



Facilities Provided to the Teachers Serving in Private Higher Educational Institutions: Evidence from their Responses

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Abstract: The investigator has taken attempt to study facilities provided to the teachers in private higher educational institutions. Descriptive survey method has been utilized to study the present problem. A sample of 306 numbers of teachers consisting of 192 males and 114 females has been taken using random sampling method from Odisha. The statistical techniques such as mean and percentage have been used to analyze and interpret data from the questionnaire developed by the investigator for the present study. The findings of the study reveal that the teachers avail facilities like library, leave, profession development, residential, teaching, technology, sitting, salary, other benefits and leave etc. The teachers are the backbones of the students' future. The teachers, when teaches the students, should be free from burdens. Therefore, the mind of the teachers should be in a state of good health who can provide good education.

Keywords: Facilities, privatization, higher educational institutions, Teachers, Responses.

I. INTRODUCTION

Teaching learning process plays a pivotal role in higher education where teachers' competency, skill, methodological factors are fully responsible in making teaching learning process effective. Teaching learning process is carried on in a better environment, well classroom management, learners' alternatives, curriculum which is the main features to make better environment, well classroom management, learners' alternatives, curriculum which is the main features to make the teaching learning process more effective. Besides, not only the facilities are to be provided to the teaching learning process but also it is more important to provide facilities to the teachers. The private higher educational institutions should provide facilities to the teachers in all respects like library, leave, profession development, residential, teaching, technology, sitting, salary, other benefits and leave etc. by which the teachers are encouraged to teach effectively. In this regard attempt has been made to study the facilities provided to the teachers. The collected views of the teachers are interpreted using statistical techniques like mean and percentage followed by tables.

II. REVIEW OF LITERATURE

Some research studies are given in the present study. Ajay and Mukesh (2020) found in the study

that the teachers were more concerned with the legal accountability rather moral accountability in private higher educational institutions. The teachers were getting leave facilities at the time of need.

Bates (2021) found in the study that ICT was introduced in higher education to support administrative data, processing requirements such as students' registration, financial management and international communications which both students and the teachers took the benefit.

Brodersohn (2018) concluded in his study that the number of private colleges and universities had increased and enrolments in private institutions increased at a much faster rate than in public institutions, enrolments in private investment increased by several times, Colombia by 1.7 times the rate of growth of public education and 2.03 times in Peru but the institutes had minimum facilities. The study suggested to improve it. Brokeman (2002) highlighted in his study the privatization of higher education was the main instrument for development and change. In addition to it he suggested that modern technology and facilities would no doubt bring socio-economic development of the society.

Jaganmohan (1983) concluded from his study that the rural private colleges suffered from lack of teaching aids and teachers of these colleges had neither facility nor opportunity to improve their



qualifications. The colleges, especially in the rural areas, suffered from acute paucity of funds for physical academic improvement.

Johnstone (1999) revealed that the seeking of greater autonomy from Government by way of a non-compartmentalized as well as non-rigid budgetary regime, appropriate usages of resources, increased focus on packing and marketing, competitive pricing, innovative applications to raise funds, trimming of departments and other units that seemed not to be attracting students etc. were the features associated with phenomena and multiple dimensions.

Karuppaiyil (2003) had explained that sixty per cent of private higher educational institutions had shown quality education through infrastructural development as well as modern technology and the teachers were availing all the facilities as a result they were inclined to their profession.

Rederick and Stephens (1979) stated in the study that privatization had assumed a greater significance as a policy strategy for the development of education in recent times, essentially, but not wholly, due to stagnating and in some countries declining the public budgets for education, on the one hand and on the other, increasing social demand for higher education, manifested in slogans like higher education for all. The institutes provided all the educational facilities to the students and the teachers giving more importance on library use.

Sant (1996) found that both teachers and students would be motivated towards excellence when they were well equipped with tools of positive thinking effective communication of skills like speaking, writing, reading and listening which would be the motto of the privatization of higher education.

Stromquist (2000) showed in the study that the instruction was sending teachers for their professional development with special financial benefit. The management had the notion that the emerged teachers were providing education in new techniques from which the students were able to acquire more.

III. OBJECTIVES OF THE STUDY

The objectives of the study are as follows.

1. To study the views of the teachers towards private higher educational institutions.
2. To study the facilities available to the teachers in private higher educational institutions.

IV. METHODOLOGY OF THE STUDY

The present study is designed as descriptive survey method for collecting information from the teachers about facilities available to them in private higher educational institutions.

A. Sample:

The investigator has taken 306 teachers consisting of 192 males and 114 females for the present study using random sampling method.

B. Tool of the Study:

The investigator developed one questionnaire for the teachers about facilities available to them in private higher educational institutions.

C. Delimitation of the Study:

The study delimits to collect data from engineering students studying in the city of Bhubaneswar of Odisha.

D. Data Collection:

The investigator personally visited the institutions for administering the questionnaire over the teachers for collection of data.

E. Statistical procedure used:

The statistical procedure like mean and percentage were used for analysis and interpretation.

F. Analysis and interpretation:

The views of the teachers about facilities available to them in private higher educational institutions were analyzed and interpreted by using statistical techniques like percentage and mean as follows.

TABLE I
TEACHERS' INTEREST FOR SERVING IN PRIVATE INSTITUTIONS

Sl. No	Various Factors	Males	%	Females	%	Total	%
a.	Interest in private sector	75	38.26	25	21.92	100	32.67
b.	Not getting job elsewhere	102	52.04	79	69.29	181	59.15
c.	Institution nearer to home	15	7.65	10	8.77	25	8.16
d.	None of the above	-	-	-	-	-	-



It is depicted from the table that 59.15% of teachers are taking interest in serving in private higher educational institutions as they do not get job elsewhere. 32.67% of teachers take interest in private sector for their personal cause. On the other hand 8.16% of teachers want to take job in private higher educational institutions due to the institutions nearer to their residence.

TABLE II
AMOUNT OF SALARY PAID TO THE TEACHERS

Sl. No.	Various Amounts	Male s	%	Fem ales	%	To tal	%
a.	Rs.5000 – Rs. 10,000	-	-	-	-	-	-
b.	Rs.10,001 –Rs. 15,000	5	26.04	3	26.31	8	2.61
c.	Rs.15,001- Rs. 30,000	167	86.97	87	76.31	254	83.0
d.	Rs.30,001 – Rs.40,000	16	8.33	21	18.42	37	12.1
e.	Rs.40,001 – Rs.60,000	4	2.08	3	2.63	7	2.28
f.	Rs.60,001 – Rs.80,000	-	-	-	-	-	-
g.	Any other	-	-	-	-	-	-

It is revealed from the table that 83% of teachers are getting their monthly salary of range Rs.15,001.00 –Rs.30,000.00, 30,001.00 –Rs.40,000.00 (12.09%), and a very few numbers of teachers of range Rs.60,001.00 –Rs.80,000.00 (2.28%) being seniors whereas 2.61% of teachers get salary range of Rs.10,001.00 –Rs. 15,000.00 ones per month.

TABLE III
PAYMENT OF SALARY IN DUE COURSE

Sl. No.	Various Courses	Mal es	%	Fema les	%	To tal	%
a.	In every	192	100	114	100	306	100

	month						
b.	Once in two months	-	-	-	-	-	-
c.	Once in three months	-	-	-	-	-	-
d.	Not regularly	-	-	-	-	-	-

It is understood from the table that all the teachers are getting monthly salary regularly in due time.

TABLE IV
SITTING FACILITIES

Sl. No.	Sitting facilities	Mal es	%	Fema les	%	To tal	%
a.	Personal chambers	192	100	114	100	306	100
b.	Sitting arrangement in common room	-	-	-	-	-	-
c.	Sitting arrangement with non-teaching staff	-	-	-	-	-	-
d.	No specific place for sitting	-	-	-	-	-	-

It is understood from the table that all the teachers are sitting in their personal chambers as a result they can prepare themselves for the class.

TABLE V
LIBRARY FACILITIES

Sl. No.	Library Facilities	M ale s	%	Fem ale s	%	To tal	%
a.	Library books	192	100	114	100	306	100
b.	Journals, newspapers, Magazine s, reference books	132	68.75	77	67.54	209	68.3
c.	Wi-Fi and Internet	192	100	114	100	306	100



d.	Separate sitting facility	77	40.1	44	14.37	12	39.54
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It is known from the table that all the teachers are availing library books easily, Wi-Fi and Internet facility which enable them to prepare for better teaching in the class. On the other hand 68.30% of teachers say that they avail the facilities of Journals, newspapers, magazines and reference books in the library which help them in enhancing their knowledge in the concerned subjects. 39.54% of teachers tell that they avail separate sitting arrangement in library for their personal development in teaching.

TABLE VI
FACILITIES FOR ENHANCING PROFESSION

Sl. No.	Facilities	Males	%	Females	%	Total	%
a.	Attending refresher courses	16	8.33	21	18.42	37	12.09
b.	Attending national and international conference/seminars	83	43.22	43	37.71	126	41.17
c.	Attending profession development courses	9	4.68	4	3.50	13	4.24
d.	Not sending at all	84	43.75	49	42.98	133	43.46

It is found from the 43.46% of the responses of the teachers that the management is not sending them for attending refresher courses, national and international conferences or seminars or profession developmental courses. If they go for these courses the management is not giving salary for these purposes due to their absence during this period. 41.17% of teachers say that the management is

allowing them to attend national and international conferences or seminars with salary. 12.09% of teachers' view that they attend refresher courses and 4.24% of teachers express their views that they attend the profession development course with the permission of the management.

TABLE VII
TEACHING FACILITIES PROVIDED FOR TEACHING

Sl. No.	Types of facilities	Males	%	Females	%	Total	%
a.	Smart classroom	183	95.31	98	85.96	281	91.83
b.	Electronic blackboard	132	68.75	77	67.54	209	68.30
c.	Wall cemented or wooden blackboard	169	88.02	82	71.92	251	82.02
d.	Availability of electronic equipment for teaching	103	53.64	90	78.94	193	63.07

It is known from the table that 91.83 per cent of teachers are availing smart classes for teaching. 82.02 per cent of teachers are telling that they use wall cemented or wooden blackboard in teaching.

More than 63% of teachers respond that electronic blackboard and electronic equipment for teaching are available in the institution which they use in teaching learning process.

TABLE VIII
FACILITIES FOR LEAVE

Sl. No.	Types of leave	Males	%	Females	%	Total	%
a.	Casual leave	192	100	114	100	306	100
b.	Medical leave	-	-	-	-	-	-
c.	Earned leave	-	-	-	-	-	-
d.	Other leaves such as study leave, special	-	-	-	-	-	-



	leave etc.								for research activity							
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It is known from the table that only casual leave is allowed to the teachers as per the responses of all the teachers. No other leave like medical leave, earned leave and any other leaves such as study leave, special leave etc. is allowed to them and if required the teachers avail leave without pay which the teachers are not at all satisfied in it.

It is found from 43.79% of the teachers' responses that the management conducts orientation courses by inviting experts for research activity which becomes very much essential for the research point of view. The library provides research articles (26.14%), updated magazines and Journals (25.81%) and computer/laptop to the teachers (4.24%) not individually.

TABLE IX
RESIDENTIAL Facility

Sl. No.	Various facilities	Mal es	%	Fema les	%	Tot al	%
a.	Free residence	83	43.22	43	37.71	126	41.17
b.	Common hall	32	16.66	27	23.68	59	19.28
c.	Accommodation with rent	-	-	-	-	-	-
d.	Not providing at all	77	40.10	44	14.37	121	39.54

In the table it is found from 41.17% of teachers' views that the management is providing free quarters to the teachers for residential purpose. 39.54% of teachers say that they are not provided residential facilities at all. 19.28% of teachers tell that the management provides common hall to all the teachers for residential purpose.

TABLE XI
HOLIDAYS AVAILABLE TO THE TEACHERS

Sl. No.	Various holidays	Mal es	%	F e m a l e s	%	T o t a l	%
a.	Holidays as per the calendar	89	46.45	24	18.42	113	36.92
b.	Holidays as per the management	103	53.64	90	78.94	193	63.07
c.	No holidays at all	-	-	-	-	-	-
d.	None of the above	-	-	-	-	-	-

TABLE X
PROVIDING FACILITIES FOR RESEARCH ACTIVITY

Sl. No.	Various facilities	Ma les	%	Fema les	%	Tot al	%
a.	Providing research articles in the library	42	21.87	38	33.3	80	26.14
b.	Providing updated magazines and Journals	32	16.6	47	41.22	79	25.81
c.	Providing computer/ laptop to the teachers	9	4.68	4	3.50	13	4.24
d.	Orientation courses by experts	109	56.77	25	21.92	134	43.79

It is revealed from the table that more than 63.07 per cent of teachers avail holidays as per the management. 36.92% of teachers say that they avail holidays as per the calendar.

TABLE XII
Other Financial Benefit

Sl. No.	Various amounts	Mal es	%	F e m a l e s	%	Tot al	%
a.	EPF benefit	-	-	-	-	-	-
b.	Annual increment benefit	167	86.97	87.00	76.31	254	83



c.	D.A. and other benefit as per Government norm	-	-	-	-	-	-
d.	Medical benefit	-	-	-	-	-	-
e.	Others if any	-	-	-	-	-	-

It is revealed from the table that all the teachers tell that the management of the private higher educational institutions is paying an annual increment benefit to the teachers but no private institutions are giving other benefits like EPF, D.A. with other benefit as per the Government norm and medical benefits.

V. MAJOR FINDINGS

1). 59.15% of teachers are taking interest in serving in private higher educational institutions as they do not get job elsewhere. 32.67% of teachers take interest in private sector for their personal cause.

2). 83% of teachers are getting their monthly salary of range Rs.15, 001.00 –Rs.30, 000.00, whereas Rs.60, 001.00 –Rs.80, 000.00 (2.28%) is given to seniors per month.

3). All the teachers are getting monthly salary regularly in due time.

4). All the teachers are sitting in their personal chambers as a result they can prepare themselves for the class.

5). All the teachers are availing library books easily, Wi-Fi and Internet facility which enable them to prepare for better teaching in the class.

6). 68.30% of teachers say that they avail the facilities of Journals, newspapers, magazines and reference books in the library which help them in enhancing their knowledge in the concerned subjects whereas 39.54% of teachers tell that they avail separate sitting arrangement in library for their personal development in teaching.

7). 43.46% of the responses of the teachers express that the management is not sending them for attending refresher courses, national and international conferences or seminars or profession developmental courses. If they go for these courses the management is not giving salary for these purposes due to their absence during this period.

8). 41.17% of teachers say that the management is allowing them to attend national and international conferences or seminars with salary.

9). 12.09% of teachers view that they attend refresher courses and 4.24% of teachers express their views that they attend the profession development course with the permission of the management.

10). 91.83 per cent of teachers are availing smart classes for teaching. 82.02 per cent of teachers are telling that they use wall cemented or wooden blackboard in teaching.

11). More than 63% of teachers respond that electronic blackboard and electronic equipment for teaching are available in the institution which they use in teaching learning process.

12). Only casual leave is allowed to the teachers as per the responses of all the teachers. No other leave like medical leave, earned leave and any other leaves such as study leave, special leave etc. is allowed to them and if required the teachers avail leave without pay which the teachers are not at all satisfied in it.

13). 41.17% of teachers view that the management is providing free quarters to the teachers for residential purpose. 39.54% of teachers say that they are not provided residential facilities at all. 19.28% of teachers tell that the management provides common hall to all the teachers for residential purpose.

14). 43.79% of the teachers respond that the management conducts orientation courses by inviting experts for research activity which becomes very much essential for the research point of view. The library provides research articles (26.14%), updated magazines and Journals (25.81%) and computer/laptop to the teachers (4.24%) not individually.

15). More than 63.07 per cent of teachers avail holidays as per the management. 36.92% of teachers say that they avail holidays as per the calendar.

16). All the teachers tell that the management of the private higher educational institutions is paying an annual increment benefit to the teachers but no private institutions are giving other benefits like EPF, D.A. with other benefit as per the Government norm and medical benefits.

VI. SUGGESTIONS FOR FURTHER STUDY

The investigator has suggested a number of studies to be researched as follows.



a) A study can be taken up to analyse the library facilities available in private higher educational institutions.

b). A study can be taken up on various aspects on teaching learning facilities in privatization of higher educational institutions. c). A study is needed to investigate the residential facilities available to the teachers in privatization of higher education.

d). A study on job satisfaction of teachers in privatization of higher education may be taken up.

VII. EDUCATIONAL IMPLICATION

The privatisation of higher educational institutions is taking more care for the education of students. Besides these institutions are also providing facilities to the teachers. The teachers, using the facilities made available to them, go ahead for teaching. With this intention the teachers create good attitude build the future career of the students. This study seeks to explore the facilities available to the teachers in private higher educational institutions of Odisha. The private higher educational institutions provide the facilities to the teachers in all respects like library, leave, profession development, residential, teaching, technology, sitting, salary, other benefits and leave etc. by which the teachers are encouraged to teach effectively.

VIII. CONCLUSION

The investigator has taken care to study the facilities available to the teachers in private higher educational institutions of Odisha. The findings of the study will help the learners, planners, policy makers, researchers, administrators to implement the results obtained from the problem for further researchers.

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