PARADIGM SHIFT IN TEACHING-LEARNING TO ACCOMMODATE GENERATION Z LEARNERS

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ABSTRACT

In view of modern technologies among all field of human activity, the modus operandi has undergone tremendous change, education sector is not exceptional. At global level, there have been evolutionary changes in teaching-learning methods due to Augmented reality, Virtual reality and hybrid learning. Modern teachers are forced to adapt new teaching methodologies to accommodate the present generation of learners. The new millennial have new learning expectations, self proclaimed style, different needs from the past generations of learners. This paper is an analytical study on modern teaching-learning in the changed environment accommodating next generation learners. In this article, author seeks to discuss acceptable teaching-learning ethos in favor of present generation or Z generation learners. It provides an insight how these learners are engaged in higher education, their perspectives, styles, preferences and concerns

Objective of Study- *The aim of this study is to analyses the trends and nature of Z generation learners and changing educational environment in Higher Educational Institutions. This study can help many institutions with valuable information to design effective policies and practices.*

Methodology of Study- *This article is based on descriptive qualitative method. Information has been collected from available resources on websites like blogs, articles, surveys, research papers.*

Research Gap- *There are fewer studies that focus on a specific country to know about them and have a proper understanding of Gen zeds living in the particular nation.*

Limitation of Study- *It is important to keep in mind, as the Z generation grows, trends and behavior changes due to shift in their outlook and experiences.*

KEYWORDS- *Z generation, modern teachers, learners, higher education.*

INTRODUCTION
"If we teach today's' learners as we taught yesterday, we rob them of tomorrow", John Dewey
Technology plays vital role in all walks of life including education sector. We are living in the era of Industry 4.0 which is dominated by usage of internet and necessitates education system to equally respond to educate the present generation of learners. Modern teaching involves more extensive usage of Information and communication Technology. In the new paradigm of learning, the role of both teacher and learner needs critical analysis. The results and outcomes of using modern teaching techniques based on technology in higher educational system need to be explored. There are certain skills and capabilities of using modern teaching technologies for students and teachers. Thus it's necessary to train and prepare them for the new millennium age of modern teaching technology. Any teaching method, traditional or modern, is considered the best, if it's communicated well to the learners with an aim of improving the education and achieve the holistic development.

DIFFERENT GENERATIONS OF LEARNERS
According to Roberts, 2012-"A generation consists of particular age group with similar values, communities and sense of identity". For effective teaching, it's essential to understand the nature of learners to accommodate different generation of learners entering into higher educational institution. There are generational differences due to socioeconomic conditions and technical changes

Following are the different types of learners based on the labels of generation

- **Traditionalists.**
  They use real world examples. They are born between 1900 and 1945. They are disciplined and loyal. They follow traditional way of teaching-learning
- **Boomers-be the friendly expert**.
  They are born between 1946 and 1964. They are hard workers. They have authority issues but are competitive, goal-oriented, work-centric and independent. Today, they are called as sandwich generation, as they are sandwiched between caring for their elderly parents and their dependent children
- **Gen X-be the guide, not the expert.**
  They are born betwen1965 and 1982. They delineate goals and outcomes. They prefer to work independently. They are efficient and embrace changes. They are judgmental.
- **Millennial or generation Y-be a collaborative guide**.
  They are born between1982-2000. They are tech savvy and frequently use digital technology like computers, internet, and mobile phones in their daily life. They learn and behave differently. They are more social and confident but less independent and more community oriented. They are tech-centric generation ex Mark Zuckerberg. They exemplify work flexibility, entrepreneurism and believe that anything is possible.
- **Generation Z or Zoomers**

Image source-**www.eduswami.com**

 Gerneration Z is children of Generation x, born between1996-2014. They are viewed as Digital Natives, to have grown up with access to the internet and digital technology from quiet young age. They entered college -14 to till date. They are global generation. They are known by many other names Zs ,i-generation, gen tech, Net Gen, Gen Wii, Gen next, Post Gen and plurals. They are considered to be revolutionary generation due to their innovative ideas and beliefs in investing in services like travelling, shows. They are expected to outshine and outperform their predecessor generation as they are unique and more realistic. In today's digital era, the learners and facilitators have easy access to information through their Smartphone. Need of the hour is to incorporate pedagogical innovations in teaching for holistic development of learners.the main features are-

- Net generations are more concerned with of their academic performance and very career minded.
- They spend more time on usage of electronic device of digital technology than books. They don't care where the lessons are being taught. They follow the right people on social media like you tube or instagram. They have their own laptop/desktop and social media account. They use search engine like google to search required information.
- They are ambitious. The icons of this generation are founders of startups like Vijay Sharma of Paytm, digital payments platform or Ritesh Agarwal, founder of India's largest hotel network OYO. They embrace multiculturalism.
- They are more vocal and are change makers.
- They are advanced and privileged than compared to previous generation.
- Though they are focused but lead a slower life than comparative to other generations.
- They are more concerned about career development and academic performance
- They crave regular and technology enhanced training opportunities. They learn by trial and error method.
- They are technology savvy. They are interested in multimedia and create internet content.
- They prefer to work in teams and collaboration.

- They have learned to embrace privacy in use of technology as they are aware o identity theft, cyber bullying and phishing.
- They have grown up witnessing crumbling economy, public shootings and ongoing terrorism in the world.
- They strive for equal human rights.
- They want to work for themselves in their life. They are more interested in innovation and entrepreneurship.
- They plan to work for an organization or entrepreneurs after college. They believe internships are important in college education.

Generation alpha-the first to be born in 21 century from 2010 the world saw the start of this generation. They will be almost two billion globally from 2012-2024. They have seen the COVID-19 pandemic.

Generation Z and education –challenging role of teachers
There is evident gulf between expectations of Gen Z and the availability of infrastructure in HEIs. Indian HEIs don't have supportive physical infrastructure to meet needs of millions of new students. The digital platforms and portal have inherent constraints and loopholes. Digital native students need digital stimulus to learn.
Following are few teaching strategies for gen z
- Digital thinking in activities, assignments, assessments.
- Segmentation of content
- Graphical information
- Relevance
- Adaptive learning-individualized instruction
- Approach social media
- Educating and preparing students for a career
- Provide access to resources
- See them as smart, creative and hardworking.

India has highest population of young people in the world. Thus, the country's ability to provide inclusive, innovative and quality education will be detrimental. There are many technical changes in the global economy, which requires skilled workforce with multidisciplinary abilities across the sciences, social science and humanities. There is a need for new skilled labour. In view of epidemics and pandemics, besides the political disturbance in different parts of world, there is urging for collaborative research in different field of sciences and social sciences

In view of changing nature of employment, it is critical for the learners to shift towards new ways of learning, critical thinking and problem solving. They must be creative, innovative, adapt and absorb new. Accordingly, the curriculum also must incorporate such changes to develop all aspects and enhance capabilities of learners. The education system must prepare them for gainful employment besides building character of learners. It is important to bridge the gap between the market requirements at global level and present state of learning outcomes. Aim of the education system must be cognitive development, character building. Teaching-learning must be interactive. Classroom management must be creative, collaborative and exploratory activities for learner's deeper and experiential learning

CONCLUSION
In new paradigm of teaching-learning, the concept of modern classroom has emerged with paperless and pen less learning as an alternative to the traditional method of teaching. The changing roles are inevitable with introduction of technology-savvy-generation of youth. Educating gen z requires paradigm shift in approach that recognizes their interest and learning styles. This generation has profound potential to make positive impact on the education system and the world. Education is moving into the direction of more learner-centric environment.

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