

SMART

JOURNAL OF BUSINESS MANAGEMENT STUDIES

(An International Serial of Scientific Management and Advanced Research Trust)

Vol-4

Number-2

July- December 2008

Rs.200

ISSN 0973 - 1598

M. Selvam, M.Com, PhD,
Founder - Publisher & Chief Editor



SCIENTIFIC MANAGEMENT AND ADVANCED RESEARCH TRUST
(SMART)

TIRUCHIRAPPALLI (INDIA)

<http://www.geocities.com/smartbard>

OPTING FOR LECTURERSHIP IN SELF FINANCING INSTITUTIONS- A PROMISING PROSPECT FOR YOUNG ASPIRING TEACHERS

S.Kavitha

Professor, Department of Commerce & Management Studies
J.J. College of Arts and Science, Pudukkottai, Tamil Nadu , India

Abstract

The cornerstone of the teaching – learning process in educational institutions is teachers. They play a multi-dimensional role in moulding the students into good citizens. The establishment of self financing educational institutions has eased the burden of the Government in the educational front. The Self Financing College ensures job opportunities to many educated, skilled and unskilled people. Till recently the educated youth with necessary qualifications for lecturership were reluctant to opt for teaching posts in self financing institutions. The policy of the Government of Tamil Nadu to give due weightage to teaching experience gained in self financing colleges has led to a change in the mind-set of the teaching aspirants. This paper intends to discuss these details.

Introduction

Education is considered a valuable and pilfer-proof asset. It is of paramount importance in an individual's and also the nation's progress and prosperity. In short, it is the base for the development of the nation. Providing education to the citizens is one of the prime duties of the Government. Hence both the Central Government and State Governments have separate portfolios for education in their ministries and make sufficient provisions in their budgets for education to people.

Realizing the importance of education, the Union Government is implementing "Sarva Shiksha Abihyan" (Education for all) to avoid drop outs in schools and re-admit those who left the schools half way. The Government of Tamil Nadu, on its part, has two separate berths in its ministry, one for School Education and another for Higher Education. The goal is to promote national prosperity through the spread of education.

The Union Government is spending huge amounts for providing and developing educational facilities. But it is the State Government concerned that has to implement the educational schemes in the state. The

centrally sponsored schemes are also to be implemented through and by the state governments.

The State Government provides free education upto college level and it owns and runs many institutions to provide higher education. It also provides necessary funds to private educational institutions as grants- in-aid. In fact all necessary recurring expenses are provided by the State Government to such aided Colleges.

However the State Government is not in a position to provide higher education to all aspirants. Moreover, the courses offered in the Government institutions are conventional and outdated. Due to socio- economic and technological changes, people want innovative and job-oriented courses to keep pace with the employment market and international trends in the education field.

Establishing and running an educational institution for imparting higher Education either in Arts and Science or in Technology requires a lot of capital and recurring expenditure. Hence the government has permitted private organizations who volunteer to do so to open colleges wholly out of their own sources. In this context, the Government of Tamil Nadu

implemented the policy of permitting the private sector to start educational institutions to meet the growing needs of society. Any private Registered Trust or Society registered under the Societies' Registration Act, is permitted to run educational institutions if they fulfill the norms and other regulations specified by the Government of Tamil Nadu.

The Objectives of the Study are to Analyze

1. The role of self financing institutions in promoting higher education through innovative courses and innovative methods in teaching.
2. The part played by them in providing employment opportunities to young teaching aspirants and a variety of skilled and unskilled personnel.
3. The attitude of the educated people who take up teaching posts in self financing institutions.
4. Whether the recent TRB selection mode has brought about any change in the mind set of youngsters in taking up lecturer posts in Self-Financing Institutions and the motivating factors which retain the lecturers in self-financing institutions.

Role of Self Financing Educational Institutions

At present, the self financing educational institutions play a vital role in providing higher education. Since they provide quality and innovative education on par with international standards, they are welcomed and accepted by society. This is evident when we find foreign students coming to India for pursuing higher education. As a result, self financing colleges gained greater momentum in the late Nineties.

Imparting value, need and quality-based education is the main motto of self financing institutions. The courses offered in these institutions are of the latest kind. They readily provide employment on handsome salary. For example, the Arts and Science Colleges offer

specialized courses on science subjects like Computer Science, Information Technology, Biotechnology, Biochemistry, Microbiology, Nuclear Physics and Industrial Electronics etc. In the Arts too, there are innovative streams like Commerce with Computer Applications etc. In Technical education also, Aeronautic Engineering, Electronics and Communication Engineering, Software Engineering, Computer Science & Engineering and Information Technology are the latest additions which provide employment at the global level. The entire credit for starting such courses goes to self-financing colleges who readily accept and introduce novel changes within a short span. Moreover, it is proved beyond doubt that these educational institutions maintain greater quality standards. Thus, these institutions discharge their social responsibility by providing good and quality education to their wards. Besides this, persons with credit and distinction in their academic line get ready jobs and are offered a reasonable salary.

Apart from offering and providing ample employment opportunities to the teaching faculty, these colleges are employment avenues for a large number of non technical personnel also. They provide jobs to technical people like lab assistants, computer operators, computer programmers, and ministerial staff for administrative work, maintenance staff and unskilled workers like security guards, office attenders, gardeners and other supporting staff. Apart from these direct employment opportunities, many people get indirect employment also. All the educational institutions need good infrastructure facilities like buildings, laboratories, canteens and hostels. Thus they offer potential employment to a wide variety of artisans and workers. The Government of Tamil Nadu encouraged Private Trusts to come forward to open educational institutions. The burning problems of unemployment and under employment are solved through these educational institutions.

Responsibility of Self Financing Educational Institutions

A significant change in the role of self financing educational institutions has emerged in the new millennium. As there is acute competition among the self-financing institutions, every institution has realized its responsibility to provide quality education through starting innovative courses and adopting latest techniques in teaching. They follow this policy because they know very well that only the fittest will survive. Apart from imparting need-based education, they have Placement Cells to get employment for their students. They arrange for special lectures by experts and take students on industrial visits and training. These institutions encourage extra curricular activities like sports and National Service Schemes, by giving free board and lodging to outstanding sports personnel. Thus the Management of self financing institutions has realized their role and responsibility in moulding youth into good citizens by imparting quality and value-based education.

Self Financing Institutions and Teachers

Self financing institutions meet their financial commitments only from their own sources. They find it very difficult to pay the UGC scales of pay in the initial stages. Hence, most of the institutions give a consolidated pay which is reasonable to maintain the standard of living of teachers. As the tuition fees collected from the students is the only source of income, these institutions have to struggle to meet the cost of creating and developing infrastructure facilities, heavy recurring expenditure in the form of salary to staff, electricity bills, repairs and maintenance. However, they run the institutions by getting contributions from their trusts and loan facilities from banks.

Salary to the Teaching Faculty

Fixation of salary is based on factors like educational qualifications, experience,

fee-income generated by the department concerned, students' strength, demand for the course of study, staff turnover of the department etc. At the beginning of every academic year, teachers are given incentives in the form of increments on the basis of their involvement in academic activities, academic performance in the previous year and students' performance in the examinations. No wonder there exists much variation in the amount of salary drawn by individuals in a Department and their counterparts in aided colleges, though they stand on an equal footing in all other respects.

Teachers as Resource Persons

Teachers are the resource persons in the class rooms. They are the ones who carry the facilities available in the institutions to the students. Innovative methods in the teaching-learning process have to be introduced to improve the quality of education and motivate the students and to ensure greater enrolment in the institutions. Most of the lecturers recruited in the self financing institution are freshers with the minimum qualification for lecturership.

Teachers are to be trained and hence management permits and sponsors their teachers to attend various orientation programs, refresher courses etc., organized by various academic bodies. The Managements too organize such orientation and Faculty Development Programs at their own cost. These institutions also sponsor teachers to qualify themselves further. Most of the lecturers do doctoral degree only in the course of their employment, as part time teacher-scholars. Teachers trained in such a manner possess up-to-date knowledge, rich experience and also have exposure to the latest developments in the teaching-learning process. They are moulded to play a multi-dimensional role as mentors, facilitators, counselors and guides.

Changing Scenario in the Mind Set of the Teaching Faculty

The recently released selection list of teachers by the Teachers Recruitment Board of the Government of Tamil Nadu, reveals that due recognition has been given for the teaching experience gained by an individual teacher in Self Financing Institutions. Experience gained in self financing arts and science, and professional colleges plays a pivotal role in the selection of lecturers for Government Arts and Science Colleges by the TRB. For each year of service, two marks have been allotted with a maximum of fifteen marks for teaching experience. This has definitely brought about changes in the mind-set of teaching aspirants and motivated them to take up lecturer's posts in self financing institutions as a stepping stone. As a result, the desire to opt for lecturership in self-financing institutions has increased recently.

Conclusion

It can be affirmed that self financing institutions play a pivotal role in imparting need-based and quality - based education. Further, it meets the academic expectations of the nation

and thereby helps the Government to ensure good education for all.

Fresh post graduates readily get teaching jobs in these institutions and have ample opportunities to qualify further and thereby find advancement in life. Above all, from these institutions they gain the requisite knowledge and experience to get jobs in government educational institutions. The Government is able to get such experienced, talented teachers from the self financing institutions which have moulded and shaped them. It is a good sign. This is a kind of recognition shown by the government for the services rendered by the managements of self financing institutions.

Attrition is a common phenomenon in an organization. Recruitment and training of people is a continuous process. The Government has to be alert to ensure that these institutions function in the interests of students' welfare and that of the academic community. Recruitment and training of the lecturers will be an easy job in the forthcoming days as many qualified candidates are available and willing to take up the post of lecturers in self financing institutions.