

Formación docente en profesores de la Licenciatura en Administración en FACPYA, UANL

*Teacher training in teachers of the Bachelor's Degrees in Management in
FACPYA, UANL*

*Formação de professores professores da Licenciatura em Administração em
FACPYA, UANL*

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Resumen

Los futuros licenciados en administración deben estar bien capacitados en distintas áreas del conocimiento, como finanzas, economía, derecho y matemáticas. La distribución congruente de cargas académicas garantiza que el proceso académico brinde al licenciado en administración una formación eficaz.

Palabras clave: formación docente, pedagogía, cátedra en licenciatura.

Abstract

Future graduates in management must be well trained in different fields of knowledge, such as finance, economics, law, and mathematics. The consistent academic load distribution ensures the academic process to provide effective training to the Bachelor in Management.

Key Words: teacher education, pedagogy, Bachelor Chair.

Resumo

Futuros licenciados em administração deve ser bem treinados em diferentes áreas do conhecimento, tais como finanças, economia, direito e matemática. A distribuição consistente de cargas acadêmicos garante que o processo acadêmico fornece o grau de formação administração eficaz.

Palavras-chave: formação de professores, Pedagogia, Professor grau.

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Introduction

Teacher training in Mexico is responsible for Normal Schools, institutions where teachers are form who want to contribute to the development of the nation and whose model considers training discipline, pedagogical and comprehensive, the latter apply for everyday in the form of values, ethics and civility.

The Higher Normal School of Paris is located in France, founded in 1794, where are formed professors, researchers and leaders, such as politicians, leaders of State or business, among others.

Usually, in Mexico normal teachers are used to teach from initial education to high school, while at high school level normal teachers are hired as well as University Graduates. Currently, at high school level and higher level University Graduates teaching services are sought.

Higher level teachers teach according to their preparation, for example, a doctor teaches Anatomy or a Bachelor in management teaches strategic management. That is why universities should generate their academic training and induction processes, because it

allows them to prepare their professors to be able to perform better and, therefore, train future professionals of higher quality.

Background

The Autonomous University of Nuevo León (UANL by its name in Spanish), since it was founded in 1933 to the present day, has contributed to growth and steady development of the country's productive and social sector, training professionals in different fields of knowledge, such as: accounting, medicine, law, philosophy, human development, mathematics, biology, architecture, psychology, economy, management, dentistry, agronomy, politics, engineering, communication, chemistry, geology, architecture, veterinary and specialized technicians, all gears operating and functional industry, commerce, government, banking of Nuevo León and the rest of the northern part of the country. The UANL has prepared professionals who have achieved success in other countries.

The Faculty of Public Accounting and Administration is an IES (Higher Education Institution) founded by a group of outstanding public accountants. At that time was President Adolfo Ruiz Cortines, the governor of the state was Dr. Ignacio Morones Prieto and the rector of the university Licenciado Raúl Rangel Frías. Its first director was the CP Ramón Cárdenas Coronado (†).

Within its educational offer of undergraduate level is:

- Administration
- Public accounting
- Administrative information
- International Business

And at the graduate level:

- Masters of Business Administration
- Master in Accounting

- Master in International Management
- Master in International Business
- Ph.D. in Philosophy with a Specialization in Administration
- Doctorate in Accounting

The faculty within its processes of improvement contemplates the continuous education of its teachers. The present research analyzes the training of teachers, especially those who participate in the educational program of bachelor's degree in administration, since it is the program that requires professors in economics-administrative sciences, for example, administrators, economists, accountants and financiers .

Method

For this purpose, a qualitative study was carried out with the help of case study, literature review and the application of a survey to two groups of the ninth semester of the bachelor's degree in administration. The sample was based on initial convenience, from which students' opinions about the desirable characteristics of their teachers were taken from their experience, observation and reflective analysis, since they are in the final semester of the course.

Development

The teacher training must respond to a design plan suitable for the development of the teaching profession. With respect to higher education, teachers should teach their classes based on a profile that should include interpersonal and communication skills. Here the most important formative fields are two:

- Pedagogical training

It has to do with preparation in the ways of teaching, theories of learning, didactics and teaching strategies, communication in teaching, development of teaching and learning technologies, and so on.

- Disciplinary training

Related to the specific contents of the particular career or discipline. In the case of (LA) graduates in administration, it refers, for example, to human resources, marketing, finance, administration, operations, and so on.

The professors that give courses in the FACPyA enter after passing a test of opposition to professorship as marked by the internal regulations and the Organic Law of the University.

To do this they must also have:

- Bachelor's degree and professional ID
- Master's degree and corresponding certificate
- Professional experience
- A taste for teaching
- Honesty

In addition, there are those requirements that each call in particular mentions, that is, the profession and the area of the race in which it competes.

With respect to the preliminary inquiry, it has been found that the faculty issues calls for competitive examinations according to the needs in human resources generated by deaths, retirement, promotions, etcetera. These are taken into account since they modify the teaching structure and can provoke the need to contract human capital.

This is followed by a process where a jury composed of three synodal experts in the area determines, through evaluations, whether candidates for teachers are suitable or not for the institution.

If the candidate passes the exam he is invited to work as faculty teacher as needed. If this is the case, the new teacher must go through a process of teacher induction and disciplinary and pedagogical training courses that contribute to his professional training.

As for the permanence of teaching practice in the faculty for more than eleven years, it is observed that teachers require continuous training due in large part to the informational dynamics in which we are immersed and the degree of competitiveness of our society and, for Therefore, of the students (they can consult international databases on the most relevant recent research). Also, teachers should be trained in this area but at a deeper level because they are the facilitators of classroom processes aimed at forging better professionals and people.

The constant training of teachers facilitates the use of teaching tools such as teaching-learning strategies, educational technology, and so on.

Today's society requires trained, informed and willing staff to continue studying and learning to be better and to promote changes that promote harmonious development in the population.

Quiz

1. Do you consider that your teachers are well trained in pedagogy?

Yes _____ No _____

2. Do you consider that your teachers are well trained in the subject area?

Yes _____ No _____

3. In what area do you think your teachers should improve?

Disciplinary preparation _____ Pedagogical development _____

4. Do your teachers use educational technology in their classes?

Yes _____ No _____

Results

Total of the sample: 120 students of the ninth semester of the degree in administration of the Faculty of Public Accounting and Administration, Autonomous University of Nuevo Leon, distributed in two groups of 60 students each.

Below are the results:

Respuestas a la pregunta 1 70 % Sí 30 % NO

Respuestas a la pregunta 2 90 % Sí 10 % NO

Respuestas a la pregunta 3 60 % PEDAGÓGICO 40 % DISCIPLINAR

Respuestas a la pregunta 4 100 % Sí 0 % NO

All of the respondents mentioned that their teachers use educational technology, something very important since in our days it must be updated.

It is also observed that for most of the respondents their teachers are good and well trained in both the pedagogical and the disciplinary areas, although they think that they should be trained more in the latter.

CONCLUSIONS

It is recommended to review the processes of academic induction by analyzing the profile of the person who teaches the courses, that is, to analyze the congruence between instructor-course-academic-training-experience. Teachers who serve years of service through incentives should also be motivated. Recognitions are currently granted for ten years of service, although there is no fixed economic stimulus. Perhaps one year of service can be given an economic stimulus of one thousand dollars, that is to say, to grant ten thousand pesos to those who fulfill ten years of service in addition to their recognition, and

fifteen years to give fifteen thousand pesos and so on. Which would motivate teachers to stay in the institution.

On the other hand, it is recommended to make a congruence analysis between the subjects that the teacher imparts and his academic and professional profile.

Continuing education is a task that has no end, so it must continue to be carried out in the faculty. The teaching work must always develop the knowledge and skills necessary for its good exercise.

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