



PRESENT SCENARIO OF HIGHER EDUCATION & STRATEGY TO IMPROVE THE QUALITY IN HIGHER EDUCATION WITH SPECIAL REFERENCE TO MADHYA PRADESH

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Abstract-

Madhya Pradesh is centrally located state of India and it is known as "heart of India". Madhya Pradesh is the second-largest state in the country by area. With over 75 million inhabitants, it is the fifth-largest state in India by population. The total population of Madhya Pradesh according to census 2011 is 7,25,97,5,65 The state has 51 districts. To provide higher education to the youth, state having 7 Universities, 437 Govt. Colleges, 76 Aided Colleges and 814 none aided Colleges, but no one colleges comes under top 100 college of country. It means state is not able to developed the national standard level college There is need to develop the infrastructure and & provide all the necessary facilities in the existing colleges instead of opening new colleges. Large number of the colleges does not have the building, labs, library & other facilities such as net, furniture. There is also huge shortage of Principal, professor, Librarian, sports officer and non Teaching staff. More than 300 colleges are running without principal. Similarly approx 4000 teaching post are vacant. The main pillars of colleges are principal, Teachers & students. Without first two pillars how a college can run smoothly. This paper will study the present scenario of higher education of M.P, challenges before higher education & how to overcome. So the quality education can provide to students.

Introduction-

Under the Madhya Pradesh University Act 1973, 7 Universities, 437 Govt. Colleges, 76 Aided Colleges and 814 none aided Colleges are being run to improve the status of higher education in the state. More than four lacks students are enrolled in Govt. colleges. Details information regarding government Colleges, University wise is given below.



Present Scenario of Higher Education-

Table- 01

Name of University	Govt. colleges	Aided Colleges	Non Aided Colleges
A P S University Rewa	68	9	86
B U Bhopal	77	11	160
DAVV Indore	68	13	119
MCB University Chhatarpur	40	8	50
Jivaji University Gwalior	61	14	235
RDVV Jabalpur	74	16	99
Vikram University Ujjain	49	5	65
Total	437	76	814

Source- Annual Report Higher Education (2015-16)

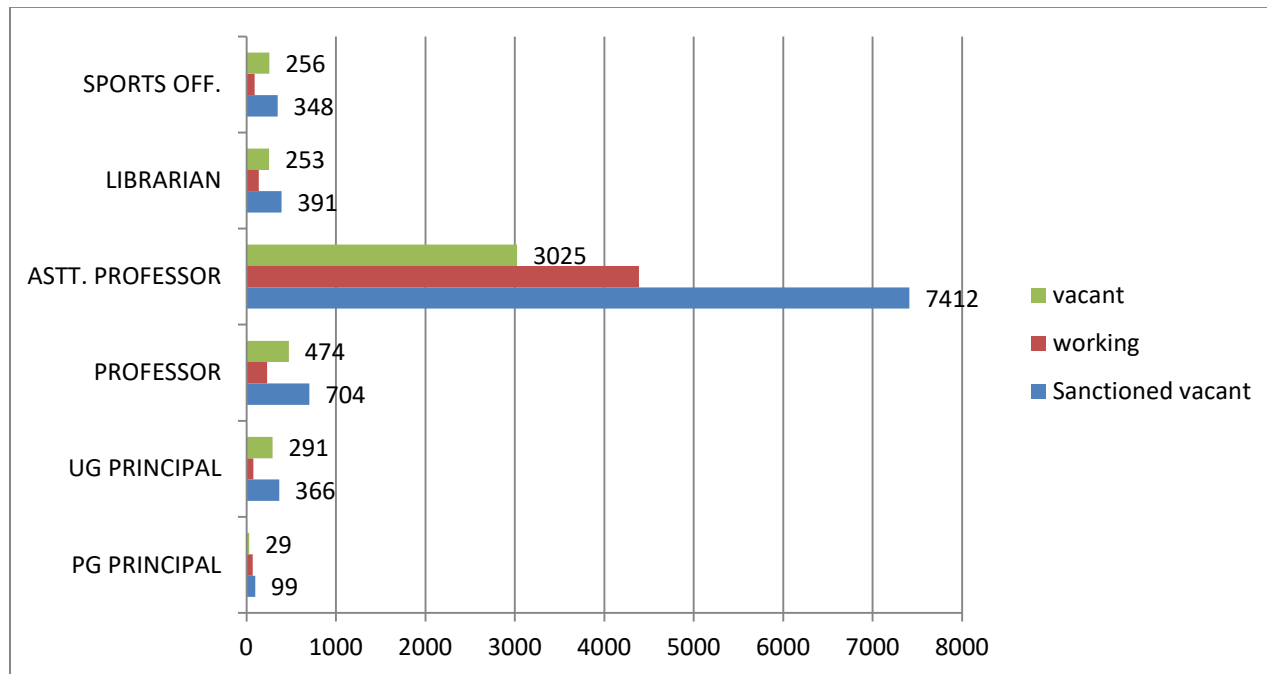
Out of 437 Colleges, 98 are Post Graduate Colleges and 339 are Graduate Colleges. Usually in Colleges, the academic post are –Principal, Professor, Astd. Professor, Sports Officer and Librarian, while none academic post is Registrar, Head Clerk, UDC, Accountant, Assistants etc. Details of sanctioned & vacant post in Colleges are given in below table.

Details of sanctioned & vacant (Teaching) Post in Colleges-

Table No. 02

Name of Post	Sanctioned Post	Working	Vacant Post
Principal PG college	99	70	29
Principal UG college	366	75	291
Professor	704	230	474
Astd. Professor	7412	4387	3025
Librarian	391	138	253
Sports Officer	348	92	256
Total	9320	4992	4318

Source- Annual Report Higher Education (2015-16)



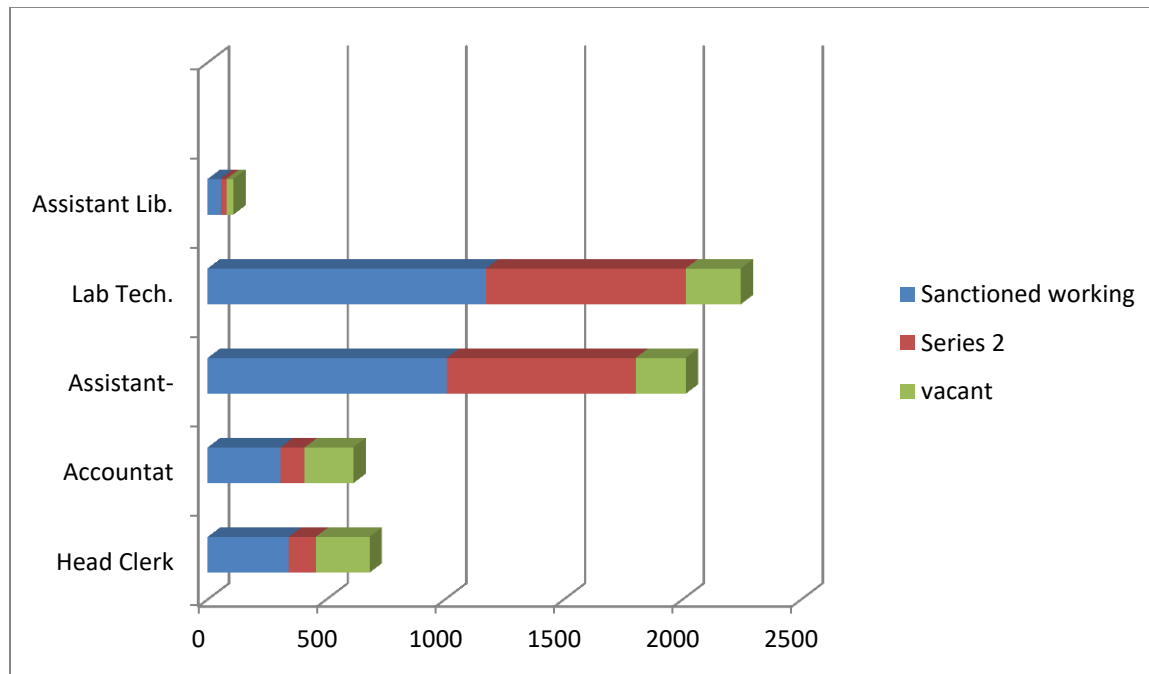
It is very clear from the above table that 50% (approx) post are still vacant. Out of 437 colleges only 145 colleges having the principal, rest are vacant. Similarly professor, Astt. Prof. and others post are also vacant.

Detail of Vacant Post (Non Teaching)

Table No. 03

Name of Post	Sanctioned Post	Working	Vacant Post
Hostel Manager	81	46	35
Head Clerk	341	114	227
Accountant	307	102	205
Assistant -2	312	245	67
Assistant -3	695	551	144
Lab Technician	1173	940	233
Assistant Librarian	54	25	29
Assistant Sports Officer	04	02	02
Total	2967	2025	942

Source- Annual Report Higher Education (2015-16)



To ensure efficient administration and monitor different activities, Office of the Commissioner, Higher Education has been established in Bhopal. There are also 08 Regional Directors offices in various region, they are Bhopal, Hosangabad, Sagar, Ujjain, Indore, Rewa and Jabalpur. Officers those who are working in Commissioner Office or Directorate of higher education (belong to teaching faculties) can be posted either in the office of Commissioner or in a Colleges, only for the administration purposes, their designation are different. When they are working in the colleges, they known as a Principal or Professor, while when they working in Directorate, they designated as a Additional Director, Joint Director, OSD etc.

Challenges in Higher Education-

Madhya Pradesh having 437 Government colleges. Out of them 99 are P.G. colleges & rest are U.G. colleges. There is need to well equip the existing colleges. The main requirement is to develop the infrastructure and & provide all the necessary facilities in the existing colleges. Large number of colleges does not having the building, labs, library, Net & other facilities. Also the vacant post of



principal, Professor, Astd. Professor, Librarian, Sports Officer & none teaching staff are the major problems before higher education. The main challenges in higher education

(A) are-

01. Shortage of teaching & none teaching staff
02. Lack of infrastructure
03. Lack of motivation
04. Delay in promotion
05. Lack of confidence to take the decision
06. Lack of research facilities

(B) The students are the life line of the college. Most of the keen students take the admissions in technical and professional colleges because there they can get the job easily after the completion of the graduation. Usually those who do not get admissions in technical colleges get admitted in general colleges.

(c) The post of principal in the colleges is the most responsible & respectable. The main problems before principals are lack of subjective and practical knowledge in the field of administration. Professor/Asst. Professor is promoted to the post of Principal about 30 years of service. Even during promotion an orientation programme only for 1-2 week has been conducted in which everyone's not take part because it is mandatory to participate in the training programme. Thus the several Principals neither have any training nor experience in administration. The job of Principal becomes entirely different. The main problems faced by Principals during the work are:-

01. Lack of knowledge of fundamental and conduct rules
02. Lack of knowledge about disciplinary proceeding
03. Lack of knowledge about store purchase rules.
04. Lack of knowledge for pay fixation and preparation of pension cases.
05. Liaison with the administrative departments.



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So there is need to train the principals accordingly. The qualities of good managers are imagination, innovation, intuition, involvement & interaction.

(D) Without the administrative support the improvement in quality cannot be imagined. Most of the colleges are suffering the shortage of funds; they don't have sufficient infrastructure such as buildings, lab, library, classrooms etc. without the administrative support, it is not possible to improve the infrastructure and without the basic infrastructure quality will never come. So there is need to improve the basic infrastructure in colleges. Well equipped library, lab, classrooms always help in improving quality education. The top management should also ensure to settle down the claims of teachers in due time such as promotions, scales etc.

(E) Examination pattern:- All the colleges are now having the semester system of examination in U.G. & P.G. level. It would be better to stop semester system in rural colleges. Semester is very good for the students, but it can be implemented in better way only when the number of students is limited & sufficient number of staffs is available. So there is two options first is either semester system will continue only in PG courses or continue up to district level colleges. The internal assessment includes-presentation, group discussions, project works, class teaching, seminars, debates, speeches, assignments etc. & it's possible only when

Future Strategies:-

The government should develop the future strategies to improve the quality in higher. Quality will never come at a glance, it is continuous process. So the government should make the systematic plan to improve the quality in higher education. While framing the strategies the following points should be taken into the consideration:-

01. Selection procedure of the staff: - selection procedure of teaching & non-teaching staff should be clearly defined. The procedure of selection must be done regularly so the vacant post can be filled up time to time.
02. Availability of teaching staff:-there is need to exercise the work load of teaching faculty in all the subject college wise & as per the work load, post can be transferred from one college



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to another college, so the availability of post/staff can be ensured, but during the exercise UGC norms should be taken into the account. It would be better that during calculation of work load UG/PG classes & their section must be taken in to consideration.

03. Availability of the Principal:- Post of Principal in the colleges is the most important & responsible. Therefore posting of the Principal should be ensured in all the colleges & for that it is necessary to conduct the DPC regularly so the professor can be promoted on the post of Principal time to time.

For the post of Principal direct recruitment through PSC in some percentage can also be done. Department of school education, Govt. of MP already implemented the same scheme. In this way some young professors who are having the teaching as well as administrative experience & willingness, they can be selected on the post of Principal.

04. Basic infrastructure:- it is necessary to provide the basic infrastructure such as labs, classrooms, sports facilities etc. to ensure quality. Firstly the government should select some of the colleges to provide the basic infrastructure and then other colleges should be taken into consideration.
05. Training:-training is the most essential part of the life to upgrade the knowledge and skills time to time. It must be made essentials for newly appointed staff to undergo the basic foundation courses. During the course input of teaching skills, presentation skills, communication skills, leadership. Computer knowledge and some administrative tips should be given.

In service training for the existing staff should be given time to time as per the present need, so they get updated. Every staff should undergo training after every three years. Training can be linked with the carrier advancement as per the training policy of Govt. of India.



06. Motivation:-after working at the same position for longer period of time, a teacher may feel de motivated because they don't get timely promotions, research opportunities & other incentives, to increase their motivation it is necessary to ensure that they will get their promotions & other benefits timely.
07. Create the good atmosphere with rewards:-the atmosphere for competition & good work should be created in the institution/ colleges by the means of appreciation, friendly environment, transparency & reward for efficient workers.
08. New courses (job oriented) in the view of global changes should be designed & introduced as per the demand of the market, so that after the completion of the courses the students are able to get the job easily.

Conclusion & suggestion-

At present semester system is an existence in entire state. Debate is still going on whether present system should continue or it should change & continue only up to PG level. The main problem with semester system is number of students & accordingly not availability of teachers. In rural area students are also not coming colleges because they are involve in agriculture & other domestic works. University is also not able to conduct the examination as per schedule. To overcome from that problem following suggestion can be consider during framing the policy by top management.

- ❖ Choice Base Credit System (CBCS) is such system where involvement of the students can increase. Many top institute of country is already adopted this system & their feedback is much better. State Govt. can think over to introduce the CBCS in University & colleges. It would be better that Govt. should form a committee of academician & they study the whole CBCS system. Before the recommendation they should also visit some institution where this system is already in existence. So they might get the practical exposure about better implementation of the new system. Govt. should study the report & take the decision accordingly keeping in view the availability of teachers / students & other facilities. It would be better Govt. introduce CBCS in



multi phase. In first phase it can be introduced only in autonomous colleges before that teachers / students ratio must maintain as per UGC norms.

- ❖ Semester system is very good for students, But keeping in view huge number of students it should be reviewed. It would be better that it will continue in PG courses, UTD, & one college in district level. Govt. should ensure all the minimum resources in those colleges, so the semester system can run smoothly.
- ❖ The main pillars of the colleges are Principal, teachers & students. There is need to fill the vacant principal, teaching & non-teaching posts regularly. At present most of the colleges do not have sufficient number of teachers, therefore classes are suffering. There is need to develop a regular mechanism to fill all vacant posts in every year.
- ❖ There is need to review the courses as well as the syllabus. The courses should be designed as per the requirements (job oriented) so that they are able to get the jobs after the completion of their courses. The colleges should concentrate on overall personality development of the students, by the way of presentations, group discussions, projects, works, class teachings, seminars, debates, speeches, assignments etc. Colleges should also focus on co-curricular activities to improve the communication skills of the students.
- ❖ After the selection training should be provided to them on teaching skills as well as administrative work. They don't know, how to teach, how to make more effective presentations, so there is need to first fill up the posts & then train them according to their needs. It would be better to organize foundation courses after selection like other services. Teachers those who are already in service, also require update time to time as per the present need.
- ❖ Teachers those who are performing their duties very well must be rewarded in the means of career advancement & other incentives. Most of the teachers are not getting scales & promotions timely as a result they get demotivated. Claims of teachers must be settled down timely.
- ❖ New transfer policy can be framed from the department level to ensure the availability of teachers. During framing the policy following things might be considered:-

-Every one must transfer after completing five / ten years. Choice of place of posting can be sought from the teachers & staff.



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-New teachers & other staff should post in rural area for minimum five years. Such type of condition can be mentioned in either advertisement or posting letter

- During framing the policy GAD rules & guide line should be follow & before notification of transfer policy approval should take by GAD.

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