

# Problems of Self-Financing College Teachers in Kerala

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## Abstract

Any problem is ordinary event in a human's everyday life. Problems are related to the conflict tension between our surroundings and us which contributes to physical and emotional strain. The important of the study to understand the extent of difficulties that professors working in Kerala's self-financing colleges face. Once seen as a 'lower stress occupation,' the teaching profession was respected for education, heavy duties, versatility and other incentives such as trips abroad to study and conferences. However, some recent studies suggest that even the self-financing college faculty is one of the most stressed organizational groups. Using a developed framework, data collected at private colleges from five areas, the current research was conducted to explore the attitude of the faculty towards work-related stress.-related stress. Trying to seek out an opinion on teaching and handling students, discovering the causes of stress, examining issues of stress communication, identifying strategies used by college teachers to reduce stress. The study is carried out on departments of the Self-Finance Colleges. Many self-financing schools find faculties, and the representative number is 200. For this experiment stratified technique of random sampling was adopted. The study revealed that the most significant causes of problems among the faculty were excessive working hours, worker productivity status, student discipline, advancement in higher education growth, promotion opportunities, funding policies, administrative issues, feeling frustrated, whipping through complete fatigue and becoming unfit to move in the workplace.

**Keywords;** Teachers, Self Financing, Education, College, Stress, Management.

## I. INTRODUCTION

Education is extremely important for a world's growth. It is the instructional phase aiming at all around youth teams. Education helps the people to contribute to the growth of society. Education is responsible for the transition of human capital to humans. Problems were once regarded unnatural to Indian way of living but it has become a major health / danger problem. The amount of freak people face seems to be on the rise in modern society. No single individual is stress-free. All experiences stress when at college, planning, learning, working or engaging in the some social or economic activity. No occupation is free without complications. There must be situations of teachers becoming paid much less at

some of the self-financing colleges. Teachers in self-financing colleges are at a greater disadvantage even although they are overworked and are at the maximum mercy of the management, said S. Sahaya Sathish, General Secretary of the Association of Aided College Teachers, admitting that there is little room for teachers working in self-financing colleges to discuss their grievances through teachers' organisations. According to the teachers, they 're under constant fear of being chided by their designated principal.

This being the case, self-financing college teachers, or teachers working in self-financing courses conducted by government-aided colleges, simply can not convey their plight via any medium, Prof.

Sahaya Sathish said. But not every teacher has lost faith in self-financing schools. According to a teacher who has served in a self-financing college for over a generation, there is still hope that perhaps the state government will expand its drive to increase the salaries of academic advisors in government colleges to also include self-financing colleges. In particular, Kerala, where the Self-Financing College Teachers and Teachers Association (SFCTSA) has tried to enact legislation to stop their abuse, Tamil Nadu Self-Financing College teachers also expect the government to come to support them.

## II. REVIEW OF LITERATURE

**Pillai and Nair (2014)** attempted to investigate the background and educational financial management problems of both the state of Kerala. The study recommended that future, large-scale public facilities should be generated to finance the perpetually growing demands besides state education at all levels. The Education Commission (1964-66) also argued generally in favour of devoting 6% of GNP to the education field, taking into account various factors such as the costs of education, the teacher-student ratio, the country's education requirements and financing policies adopted in other countries. The research by Panchamukhi (1965)<sup>3</sup> calculated the total costs during the years 1950-51 to 1959-60 and estimated that the total cost of education in 1959-60 was 6.2 % of GNP. The research also separately estimated the various equipment's of the private and institutional expense of schooling, foregone earnings for males and females, village and town pupils. The study estimated that foregone earnings comprised a large proportion of the overall academic factor costs. In 1960-61, it was found that the average cost of education was approximately 5 per cent and 6.5 per cent of economic output.

**Bhattacharjee, V. (2016)** studied "Financing college education": The study shows that only certain colleges do not even charge fees for higher

education, while the amount is very nominal for those who pay extra. Even after education has been relocated to the concurrent list pursuant to the Constitution's 42nd amendment, the greater part of the responsibility is borne by the Federal Government in terms of both plan and semi-plan expenditure.

**Rajamoni and N. (2018)** conducted a report on "Successful teachers and their conducts in higher education" The study shows that effective teachers in universities are the ones who will not only help their students learn, but will also maximize the teaching tools and encourage self-learning skills growth in their students. Gupta, H.H. (1994) explored various financial problems that the University in Agra faces. He has studied the maintenance grants given to this University's 13 affiliated colleges. He concluded that the Govt's financing system. Uttar Pradesh is extremely defective as it does little to improve academic facilities

## III. STATEMENT OF THE PROBLEM

This examination is important in light of the fact that this would fill in the staff and employees as an eye opener that any type of pressure one will experience should never be underestimated and it could hamper the implementation of the staff and if by some chance that it wouldn't be polemical to be timely. The test may be a reasonable source of data and organize a framework of respect taking into consideration the ultimate goal of enabling employees to improve their education efficiency. We may also build approaches on the best way to handle pressures we would appreciate by conducting imaginable holding project preparation and stress management courses. It would aid them in assessing the attributes and deficiencies of the workforce and they could offer bits of information in finding approaches to revamping the staff's showing execution. The results will really help them to recognize their powerless and strong emphasis in this direction they would discover ways and plan to

improve their weaknesses and underpin their attributes to upgrade their displaying strategies and procedures. Assistants on the one hand, as they are the recipients of the epistemological process, the effectiveness and suitability of the staff's showing execution will strengthen the academic assassination of the young actors.

### OBJECTIVE OF THE STUDY

1. To Examine the socio-economic background of teachers in self- financing courses
2. To analyse teachers' working circumstances in self-financing courses
3. To know the teachers' salary patterns in self-financing courses
4. To observe the other incentives accessible to teachers in self-financing courses
5. To investigate into teachers' problems in self-financing

### IV. RESEARCH DESIGN

The article has focused the problems of self-financing college with particular reference to Kerala. For that study purpose we used primary as well as secondary data. Respondents collected the primary data through college faculties and secondary data collected from different journals, magazines, newspapers, and documents. Descriptive research was adopted and to frame the questionnaire with personal questions closed-ended, and also for that question, 5 points Likert scale was used. The study based on a simple random sampling method. Two hundred samples chosen for that Study. Finally, Percentage analysis methods, Anova, and chi-square test are used by the studies

### V. ANALYSIS AND INTERPRETATION

The current study based on socio economic factors of faculty members of self-financing college. It also includes various problems faced by the respondents

**Table 1.** Samples Based on Variables

S. No.	source	factors	No. of Respondents	Percentage	Respondents ( Total)
1	Age	Above 20 yrs	43	21.5	200
		25 to 30 yrs	45	22.5	
		36 to 45 yrs	50	25	
		Above 45 yrs	62	31	
2	Gender	Male	102	51	200
		Female	98	49	
3	Designation	Assistant professor	50	25	200
		Associate Professor	50	25	
		Professor	57	28.05	

		Lecturer	43	21.5	
4	Average No.of hours per week	10 to 15 hrs	52	26	200
		15 to 20 hrs	54	27	
		20 to 25 hrs	42	21	
		25 to 30 hrs	52	26	
5	Steps taken by reduce problems	Meditation	43	21.5	200
		Exercise	43	21.5	
		Yoga	42	21	
		Movies	38	19	
		Outing	34	17	
6	Availed leave past 12 months	Yes	94	47	200
		No	106	53	
7	Stress related symptom	Yes	111	55.5	200
		No	89	44.5	

SOURCE: PRIMARY DATA

**TABLE 2.PROBLEMS FACED BY THE FACULTIES**

Problems faced by teachers	Yes	No	Total
Security of job	27	173	200
Salary	135	65	200
Vacation salary	185	15	200
Leave	70	130	200
Other problem	165	35	200

SOURCE: PRIMARY DATA

The above Table shows among 200 respondents 27 faculties' only avail job securities.135 respondents only receive good salary regularly. 185 faculties getting vocational salary and 70 respondents only receive leave salary.

**Table 03. Application of Chi-square test**

<i>Hypotheses</i>	<i>C. value</i>	<i>T. Value</i>	<i>DOF</i>	<i>Null hypothesis</i>	<i>Remarks</i>
H0(i) If the relationship between age and stress symptoms isn't significant	1.526	12.59	6	Accepted	No Significant
Ho(2) If there's no connection between age and new course teaching	7.015	21.03	12	Accepted	No Significant
H0(3) Where there is no relationship between age and working hours	7.992	16.92	9	Accepted	No Significant
Ho(4) No significant link between age and shortage of decision-makers	14.265	16.92	9	Accepted	No Significant
Ho(5) No relevant association between age and lack of participation	15.320	16.92	9	Accepted	No Significant
Ho (6) If there is no significant relation between age and lack of opportunities for career development	7.764	16.92	9	Accepted	No Significant
Ho(7) If there is no connection between age and high level of job uncertainty	3.29	16.92	9	Accepted	No Significant
H0(8) If there is no importance relation between age and feeling not valued	8.058	16.92	9	Accepted	No Significant
H0(9) If there is no significant relation between age and physical energy shortage	7.416	16.92	9	Accepted	No Significant
H0(10) If there is no important connection between age and sensation that is tried when awake	6.462	16.92	9	Accepted	No Significant

SOURCE: PRIMARY DATA

**Table 4. Anova Analyses**

<i>Hypotheses</i>	<i>F- Value</i>	<i>Sig.</i>	<i>NH</i>	<i>Remarks</i>
H0(11) No significant link between faculty age and working hours	1.718	0.165	Accepted	Not significant
H0(12) No significant relation between gender and faculty working hours	0.254	0.615	Accepted	Not significant
H0(13) No major relationship between Faculty designation and working hours	0.793	0.499	Accepted	Not significant
Ho(14) No significant relation between age and lack of decision-making by respondents	14.206	16.92	Accepted	Not significant
Ho (15) No important relationship between age and disconnection	15.320	16.92	Accepted	Not significant

SOURCE: PRIMARY DATA

## VI. SUGGESTION

Nowadays, most of the self-financing college faculties faced by many problems, not only Kerala but the study aimed at Kerala self-financing colleges. The college faculties are getting more stress from working place due to no relaxation because the management assigned hard work to the faculties but not for the students. So every management to provide a better working atmosphere, making the better condition of facilities and to provide a good salary, leave pay, stress release activities, etc.. For that study focused on the problems faced by the college teachers is high level. Hence, in the future, we have to rectify the issues, making surrounding smoothly.

## VII. CONCLUSION

The teachers are generally believed to be world power-builders. Teachers are supposed to play a pivotal role in their students' adherence to interest. Teachers also encourage their students to think about future development constructively. Today all college self-financing in higher education institutions is under private control. Their work practices demonstrate the position of teachers working in such institutions at their place of employment. Operating conditions often depend on the benefits and services that teachers obtain in self-financed programs at institutions of higher education. The teachers had different strengths and weaknesses or expenses related to leave, salaries, and other measures of social protection. The majority of teachers who served on permanent as well as a temporary appointment as full time as well as part-time were providing casual leave facilities. Those teachers who worked clock hourly did not get informal leave facilities. Only full-time teachers who operated on permanent and contract appointments in self-financing classes were offered medical holiday, service leave, and transport allowance.

Scope for Further Research: A comparative Study of The Working Environment of Teachers of Self Financing Colleges of Karnataka and Kerala.

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