

# Indian teachers have higher intention to mentor: IITHyderabad study

HYDERABAD: Indian university teachers have higher intention to mentor peers as compared to their counterparts in Spain, revealed a study conducted by researchers of the Indian Institute of Technology, Hyderabad (IIT-H). The IIT-H researchers conducted a collaborative study with researchers from Universidad de Santiago de Compostela, Santiago de Compostela, Spain to understand influence of self-leadership on teachers intention to mentor other people at their workplace. The study revealed that Indian teachers valued position-based power more than Spanish teachers and those with high self-efficacy were more inclined towards mentoring. Cultural values such as individualism-collectivism and power-distance also played a vital role in the way self-efficacy influenced teacher's intention to mentor. As part of the study, researchers conducted a survey among 88 Indian teachers and 105 Spanish teachers. During the study, researchers found that high level of teachers' intention to mentor will not only improve academic performance but will also nurture professionalism and ethical values among students. "During the study, we tried to understand what are the factors that contribute to a teacher's intention to mentor others in a workplace. Considering constant pressure to perform in teaching, research and working on industry projects, we realised that there is a need for peer mentoring for those who are in the early stages of their career," said MP Ganesh, Associate Professor Department of Liberal Arts, IIT Hyderabad and lead researcher in the study, which was recently published in in Journal of Cross-Cultural and Strategic Management, Emerald Insight. The study indicated that mentoring by the teachers can be achieved by giving them the liberty to decide upon their own performance measures such as academic research, publication, teaching, projects etc. to quantify their effectiveness.

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