RESEARCH ARTICLE

HR PRACTICES FOR QUALITY EDUCATION IN INDIAN UNIVERSITIES: PROBLEMS AND PROSPECTS

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ABSTRACT

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Human Resource Practices are one of the major issues being faced by Indian university system at present era. Human resource practices need financial resources, job satisfaction and technical capability which is almost nil in the development countries due to their economic backwardness. On the other hand, HRD play vital role in the economic development and prosperity of the nation because HR is the hand, mind and eyes of the modern industrial societies. This study examined and analyzed the problems and prospects of HR practices in Indian university system and come up with the conclusions that India must devise long term human resource development strategy to have far-reaching impact on India's sustained development for quality education.

Focus of the Study

This paper will focus on "HR Practices for Quality Education in Indian Universities: Problem and Solution. The objectives of paper are:

- *To discuss about the Indian university system and HR Practices in India.*
- *To know the major problems and prospects of University System in India.*
- *To find about the various Steps taken for Quality Education in Indian Universities through Government's policies.*
- *To open the new vistas for future research on HR- Problems and Prospects of Indian university sector at changing era.*

This paper will also discuss on the various issues and Challenges of Education and Human Resource Development in Indian Universities at the time globalization.

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Introduction

The role of human resource as an integrating factor in any of the industry and university and it matters most when it is related to the services like teaching institute. Further, owing to the changes in the university environment and the advances in technology, communication and consumerism, planning of human resources has become an incessant activity on the part of HR functionaries working in service organization. Broadly, human resource practices are required not only to maintain the people as resources, but also to enhance the capability of the organization, through its competent people.

Human Resource Management is defined as a strategic and coherent approach to the management of an organization's most valued assets – the people working there who individually and collectively contribute to the achievement of its objectives. The overall purpose of human resource management is to ensure that the organization is able to achieve success through people. As Ulrich and Lake (1990) remark "HRM systems can be the source of organizational capabilities that allow firms to learn and capitalize on new opportunities."

Review of Literature:

Review of Literature means again survey of the studies which are already made by authors that provides a fertile ground for the research. This may help to know what types of data are available, tools and techniques that might be used and deriving the relevant hypothesis. It may also indicate the types of difficulties that may be encountered in the present study as also the possible analytical shortcomings thus review of literature is absolute necessary for research.

Title – A critical analysis of stress faced by teaching professional at a management institutes in Pune with special reference to role stressors and job satisfaction. (July 2009 – July 2012), Researcher Name – Anita Kumar Guide – Dr. SayleGankar submitted to Tilak Maharashtra University Due to emergence of management institute in Pune in a recent development due to impact of globalization urbanization and rapid technical changes the researcher focused on following variable from the research.

Title: Job satisfaction and Job Performance: Is the Relationship Spurious? (August 2008) it was source from Texas A&M University the researcher Allison Laura Cook, B.A., Purdue University Author focused on job satisfaction and job performance constructs, then he discussing the possible causal models underlying the relationship between the two job satisfactions and job performance. The purpose of this study was twofold. First, it was to examine the relationship between job satisfaction and job performance to estimate the decrement in magnitude of the relationship after accounting for individual differences. This was accomplished, and Results showed that the satisfaction-performance relationship is partly spurious. The second purpose of the investigation was to examine a theoretical model containing the variables that were a part of the investigation of spuriousness. Specifically, the goal was to determine if an integrated theoretical model fit with the data. Results showed that the model fit well, and is therefore one currently appropriate representation of the relationships among the variables. Job satisfaction is not synonymous with organizational morale, which is the possession of feeling of being accepted by and belonging to a group of employees through adherence to common goals and confidence in desirability of these goals. Morale is the byproduct of a group, while job satisfaction is more of an individual stage of mind.

Problems and Prospects of Indian Universities:

Since we have got independence we are facing challenges to establish a great and strong education system. Various governments came and gone. Off course they tried to establish new education policies in the system but this is very sad to dictate that they were not sufficient for our country. Still we are facing lot of problems in Indian university System..

The University Grants Commission has appropriately stated that a whole range of skills will be demanded from the graduates of humanities, social sciences, natural sciences and commerce, as well as from the various professional disciplines such as agriculture, law, management, or engineering. India can no longer

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continue the model of general education as it has been persisting in for the large bulk of the student population. Rather, it requires a major investment to make human resource productive by coupling the older general disciplines of humanities, social sciences, natural sciences and commerce to their applications in the new economy and having adequate field based experience to enhance knowledge with skills and develop appropriate attitudes. Responding to these emerging needs, the UGC stated:

The University has a crucial role to play in promoting social change. The management of university system and the total networking of the system has become an important issue for effective management. The shift can occur only through a systemic approach to change as also the development of its human resource, and networking the system through information and communication technology.

There are many basic problems facing university in India today. These include inadequate infrastructure and facilities, large vacancies in faculty positions and poor faculty thereof, low student enrolment rate, outmoded teaching methods, declining research standards, unmotivated students, overcrowded classrooms and widespread geographic, income, gender, and ethnic imbalances. Apart from concerns relating to deteriorating standards, there is reported exploitation of students by many private providers. Ensuring equitable access to quality higher education for students coming from poor families is a major challenge.

Students from poor background are put to further disadvantage since they are not academically prepared to crack highly competitive entrance examinations that have bias towards urban elite and rich students having access to private tuitions and coaching. Education in basic sciences and subjects that are not market friendly has suffered. Research in Indian universities is at its lowest ebb.

There is an inadequate and diminishing financial support for Indian universities from the government. Many colleges established in rural areas are non-viable, are under-enrolled and have extremely poor infrastructure and facilities with just a few teachers. A series of judicial interventions over the last two decades and knee-jerk reaction of the government – both at the centre and state level and the regulatory bodies without proper understanding of the emerging market structure of universities in India has further added confusion to the universities landscape in the country.

There is an absence of a well-informed reform agenda for university in the country. A few efforts made now and then are not rooted in the new global realties based on competition and increased mobility of students and workforce. Time to time system influenced with new challenges and government taken a major role to build the system. But there are many challenges always faced by the government.

Some of the leading challenges before the university system are continuous upgradation of curriculum to keep in pace with rapid growth of science and technology; globalization and the resultant challenges from the international universities; grooming of many private institutions without any method of ensuring maintenance of quality and standard; need for adequate funding to meet the demands of various novel innovative programs; developing a meaningful and purposeful inter-face between the universities, National Research Laboratories, industries, government and society, etc.

Indian universities policy may not be able to completely overcome all these challenges though it may play a role in information and resource sharing. There are so many people in various parts of country which are still out of reach. This is when we have emphasize more on our education programs and made our system reachable to all areas. Government has to rethink on these areas to implement more on the policies. Money also plays a vital role for the education system which needs to unique for all globally recognized syllabus and curricula. Take a look on our constitution which says that this is the responsibility of central and state government to build good education system. For that we need to have funds. But despite there was a large expenditure on the funds every year on Education where the fund goes and our system remains intact. Central government prepares

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policies and plan while responsibility of State government is run those policies on ground.

The standard education facilities are higher in the states which are much rich. There is a need to change such defects from the country education system which only can be influenced by increasing funding and providing better facilities to students. But we know there is always increase in the fund for the education system but never implemented in that area. So we have to work in this area. Government tries to make different policies which are implemented but quality never checked.

Majority of fund goes in the pockets of officials working for this. There is a vast need to improve the quality and standards. The time now is to modernize our education system so that our country can get much more technically graduated people which can help our country to developed state. Today's youth always try to go foreign for his higher education as they have much better facilities and quality of their system. Can't we get that quality here itself? We have to stop this brain drainage so as avoid students to run away from country.

Our governments trying for various challenges faced but no one is doing well for that. Government came and goes but system remains intact. Indian university system is extremely diverse and the challenges and issues faced by higher education institutions are just as diverse. The process of education is not merely digesting books. It is also about doing several co-curricular and extra-curricular activities that give a broader meaning to life in general and education in particular. I believe that opportunities for such holistic development are not enough in India.

Facilities for the same are lacking or not easily accessible in India. Even where facilities exist, there is a lack of information about the same. There is a lack of universities and institutes for education but one most important fact is that the quality of education is absent in higher education. There are very few teachers and their knowledge is very insufficient. Most of the teachers are making money with tuitions. I have seen my places where there tuitions.

The teachers are not having proper knowledge of subject even and resources to student community are very poor. Students do not have any student-ship ethics, they just want marks in the subject and they study only for grabbing jobs.

There is no creativity in students. Our top class students are hard-worker but not innovative. They are not capable enough to produce new technology. There is a great need to revolution in higher education. These are just some challenges which should cover all the aspect in the present scenario of education and we have to implement hard on them.

Steps taken for Quality Education in Indian Universities:

The GOI has taken more important steps for solution for improving quality education in Indian university system. There are some suggestions and Expectations from Government, Industry, Educational Institutions, Parents and Students for improving quality of higher education and Indian university.

As we move towards a learning society, every human activity will require contributions from experts, and this will place the entire sector of higher education in sharp focus. Although the priorities, which are being assigned today to the task of Education for All, will continue to be preponderant, the country will have to prepare itself to invest more and more on higher education and, simultaneously, measures will have to be taken to refine, diversify and upgrade higher education and research programmers.

1. To Promote the Research Activities- Industry and students are expecting specialized courses to be offered so that they get the latest and best in education and they are also industry ready and employable. Vocational and Diploma courses need to be made more attractive to facilitate specialized programs being offered to students. Incentives should be provided to teachers and researchers to make these professions more attractive for the younger generation.

2. Research and Development Practices- The new technologies offer vast opportunities for progress in all walks of life. It offers opportunities for economic growth, improved health, better service delivery, improved learning and socio-cultural advances. Though efforts are required to improve the country's innovative

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capacity, yet the efforts should be to build on the existing strengths in light of new understanding of the researchinnovation-growth linkage.

3. Resource Allocations- The decline in public funding in the last two plan periods has resulted in serious effects on standards due to increasing costs on non-salary items and emoluments of staff, on the one hand, and declining resources, on the other. Effective measures will have to be adopted to mobilize resources for higher education. There is also a need to relate the fee structure to the student's capacity to pay for the cost. So that, students at lower economic levels can be given highly subsidized and fully subsidized education.

4. Centered Education Methods- Methods of higher education also have to be appropriate to the needs of learning to learn, learning to do, learning to be and learning to become. Student-centered education and employment of dynamic methods of education will require from teachers new attitudes and new skills. Methods of teaching through lectures will have to subordinate to the methods that will lay stress on self-study, personal consultation between teachers and pupils, and dynamic sessions of seminars and workshops. Methods of distance education will have to be employed on a vast scale.

5. Public Private Partnership (PPP Model) - PPP is most essential to bring in quality in the higher education system. Governments can ensure PPP through an appropriate policy. University Grants Commission and Ministry of HRD should play a major role in developing a purposeful interface between the Universities, Industries and National Research Laboratories (NRLs) as a step towards PPP. Funding to NRLs by the government should ensure the involvement of institutions of higher education engaged in research activities to facilitate availability of latest sophisticated equipment.

There has been some effort both by the government and the private education institutions to develop the teaching staff at various levels. However, this needs to be intensified with appropriate attention to all the aspects related in order to prepare quality and sufficient number of educational staff. Such efforts need a very serious structuring for the research base institutions. We have to be optimistic that private-public partnership and the Industry interface will take place in the field of education at all levels, and particularly in the backward regions, which is the need of the hour. To achieve excellence, we thus need to create a real partnership between government, educators and industry– Partnerships that can provide our high-tech industries with skilled workers who meet the standards of their industry.

6. To Provide the Need Based opportunity-Oriented Courses- All round development of personality is the purpose of education. But the present day education is neither imparting true knowledge of life and nor improving the talent of a student by which one can achieve laurels in the field one is interested. So, combination of arts subjects and computer science and science and humanities or literature should be introduced so that such courses could be useful for the students to do jobs after recruitment in some companies which would reduce unnecessary rush to higher education. The program must be focused on graduate studies and research and developing strategies and mechanisms for the rapid and efficient transfer of knowledge and for its application to specific national and local conditions and needs. Meritorious doctoral students should be recognized through teaching assistantships with stipends over and above the research fellowships.

7. Towards a New vision- India realizes, like other nations of the world, that humanity stands today at the head of a new age of a large synthesis of knowledge, and that the East and the West have to collaborate in bringing about concerted action for universal upliftment, and lasting peace and unity. In this new age, great cultural achievements of the past have to be recovered and enriched in the context of the contemporary advancement so that humanity can successfully meet the evolutionary and revolutionary challenges and bring about a new type of humanity and society marked by integrated powers of physical, emotional,

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dynamic, intellectual, ethical, aesthetic and spiritual potentialities.

8. Inter Exchange Culture Programs- After education, tour to all the places in India and world as far as possible with the cooperation of government is necessary so that one can understand about people, culture, arts, literature, religions, technological developments and progress of human society in the world.

9. Action Plan for Improving Quality- Academic and administrative audit should be conducted once in three years in Universities by external experts for ensuring quality in all aspects of academic activities. The Private Universities should come forward for accreditation and fulfill the requirements of accreditation. Universities and colleges should realize the need for quality education and come forward with action plan for improving quality in higher education in the university.

10. Individuality- The life of one will not be interesting but rather boring, monotonous and frustrating. This is mainly due to parental interference in the education of the children. Parental guidance is necessary but it should not interfere in the creativity or individuality of the students. Also, in spite of the obsolete type of education system, some are achieving wonderful things in Sports, Music, Dance, Painting, Science and Technology in the world. This is only due to the encouragement of the parents and some dedicated teachers in the educational institutions. Higher education is necessary for one to achieve excellence in the line one is best. But one should be selected for higher education on the basis of merit only. Further, fees for education in general should not be high; especially, the fees for higher studies should be within the reach of every class of people in the nation.

11. Quality development- Quality depends on its all functions and activities: teaching and academic programs, research and scholarship, staffing, students, building, facilities, equipment, services to the community and the academic environment. It also requires that higher education should be characterized by its international dimensions: exchange of knowledge, interactive networking, mobility of teachers and students and international research projects, while taking into account the national cultural values and circumstances.

The level of education and knowledge being imparted by many colleges...is not up to the mark. Instead of concentrating on quantity, these institutions should concentrate on quality. The approach of doctoral research in social sciences needs to be more analytical and comparative and be related to society, policy and economy.

A study conducted on Social Science Research Capacity in South Asia (2002) showed that the share of the Indian universities in the special articles published in the Economic and Political Weekly was only about a 25 percent. This too was dominated by only three universities, namely Jawaharlal Nehru University, University of Mumbai & University of Delhi.

Conclusion:

In nutshell, it is observed from the study that Private universities are less focused on training and employee's participation and succeed to satisfy the employees to a moderate extent on compensation, team work and performance appraisal policies. Resulting Indian Universities are facing problems in term of continuance commitment and normative commitment. HRM policies build an emotional attachment with the organization in form of affective commitment in Indian university system.

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