Unit 1:** Introduction, Human & Cultural Variables in Multinational Enterprises, Cross-cultural Differences and Managerial Implications

**Unit 2:** Cross-cultural Research Methodologies, Hofstader's Study, Structural Evolution of Multinational Enterprises

**Unit 3:** Cross-cultural Leadership & Decision Making, Cross-cultural Communication & Negotiation

**Unit 4:** International HR Management, Selection Criteria for International Assignments

**Unit 5:** Compensation & Performance Appraisal in Global Perspective

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