

Chapter - V

Conclusion And Suggestions

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5.1 INTRODUCTION

In chapter IV researcher has analysed all the collected data. The present chapter deals with the conclusions and suggestions. With the help of analysis of collected data researcher discovered various practical facts related to overall educational performance and problem of absenteeism in selected area.

Researcher is going to discuss conclusions from each questionnaire separately in this chapter. On the basis of conclusions, testing of hypothesis is to be done and then some useful suggestions to minimize the problems are suggested for every personnel. Some common suggestions are also given by means of which educational problems can be minimized by group efforts. Any individual can not solve these problems.

5.2 Conclusions form students' questionnaires

1. The merit of majority students in B.com course is between 50-69 % marks. The intensity of students in scoring the examination is low. They do not study hard through out the year to score in annual examination.
2. Very few students attend the college lectures regularly and the percentage of students who are not attending a single lecture is high (i.e. 38%).
3. College teachers are following traditional teaching methodology and students think that the college teaching is not sufficient for them. College teachers do not give personal attention to the students present in the lecture.

4. College teachers do not provide any printed or xerox notes to students and they hardly complete the syllabus in time. They occasionally give home work to students but only some times they check home work of the students.
5. Students are not serious about the internal examinations taken by the college during the year as marks of such examinations are not considered for final result.
6. Above 90% students have joined private classes. Majority of them are for scoring subjects like Accountancy, Mathematics & Statistics but very few have joined such classes for other subjects. They do not attend college lectures for the subject which they have joined private class. Students think that they get good practice, personal attention and completion of syllabus in sufficient time till final examination in private classes than in college.
7. Participation of students in extra or co-curriculum activity is very low and they are not familiar with the important role played by such activities in their personality development.
8. Students are silent about carrier planning.
9. The attitude of commerce students is that, Commerce is an easy branch and does not need through out study during the whole year. The few months study with the help of guides and notes before final examination is sufficient to score good marks i.e 50 – 69 %.

10. There is a lack of communication between students, teachers & principal of college.

5.3 Conclusions form parents' questionnaires

1. Majority parents are educated and they are engaged in service field. The parent's education gives a valuable contribution in the educational performance of the students. Generally, the educated parents are aware of difficulties & challenges of modern competitive world.
2. Parents are aware with educational performance of the student. They spend some time with student for discussing the various matters related education. They are well aware of irregular attendance of student to college lectures, non-participation of student in college activities & less activeness in college education but they are silent. They do not motivate the student for improving their performance in college activities.
3. Parents also think that the college teaching is not sufficient for the student and they allow them to join private classes by paying heavy fees.
4. Parents attend the college meeting rarely and they do not respond to college in respect of letters and phones related to educational performance of the student.
5. Parents are not serious about carrier planning of the students though they are educated and well aware of global competition.
6. There is a lack of communication between parents, teachers & principal of the college.

5.4 Conclusions form teachers' questionnaires

1. Teachers follow traditional as well as modern teaching methodology. They think that this method is sufficient for the students. Teachers use modern teaching techniques during the lectures but students are less interested to attend the lectures. But during the study researcher observed that teachers do not use any modern techniques effectively during the lectures.
2. Very few students attend the college lectures regularly. They give personal attention to all students present in their lectures. They do not provide any printed / xerox notes but they complete the syllabus in sufficient time.
3. Participation of students in extra or co-curriculum activities and other activity is very poor. Students are not serious about internal examinations conducted by college.
4. Students have joined private classes mostly for scoring subjects.
5. Parents are very silent in respect of contact with college. They do not attend parents meeting. They do not give any response to letters or phone calls from college in respect of educational performance of the student. They do not contact teachers or principal to discuss about participation of student in college activity and his overall performance in the college.
6. Students are unaware to the challenges and competition of global world. They are less carrier oriented and they are silent about carrier planning.

5.5 Conclusions form principals' questionnaires

1. Colleges follow all the guidelines given by Government / U.G.C / N.A.C.C.
2. College teachers follow traditional as well as modern teaching methodology and college provides all the modern instruments required for it. They complete the prescribed syllabus in sufficient time till final examination. But researcher observed that very few teachers complete their syllabus in sufficient time.
3. Very few students attend the college lectures regularly. Students are not serious about internal examinations conducted by college. Students are less interested to participate in extra or co-curriculum activities organised by college.
4. Students have joined private classes mostly for the scoring subjects.
5. Parents are very silent about student's college performance. They hardly attend parents meeting. They don't give any response to letters and phone calls from college related to performance of the student.

In short researcher has drawn conclusion on the basis of analysis and interpretation of the data. After considering the conclusions from students', parents', teachers' and principals' questionnaire, researcher is going to compare all these conclusions. The following chart shows comparison of the opinion of each personnel on similar point -

Chart showing comparison of conclusions

Sr.	Point	Students opinion	Parents Opinion	Teachers opinion	Principals opinion
1.	Attendance to college lectures	They do not attend all the lectures regularly.	They are well aware of irregular attendance of students to lectures.	They are accepting that regular attendance to lecture is very poor.	They are also accepting the poor attendance of the students.
2.	Teaching methodology	They said that college teaching is insufficient & they follow traditional teaching methodology.	They are also accepting that college teaching is insufficient and because this students have joined private classes.	They are following traditional as well as modern teaching methodology and it is sufficient to the students	Teachers are following traditional as well as modern teaching methodology and it is sufficient to the students
3.	Personal attention at college lectures	Teachers do not give personal attention to students who are present in college lectures.	College teaching is just at average level and teachers do not give personal attention.	They give personal attention to all the students present in their lecture.	N.A.
4.	Use of modern teaching techniques	Teachers do not use any modern technique such as group discussion, projector system, field work, seminars etc.	N.A	They use all such modern teaching techniques but students less interested to attend these lectures.	They provide all necessary modern equipment required by teachers and teachers are using such techniques.
5.	Completion of syllabus	Teachers do not complete the syllabus in time	N.A	They complete the prescribed syllabus in time.	Teachers complete the syllabus in time.
6.	Joining of private classes	They join private classes mainly for scoring subjects to score in exam & for better practice of the subject.	College teaching is not sufficient to students and so they are allowed to join private classes by paying heavy fees.	Majority of students have joined private classes. They join it to get ready printed / xerox notes of the subject.	Majority of students have joined private classes to score in exam & to get ready printed / xerox notes.
7.	Participation in extra & co-curriculum activities.	They are less interested to participate in such activities.	Parents are aware of non-participation of the students in such activities but they are silent.	Teachers accept that student's participation in such activities is very poor. Parents do not motivate the student for it.	Students are unaware of the importance of such activities so they are less interested to participate.

From the observation of the chart showing comparison of conclusions, it can be seen that there are contradictory in the opinion of students', parents', teachers' & principals' on the same point. Here it can be concluded that there is a gap between expectations from students & parents and teachers & principals. This gap is increasing because of lack of communication between these persons.

5.6 General Conclusions

During the study researcher noticed many facts with the help of informal discussions and actual observations. Researcher is going to discuss all such facts and they are as follows :-

1. Objectives of commerce education are neglected :- The objectives of commerce educations are discussed in first chapter. Researcher noticed that syllabus and evaluation system for commerce education is not up-to-date for current competitive market and it neglects the basic objectives of commerce education. It was also noticed that many other universities are providing some special courses for commerce students such as B.Com IT, Banking and Honors etc which are also proved successful but such advanced courses are not available yet in Shivaji University, Kolhapur.
2. Lack of talented & carrier oriented students :- During the study it was observed that the majority merit of the students was bellow 70%. The students are less conscious about scoring in examinations and carrier planning. They are not optimistic about their future.

3. Attitude of fulltime & C.H.B teachers :- Researcher noticed that majority of teachers were working on C.H.B and they are paid very low remuneration as compared to fulltime teachers. The C.H.B teachers are less concerned about their work as they are generally teaching in more than one college. It was also observed that some of them were taking private classes also. On the other hand it was observed that only few fulltime teachers are doing their job ethically & efficiently. Majority of them were not adjusting as per students' requirement and they do not give personal attention to students.

Researcher noticed that the teachers' remunerations are paid without any accountability of the result of their students and because of this attitude some teachers are not doing their work properly and effectively. It was also observed that some teachers are doing their job very effectively and they have appreciable response from the students in the form of presenty to their lectures, result and healthy communication between them.

4. Lack of practical knowledge and interesting co-curriculum activities :- Researcher noticed that commerce students are not provided any practical knowledge through industrial visits or study tours. They need some attracting co-curriculum activities such as seminars on various business institutions or industries, group discussions on modern commercial trends & changes, power point presentations, guest lectures from business or industrial faculties etc. Such activities will bring interest among them to

participate in college activities and will motivate them for bright future.

5. 80-20 Pattern :- During the year 2008-2009 Shivaji university has applied 80-20 pattern for F.Y.B.Com. Under this pattern the 20 marks per subject were allotted as internal marks to college and final written examination was conducted for 80 marks. To improve college attendance of the student was one of the major aspects of this pattern.

5.7 Achievement of Objectives

- ❖ In Chapter -II researcher has given four objectives of the study. **The first objective** was - To find out the practical facts related to absentee in the selected colleges. The researcher has found out the facts of actual presenty through students' questionnaire in point 4.2.2- A. The same information is verified through parents' questionnaire in point 4.3.4- A, through teachers' questionnaire in point 4.4.3- C & D, through principals' questionnaire in point 4.5.2.- B. In this way first objective is achieved.
- ❖ **The second objective** was - To find out the main causes of the absenteeism in the selected colleges. The researcher has discussed the various reasons of absenteeism through analysis of these four questionnaires and they are bought together in chapter V as a part of conclusions.

- ❖ **The third objective** was - To make suggestions to reduce the absenteeism in colleges. The researcher has given some useful suggestions to various personnel's in Chapter V.
- ❖ **The fourth objective** of the study was – To find out the attitude of commerce student for the degree of B.Com & carrier planning. The researcher has discussed this aspect in students' questionnaire through point 4.2.4- F, in parents' questionnaire through point 4.3.5- D.

5.8 Testing of Hypothesis

The researcher has tested two hypotheses which are stated in chapter II – Research design. The first hypothesis was - In all the Colleges the problem of absenteeism is keen. The researcher found that this first hypothesis was proved through analysis of primary data in chapter IV. All the teachers and principals have clearly accepted that, the colleges are facing the problem of absenteeism.

The second hypothesis was - The concerning authorities are aware of this problem but they are unable to find out the solutions to this problem. The researcher has explained this matter in the fourth chapter through teachers' questionnaire in point 4.4.3- D, through principals' questionnaire in point 4.5.2- B and thus the second hypothesis is also proved.

5.9 Suggestions to students

1. **Carrier planning** :- Students should plan his carrier considering own ambitions and limitations. He should

fix his goals and then only he will become keen in finding his way to it.

2. **Improve general knowledge** :- Students should improve their knowledge with the help of various sources such as books, internet, seminars etc. They should be well aware of the competition which they are going to face in future.
3. **Attend all college lectures regularly** :- Students should understand the nature of teaching and learning process. He should regularly attend all college lectures and should take active part.
4. **Improve communication** :- Students should communicate maturely with their teachers & principal. They should share their difficulties with them and keep synergetic relationship with them. They should communicate with principal and get information related to various aspects.
5. **Improve participation in college activities** :- Students should understand the practical importance of extra and co-curriculum activities in their personality development. They should actively participate in the extra & co-curriculum activities at college.
6. **Be knowledge & practical oriented** :- Students should study hard during the whole year. They must improve their knowledge through reference books, journals, articles and by attending guest lectures and seminars conducted by college. They must understand the practical importance of the theory that they are learning
7. **Consulting** :- Student should consult to the expert person from their field who has an experience and

talent to guide them. They should consult with their teachers & parents and discuss about their future prospects.

5.10 Suggestions to parents

- 1. Improve communication with college :-** Parents should improve communication with college teachers and principal. They must get a continuous feed back of educational performance of the student at college.
- 2. Encourage students :-** Parents should encourage the students to participate in college activities and attending the internal examinations conducted by college. They must restrict them to attend all college lectures and if there are any problem related to teaching they should discuss it with college teachers and principal.
- 3. Carrier planning & motivation :-** Parents must be conscious about carrier planning of the student. They should actively participate in his carrier planning and motivate him to achieve his desired goals.

5.11 Suggestions to teachers

- 1. Annual teaching plan :-** Teachers should plan the annual teaching methodology at the beginning of each educational year. He should see that where he can use modern teaching techniques such as Audio & video visuals, Power-point presentation, Debates, Group discussions etc during the year. At the beginning of each educational year teachers should inform the students about this systematic planning and the prescribed syllabus.

2. **Plan internal examinations :-** Teachers should plan internal examination to be taken during the year after consulting with principal.
3. **Give additional information to students :-** Teachers should give additional information to students in relation with reference books, articles, journals & magazines available to improve the subject knowledge and general knowledge. They must instruct them about using the library facility and other facilities given by college.
4. **Motivate & encourage the students :-** Teachers should motivate & encourage the students in planning their carrier. They must inform the students about practical importance of participation in extra & co-curriculum activities at college and encourage them to participate in it. Teachers should improve students' general knowledge and encourage them to fight with competition.
5. **Reduce the stress in teaching and learning process :-** Teachers should understand the teaching and learning process. They should try to find out the barriers in this process and should try to bring synergy in it. They must understand the requirements and aspects of students and try to adjust with it.
6. **Personal evaluation & improve the teaching effectiveness :-** Teachers should evaluate their teaching performance continuously and must always try to improve its effectiveness with the help of self appraisal report.
7. **Feed back from students :-** Teachers should evaluate their performance through students feed back through various tests & internal examinations. They

must try different teaching approaches to make teaching and learning process complete & interesting to students.

- 8. Follow teachers guideline ethically & practically :-** Teachers should follow guideline given by UNESCO, NACC and other educational institutes ethically. They should not apply them only on paper. If they follow it practically it will definitely become useful.
- 9. Improve communication :-** Teachers should improve communication with students and parents. Keeping their attitude and ego aside they should try to mix-up with student and must try to know their difficulties. This will bring synergy between teachers & students.
- 10. Be strict for presenty :-** Teachers must follow a very strict procedure for students who are absent to lectures. They should try to nullify the student absenteeism to college lectures through impressive measures such as punishments, informing parents etc.
- 11. Influence and impression :-** Teachers must keep an influence on students by their qualities, personality & skill. They must behave in such a manner that student will respect them and try to follow their thoughts.

5.12 Suggestions to principals

- 1. Planning for each academic year :-** Principal should plan for each aspect in respect of educational performance of the college for the whole year such as teaching methodology followed by respective teachers, nature of internal examinations to be conducted during the year, extra & co-curriculum activities to be conducted during the year etc.

- 2. Effective control on teaching and learning process**
:- Principal should keep effective control on teaching and learning process followed in college. They must keep systematic control on syllabus taught, performance of students and as well as teachers.
- 3. Attendance and participation of students in college activities** :- Principal should keep control on attendance of students to college lectures. They must find some drastic measures to reduce the problem of absenteeism. They must motivate the student to participate in extra & co-curriculum activities conducted by college.
- 4. Improve communication** :- Principals should increase their communication with students, teachers & parents. They must understand the requirement and all important corners of each of them.
- 5. Address should be effectively conducted** :- Principal should conduct address effectively for fresh students. They should provide all the important information such as objects of college, sports and co-curriculum activities in colleges etc in detail to all students. Address should be made compulsory for all the fresh students.
- 6. Total Quality Management in education** :- Emphasis on effective practical work and T.Q.M (Total Quality Management) to be brought in practice rather than paper work. Proper discipline should be strictly followed for every person involved educational activity. Some hard decisions should be taken against the problem of absenteeism in such a manner that it will teach a good lesson for other students.

7. **Restriction on parents :-** Principals should take commitment from the parents about effective involvement of the student in college activities and regular presenty to all college lectures. They should be informed about the punishments for irregular attendance and should be strictly followed.

5.13 **Common Suggestions**

1. **Internal examination's marks :-** The marks obtained in internal examinations must be considered for final result. It will automatically effect on attendance to internal examination. Colleges can restrict the student's presenty for attending such internal examinations and the problem of absenteeism will be reduced effectively.
2. **Start supplementary carrier development courses**
Colleges should start supplementary diploma or short term courses such as English speaking, Industrial accounting, Computarised accounting etc which will be helpful in carrier development of student.
3. **Appointment and training to C.H.B. teachers :-** In commerce faculty C.H.B teachers have majority on fulltime teachers. Teachers should be appointed considering Teaching skill, Experience & then educational qualification of the teacher. An effective training should be provided to such C.H.B teachers to make their teaching responsible, effective and up-to-date their knowledge. The teachers should be trained with modern teaching techniques. They should be informed about current commercial knowledge, additional useful courses in commerce & new developments. The teachers must use this knowledge

to encourage, guide and motivate the students for prosperous future.

4. **Practical's, Commerce lab & Project works etc.** should be implemented in commerce colleges. Many colleges do not provide book banks for students all such facilities should be compulsorily applied in every college.
5. **Increase the difficulty level :-** The current syllabus and examination pattern is not much effective. General commerce student think that they can score good marks through few days study before final examination with the help of guide and other ready material. If the difficulty level is increased they will have to study hard to get good marks.
6. **Strictness in decision making :-** During the study researcher observed that presenty in private classes is above 90%. Most of the teachers in private classes are not highly qualified but they have good teaching skill. They keep strictness in attendance, tests and educational performance of the students. It is possible that because of this strictness they are enjoying this presenty.

On the other hand college teachers are appointed on the basis of educational qualification but teaching skill is not considered effectively. They do not take hard decisions against students to keep continue admissions of the students. They think that hard decisions will reduce their strength and reputation. If all the colleges start to take hard decision without any hesitation, this problem can be effectively controlled.

Researcher has suggested all the above suggestions through the analysis and interpretation of the information collected from the samples. If the above suggestions are effectively and practically applied they will be useful to reduce the problem of absenteeism in commerce colleges.

5.14 Area for further study

The Commerce Education is going through a recession period since last few years. The proper research work should be conducted to demolish the barriers of commerce education. Following are some area on which further research work can be effectively conducted –

1. Evaluation of teaching and learning process for developing the commerce education.
2. Means of Industrial linking in commerce education.
3. Student – Faculty synergy development programme.
4. Collaboration or Tie-up with international institutions for the high tech courses

An effective research on such type of subjects will lead to development and prosperity in Commerce Education for sure !

