

CHAPTER - VII

**CONCLUSIONS &
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CONCLUSIONS AND SUGGESTIONS

7.1 INTRODUCTION :-

After studying the various aspects of development of Kisan Veer Mahavidyalaya. We are in a position to summarise the study, discussions and factual information given in the previous chapters. The information which was made available by using sample methods was processed and interpreted. The various aspects in the study were the number of students, number of teaching and non-teaching staff, employment pattern, organisation and management, financial aspects of Kisan Veer Maahvidyalaya and the problems and prospects of the Mahavidyalaya. In this chapter, conclusions and suggestions are given as follows :-

7.2 CONCLUSIONS :-

Though the number of students does not weaker the importance and utility of Mahavidyalaya get sufficient number of students in must for running the Mahavidyalaya. Maximum number of students is essential to utilize the available resources such as space, services of teaching, non-teaching and office staff, laboratory, library etc. Though the trend of number of students of any Mahavidyalaya does not remain stable yet the trend of Kisan Veer Mahavidyalaya is increasing. The following information throws light on the establishment year. There were only 78 students in the senior college. In the year 1970-71, there were 846 students in senior college. After ten years, strength of students was decreased to 726 students. In the year 1990-91, 1761 students were studying in senior college. At the end of 2000-01 there were 2687 students in senior college.

The strength of junior college was not stable during the period 1990-91 to 2000-01. The total number of students in junior college was 1510 in the year 1990-91. After three years it increased to 2111, but next five years it decreased. In the year 1999-2000, the strength of junior college was 2256 but during the last year of the study period, it was once again decreased. Thus strength of junior college was 2074 in the year 2000-01.

Total strength of Mahavidyalaya was 78 at the time of it's establishment. In the year 1990-91, total strength of Mahavidyalaya considerably increased. The rate of increase in strength of Mahavidyalaya was highest due to the establishment of junior college. At that time, the total strength was 3277. In the year 2000-01, the total strength of Mahavidyalaya was 4761, this strength is the highest during last 10 years.

7.2.1 NUMBER OF TEACHING AND NON-TEACHING STAFF :-

Teaching and non-teaching staff is essential part of every college, because the staff plays important role in teaching and non-teaching activities. Teaching staff not only teacher to the students but also participate in the other activities of the college. Non-teaching staff is vital for management, administration, official works etc. So these two type of staff are important to every college. Sufficient and qualified teaching and non-teaching staff is a prerequisite for any college.

The teaching staff of Kisan Veer Mahavidyalaya is increasing day-by-day. At the time of establishment of Mahavidyalaya, the teaching staff was only 9. In the year 1970-71, 21 teachers were working in the Mahavidyalaya, after ten years, the strength of teaching staff increased to 47. In the year 1990-91, 97 teachers were working in the Mahavidyalaya, and after ten years 121 teachers are working in the Mahavidyalaya.

Non-teaching staff is also part and parcel of Mahavidyalaya. Requisite strength of non-teaching staff of Mahavidyalaya plays major role in the Mahavidyalaya's management, administration and organisation. The number of non-teaching staff is increasing from the establishment of the Mahavidyalaya. In the year 1962-63, the total strength of non-teaching staff of Mahavidyalaya was only 9. After ten years, it increased to 17. In the year 1990-91 50 number of non-teaching staff were working in the Mahavidyalaya. In the year 2000-01 59 non-teaching staff numbers were working in the Kisan Veer Mahavidyalaya.

7.2.2 EMPLOYMENT PATTERN :-

The survey of employment pattern shows the employment situation in selected ten villages. From the another point of view, this pattern shows the utilization of today’s education system, importance of education and problems of unemployed. The survey shows the highest number of graduates in Ozarde and lowest number of graduates in Bopegaon during the study period. The survey indicates that only eight graduates could get the government jobs and only fifteen graduates could get the non-government jobs during the study period. Maximum number of graduates has been classified in other column. This column shows the sectors of farming, business and unemployment.

7.2.3 ORGANISATION AND MANAGEMENT :-

The organisation and management of Kisan Veer Mahavidyalaya is threeter activity. The first the President and Board of Directors, second the teaching staff and the third is the non-teaching staff.

The board of directors is the supreme authority in Sanstha. President and vice-president are the most responsible persons at Sanstha level, other directors are responsible in the governing body. The secretary has to look after the day to day work of Sanstha.

Regarding the organisation and management of Mahavidyalaya at the teaching level, the Principal in the highest authority and he is responsible person to the sanstha. His entrusted with all the executive powers and he is responsible for day to day administration of the Mahavidyalaya. The head of departments have to work under the Principal in Mahavidyalaya. 15 departments are in Mahavidyalaya. All the teaching staff in various departments is working under the concerned head of department.

The third level of organisation of Mahavidyalaya is non-teaching staff. Here the principal of Mahavidyalaya is head of non-teaching staff. The principal being had of non-teaching staff is responsible for all decisions in respect of the office, library.

Laboratory and electronics departments. These departments work under the principal of Mahavidyalaya. All non-teaching staff works under the Registrar / office superintendent. There are 121 teachers in the teaching staff and 50 non-teaching staff working in the Mahavidyalaya during the year 2000-01.

7.2.4 FINANCIAL ASPECTS :-

Mahavidyalaya receives grants from its inspection. The grants are classified in two types. One is salary grants and second is non-salary grants. The salary grants of Mahavidyalaya increased from Rs. 1404 to Rs. 2,62,36,383 during the period from Mahavidyalaya's inspection. The non-salary grants of Mahavidyalaya is around 122 percentage increase during 1991-92 to 2000-01.

The amount of fee's and fines collected has also increased substantially. The amount of miscellaneous receipts is unstable. The amount of pay and allowances is unstable because it has once decreased during the study period. The amount of establishment expenses was not available during the inspection. But after some years amount showed an increasing trend. The expenses in respect of property of Mahavidyalaya increased from Rs. 10847 to Rs. 1,04,900 during the study period. There is around 126 percentage increase during the period 1991-92 to 2000-01.

7.2.5 PROBLEMS & PROSPECT :-

Kisan Veer Mahavidyalaya has made satisfactory progress from its inspection. However it has been facing certain problems relating to the attendance of students, results of Mahavidyalaya, problems of grants, funds and the general working of the Mahavidyalaya.

During the admission period, the Mahavidyalaya has to face administrative problems, students problems and other official problems. In spite of various problems, the Mahavidyalaya has made a remarkable progress and it has undertaken several policies for the development of Mahavidyalaya. Thus the Mahavidyalaya has better prospects in the near future.

The college has made satisfactory progress in respect of infrastructure facilities and the number of students. The number of students has increased satisfactorily though some more colleges are started in nearby towns.

The number of students completing their graduation and post-graduation is also increasing year after year. But they are finding it very difficult to get the requisite jobs. The students find it very difficult to get the employment because they lack of communication skill and confidence. They are poor in language and cannot face the interviews for jobs in the private sector.

The students come from diverse and social and economic levels. They are teenagers and do not have adequate maturity. They are thrilled by relaxed atmosphere and co-education. They also respect expert teachers. But if the principal and the teachers do not have impressive personality, the problems of students indiscipline crop up. There is no proper procedure for disciplinary action against students.

7.3 SUGGESTIONS :-

On the basis of the above conclusions, we can give the following suggestions for the better working of the Kisan Veer Mahavidyalaya.

A) Strength of the college :-

- 1) Mahavidyalaya should introduce simple and quick procedure of admission.
- 2) Mahavidyalaya should publish all necessary information such as facilities available in Mahavidyalaya, previous results of the Mahavidyalaya, total admission's of the Mahavidyalaya, various trophies secured by Mahavidyalaya etc.
- 3) Mahavidyalaya should publish its extension activities through booklets, prospectus in rural and urban area.
- 4) Mahavidyalaya should give various incentives and announce various policies for increasing number of female students.
- 5) Admission fee and other charges should be rationalized.
- 6) Mahavidyalaya should provide better educational facilities, highly qualified teaching staff. Especially the teachers appointed on contract basis should be well qualified.
- 7) Mahavidyalaya should arrange the meetings of parents for giving more information about the various schemes and programs of the Mahavidyalaya. Preferably such meetings should be organised in the nearby villages.

B) Suggestion Regarding Teaching and Non teaching Staff of Mahavidyalaya :-

- 1) Teaching and non teaching staff of Mahavidyalaya plays important role in every sector of Mahavidyalaya. The college should pay fair amount to the staff appointed on temporary basis.
- 2) The residential accommodation provided to the staff's is not adequate. It is necessary to provide accommodation to all the needily staff staying there. Partional only arrangements should be made to provide accommodation to the new staff.
- 3) The uniforms should be provided to all the peons of Mahavidyalaya regularly.
- 4) The promotions should be strictly on merit and seniority basis and as per rules and not on personal relation.
- 5) A formal training should be provided to the newly recruited non teaching staff. The computer training should be provided to all the non teaching staff.
- 6) The union of teaching and non - teaching staff in the Mahavidyalaya does not seem to be in active. But is split in the teachers union. It is necessary to regularize its working. So that all the problems of the staff can be brought to the notice of the management and solved immediately.
- 7) The management of Mahavidyalaya should encourage better communication between teaching and non teaching staff of the college.
- 8) The selection and recruitment procedure needs to be standardized and there should not be any favoritism while recruiting teaching

and non teaching staff.

9) There should not be any discrimination of one employee against another employee. The principal's treatment should be equal objective and impartial.

10) The principal's outlook and views should be thoroughly social, democratic, modern and liberal. He should have sound knowledge of human relations.

11) The staff should conform and abide by the provision of the Act, Statutes, Standard code, ordinances of the competent authority. It should maintain integrity and show devotion to duty. They should strive hard to promote the interest of the college.

12) The teachers and the staff are mostly unaware of the code of conduct prescribed for them. The college should provide a copy of these to each employee as a booklet.

13) The Departmental heads & academic & administrative position, should be provided with a separate & well furnished office.

14) There should be proper delegation of authority with accountability from the principal to the departmental heads regarding the running of the respect departments.

15) The principal should at regular intervals, call separate meetings of department heads to discuss specific problems.

16) It is necessary to appoint management qualified persons (Such as M.B.A. or D.B.M.) to the part of registrar and superintendent. This would have a professional approach to the college administration.

C) Suggestions Regarding Employment of Mahavidyalaya’s Graduates :-

- 1) The committee of experts should be appointed to look - after the problems of graduate students. Graduates should be supplied necessary information about the job opportunities.
- 2) Mahavidyalaya should arrange programs of Mahavidyalaya’s graduates to develop their personality and attitude for self employment.
- 3) Mahavidyalaya should set up its own employment cell to help graduates in connection with employment and teach them to face the interviews for various jobs.
- 4) Mahavidyalaya should inspire the graduates to start their own vocations so that pressure on employment may reduced.
- 5) Mahavidyalaya should start different types of job oriented courses to help the students to select their careers after graduation.
- 6) An association of the past students should be formed and the past students should be associated with the management of the college.

D) Suggestions Regarding Management & Organisation of Mahavidyalaya :-

- 1) The frequent meetings of the Board of Directors be held to review the progress made by Mahavidyalaya and the problems faced by it.
- 2) Board of Directors should be in constant touch with the head of Mahavidyalaya. i.e. Principal to have a better control on the working of the Mahavidyalaya.
- 3) It is suggested that the Board of Directors should frame sound policies which will help the Mahavidyalaya in it's smooth working.
- 4) There is should be a proper communication between the principal and the chairman of the sanstha. This would help in improving the working of the college.
- 5) The principal of Mahavidyalaya should motivate the teaching staff to do their academic and research work. This would help in increasing the standard of Mahavidyalaya.
- 6) The principal of Mahavidyalaya should take the monthly reports from head of departments to know the teaching and other activities.
- 7) It is suggested that the heads of departments should supervise the work of the staff working in the department.
- 8) The monthly meetings of the various heads of department, be held so that there can be better coordination and understanding among them.
- 9) It is suggested that principal of Mahavidyalaya should super-

vises the work of the office regularly and encourages smooth working.

10) The principal should take the reports of office work from the office superintendent regularly and thereby check and irregularities in the work.

11) The office superintendent should be given necessary authority to supervise and control the office work.

12) The sectional heads of office, library, electronic and laboratory should give the reports of their departments to the principal and discuss the new plans and programmes and the difficulties they face.

13) The various constituents of the college, principal, teachers, staff, students and guardian should be encouraged and admitted as the member of the sanstha.

14) The sanstha should broaden its membership base taking members from diverse professions on its body.

15) The college should be more responsive and develop a modern communication system from the top to the bottom level.

16) The working conditions especially the staff room and office should be well maintained with necessary amenities.

17) The trustees of the sanstha should be imparted knowledge of modern scientific administration and management of educational institutions.

18) There should be proper co-ordination between the management, principal and the staff of the college.

19) There should be decentralization and delegation of authority to both teaching and non teaching staff.

E) Suggestions Regarding Financial Aspects of Mahavidyalaya :-

- 1) It is suggested that the non - salary grants should be utilized for the development of the college.
- 2) The amounts of fines and fees collected from the students should be used for the benefit of the students as far as possible.
- 3) The funds utilized on the various proposals and schemes should be with the of the concerned head of the departments.
- 4) The college should set up a fund through which the salaries of the staff can be paid regularly.
- 5) The student aid fund should be sizeable so that more and more needy students can be given benefit.
- 6) Since, the Government has limited the disbursement of funds, it should be seen that college starts self - supporting academic programmes. There is a growing need for becoming more self - sufficient.
- 7) There should be a comparative study of the financial statements of the college and steps should be taken to mrtail unnecessary or excessive expenditure.
- 8) There should be proper planning of the expenditure to be made out of the various government grants. Priority should be given for academic programmes.
- 9) The college budget should be prepared well in advance in a transparent manner.

F) Suggestions Regarding Problems & Prospects :-

- 1) The present admission procedure needs to be modified and streamlined.
- 2) Adequate facilities should be provided for extra curricular activities. The Mahavidyalaya needs an auditorium, student centre and a recreation hall. The management of the college should take this into consideration.
- 3) Adequate security should be provided to the premises of the college.
- 4) It is suggested that principal should exercise proper control and maintain discipline and peaceful atmosphere on the campus.
- 5) Teaching and non teaching staff should follow professional ethics and moral values to cherish the noble ideals of education.
- 6) Students union and employees union activities should be given due consideration by the management and the principal.
- 7) It is suggested that the vacancies of teaching and non teaching staff should be filled in as and when they occur the service conditions of the staff be improved.
- 8) It is also suggested that only those persons who are interested in teaching should be selected as teacher in the college.
- 9) The infrastructure facilities such as playgrounds, laboratory equipments, library books, sports materials, furniture etc. be provided on priority basis.
- 10) Provisions of co-curricular and extra curricular activities such as physical training, yoga training, sports, National cadet corps,

National service scheme be given up most attention to develop the personality of the students.

11) Teachers training programmes should be given top priority and they must be trained to use new methods of teaching more effectively.

12) Excursions, field work, educational tours etc. should be arranged every year and these should form part of the curriculum.

13) The government gives scholarships and concessions to the merited and backward students. But there are procedural delays, so college should give necessary information to the concerned students and give some advance to them to avoid delays.

14) It seems that the furniture in the college is inadequate. Therefore, necessary provisions should be made to purchase extra furniture according to the strength of the college.

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