

Pain of Faculty Members working in Self-Financing Higher Educational Institutions in India

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Abstract

In our society the participation of the teachers and professors cannot be replaced by any industries in this world. The country's future is in their hands. They teach the pros and cons of life, behaviour, employment etc... But in these days the situation of self-financing professors is very difficult to manage their lives comparatively government or aided college professors. Because they don't have job security and not recognition from management, though they work well. All the benefits will be enjoyed by the top level management people. Because they want to survive. Even some of the self-financing college professors working as delivery boys in Swiggy, Zomato, some part-time working in Hyper mall, some doing vegetable shops and some doing agriculture due to financial problems. This study will peel the pain and problems faced by professors working in self-financing higher educational institutions in India.

Keywords: Pain of Faculty Members, Higher Educational Institution, Self-financing Institutions

Introduction :

The teaching profession is a noble profession and a teacher's work is a kind of charity and dedication to it. There are plenty of proverbs available in this scenario. But still, a proverb is being used. Most of the self-financing colleges treat the professor as an expense of the organisation, not as a resource and asset. But some of the reputed self-financing management treat the professor as a resource. Like SRM Institute of Science and Technology, Vellore Institute of Technology, B.S. Abdur Rahman Crescent Institute of Science & Technology, RMK College of Engineering and Technology (RMKCET) and R.M.D. Engineering college but only a few deemed universities, not most of the colleges and universities.

The self-financing institution professor works as an office assistant. Even the office clerk of the college does not give respect to the professors. In a portion of the self-financing institutions, there are cases of educators being paid a lot less. The educators in self-financing institutions are in a difficult situation likewise on the grounds that they are exhausted and are at the total leniency of the administrations. The research sent a questionnaire through Googleform to nearly 100 professors in a WhatsApp group. But only a few people responded to that questionnaire. They are scared to fill the questionnaire about the queries. Because if they fill the questionnaire, management will terminate them. There is no job security or any bye-law for self-financing institutions. If anyone asks any queries about the work, they said if you want to work otherwise, leave the job. The self-financing college management is always ready to do something to the employees. But layers between top level management and lower level management, they play well. Because they want to retain their post and show their smartness through cost reduction. Cost reduction is always good to management. But they are hand-tapping the salary of the professor.

Statement of the Problem :

The dedication of the professors is keep on reducing on their teaching profession. Because they are not recognised, low salary and absence of bye law of the organisation. Now they are exhausted. The main problem is top and middle level management played smartly. Some of the top and middle level people exploit the power given by the administrator. They never carry any grievances of the professor to knowledge to the top level management. The Professors cannot reveal their salary to his students. They hesitate and escaped to another topics. The Professors are oppressed and deprived of their rights. Even though they have eyes, but the other lies blind. This is the situation prevailing in this society.

Targets of the Research Study :

1. To know the difficulties faced by the faculty members working in Self-financing Higher Educational Institutions in India.
2. To identify the participation in micro boss management in Teaching Profession.
3. To evaluate the satisfaction level of Professors working in Self-financing Higher Educational Institutions in India.
4. To study the pay structure of Self-financing Higher Educational Institutions in India.

Need for the Research Study :

The professor are the source of the society. They creating a future nation. They are not just like teaching the subject. They shape, motivate, mould and showing right path to the students as well society. They behaved like a ladder, they uplifting the students. But see the position of the ladder no importance for that. Likewise the professor are oppressed and suppressed by the management. Only few management are recognised as the source and assets of the organisation but majority of the management treated as slaves. Today online teaching prevailing in the society, but no use to the students. They felt it is waste as compared to direct conduct classes. In our society comparing self-financing college professor with Government and aided professors. They thinking that self-financing college's professor also drawn good salary and enjoyed lot. This study shows that real situation of the self-financing college professor problems and difficulties to run their family.

Scope of the study :

This study will improve the Pay structure of the professors working in Self-financing Higher Educational institution through this study carry over to the knowledge of the management. Because the basic needs of the Self-financing professor should be satisfied. If they satisfied with basic needs like salary, PF, Gratuity, Pension and Job security they definitely loyal to the management. This study helps to the research scholars do further research can comparative with government professor and self-financing professor satisfaction. Also they can do research on the topic of effectiveness and responsiveness Government and Aided college Professors VsSelf-financing Professor for improving the quality of students.

Rationale for Chosen the Topic :

The researcher mainly chosen this topic for suppressed lot while worked in the previous colleges. Now the researcher is in comfortable zone. Because the researcher working in renowned university in Chennai city formerly called SRM University, now SRM IST. Only renowned university recognise the faculty members. Even though in renowned university has lot of hurdle to meet the higher officials to appeal their queries. Most of the management doesn't bother about the professor while

leaving from the college. Not even asking reason for leaving and did not conduct grievance redressal forum. This is happened because of the micro boss management, like HOD, Dean and Director of the college. Though professor well qualified and knowledgeable, manifested, they are not bother about their leaving. They did not taken this issue into the knowledge of the top level management. They are not allow to meet the higher or top level management to tell the queries of the professor. This is the main reason the researcher have chosen this topic.

Review of previous studies :

Mr.K.P. Anish Kumar and Dr.Premalatha¹, (2018), paper titled with “**Study on Job security among the teachers in Self-financing colleges**”. In their study reveals that, they collected 45 samples from teachers working in self-financing colleges near Coimbatore district. The objectives mainly focused on demographical characteristics influenced with job insecurity of teachers. The researcher used convenient sampling techniques and statistical tools like reliability test, T-test, split half co-efficient test and one-way ANOVA for analysing the data. In the findings 49% of the respondent relies between the age group of 26-30 years, for gender 53% belongs to male category, 80% of the respondents mother tongue is Tamil. The major finding of the study, 52% of the respondent felt high level of insecurity about their job. The T-test result depicts that there is no significance difference between demographic factors with regard to the insecurity feelings. The researcher suggested that, the management may be introduced Grievance Redressal forum and open door policy. Also concluded that management may be recognise the teacher and provide them vacation leave, Good salary, leave allowances etc....

Mr.BhalchadraBhave, (August 2020)², the article titled with “**A study of problems of Teacher Educator in Self-finance college of Education during Covid-19 Pandemic situation**”. The study mainly aimed that the problem of teacher educator working in self-financing college. The researcher has selected Purposive sampling techniques and 100 samples were collected from professors and principals of the SavitribaiPhule Pune University affiliated colleges through Google form sent via Whatsappgroups. This study confined that, percentage analysis were used for analysing the data. The findings of the study shows that, the professors are very low and irregular salaried, no job security, no online teaching facilities provided, no medical allowances for Covid affected professors and more than 90% of self-financing colleges behaved a business centre for profit making are the main problems. The researcher suggested that management try to solve the financial problem, follow UGC pay scale and prepare separate syllabus for online classes. The conclusion part shows that the self-financing institutions is little disappointment due to corona pandemic and most of the respondent working in B.Ed college received less salary and insecurity of service.

The Hindu Newspaper³ reveals the news about professor, titled with “Teachers in self-financing colleges suffer silently” on 15 December 2017. In that news they published about Guest Lecturer in constituent college of Bharathidasan university, they can became a member of the teacher association and they can appeal their grievances. They stated that out of 78 affiliated college of

¹https://www.iswep.in/uploads/3/1/7/2/31729069/030103_job_security_among_the_teachers_in_self_financing_colleges.pdf

²<https://ndpublisher.in/admin/issues/EQv11n2c.pdf>

³<https://www.thehindu.com/news/cities/Tiruchirapalli/teachers-in-self-financing-colleges-suffer-silently/article21711360.ece>

Bharathidasan University, most of the college giving salary around Rs.15000 per month to Self-financing college professors. In some of the colleges treating the employees like for mercy they given job to the professors.

Research Gap :

The researcher have identified some research gap in review of the literature. The researcher reviewed 24 research articles, newspaper cuttings and thesis for preparing this articles. But best of the two review used in this research article.

- **Methodology Gap**

Through review of previous studies the researcher have identified some methodological gap. Most of the studies were used non-random sampling method,i.e, convenient sampling. Whereas in this study the researcher is used purposive sampling techniques. Moreover utmost of the studies used T-test, one-way ANOVA and chi-square test as statistical tools for analysing the data. But in this study used ANOVA, Correlation and Regression for analysing the data.

- **Findings Gap**

Majority of the studies, the researcher found about the job insecurity, Payscale, over workload of the Professors working in Self-financing colleges. Only few studies tell about the main problem of the professor. This study covers, micro boss domination, non-teaching people domination and professional satisfaction of the professor.

- **Suggestion Gap**

In the available studies, many of the researcher has suggested only to the top and middle level management. This study will remove this gap through suggested to the top management and Government intervention for regulating law and its follow-up by the Self-financing Higher Educational Institutions in India.

Research Methodology

Research Methodology is the heart of the research work. Research methodology will speak about the quality of the research based on the selection of tools and techniques for analysing the data.

- **Sampling Techniques**

In this research article the researcher have selected Non-Probability sampling techniques for analysis and Purposive sampling method were used.

- **Sample size**

Sample size is fixed as 55 based on the collection of data. The questionnaire received from 55 respondent.

- **Collections of Data**

- **Primary Data**

The structured questionnaire prepared and send to the respondent directly. The questionnaire were prepared with the help of Google form and sent to 100 faculty members in the Whatapp group as well Kutump application. The Whatapp group namely, INTELLECTUAL GROUP, CONFERENCE FRIENDS, PROFESSOR GROUP, MADRAS UNIVERSITY PROFESSOR GROUP,GLOBAL 1 ENGLISH PROF,S. But only 55 professor responded to the questionnaire. So sample size fixed as 55.

- **Secondary Data**

The researcher have reviewed journal, articles and newspaper for analysis the data.

- **Tools used for analysis**

1. Correlation
2. Multiple Regression
3. One-way ANOVA
4. Reliability analysis
5. Chi-square Test

Data Analysis and interpretation :

Table No. 1 Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.804	.854	19

(Source: Primary Data)

From the above table reveals that the level of sample adequacy of the research. The result of Cronbach's Alpha 0.804 is higher than the 0.05. So the sample size and reliability of the research highly valid and can be carried for further process.

Table No.2 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.466 ^a	12	.018
Likelihood Ratio	27.850	12	.006
Linear-by-Linear Association	9.902	1	.002
N of Valid Cases	55		

17 cells (85.0%) have expected count less than 5. The minimum expected count is .29.

(Source: Primary Data)

Null Hypothesis (H0):

There is no significant difference between the age and monthly salary receiving of the respondents.

Result (H1)

The calculated value of chi-square test, 12 degrees of freedom at 5% level of significant is 0.018. This is higher than the value of 0.05. So the null hypothesis is accepted. So there is no significant difference between the age and monthly salary receiving of the respondents.

Table No: 3 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.685 ^a	12	.644
Likelihood Ratio	11.515	12	.485
Linear-by-Linear Association	.225	1	.635
N of Valid Cases	55		

a. 17 cells (85.0%) have expected count less than 5. The minimum expected count is .07.

(Source: Primary Data)

Null Hypothesis (H0):

There is no significant difference between the Educational qualification and getting all benefits like Government college Professors.(Like, ML, EL, Increment, RH) of the respondents.

Result (H1)

The calculated value of chi-square test, 12 degrees of freedom at 5% level of significant is 0.644. This is higher than the significant value of 0.05. So the null hypothesis is accepted. So there is no significant difference between the Educational qualification and getting all benefits like Government College Professors. (Like, ML, EL, Increment, RH) of the respondents.

Table No: 4 Multiple Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.331	1.039		1.281	.207
Educational qualification	.357	.177	.277	2.016	.040
Marital status	.485	.462	.153	1.050	.299
Gender	.166	.290	.073	.573	.569
Age Of The Respondent	.423	.180	.310	2.359	.023
Number of class Hours taken in a week	-.184	.188	-.131	-.978	.333
I felt , I am a Professor in the society	-.016	.137	-.017	-.119	.906
I can tell my salary to my Students and relations without hesitation	.083	.134	.089	.617	.540
Is your salary enough for your family?	-.458	.366	-.164	-1.249	.218

a. Dependent Variable: MONTHLY SALARY
(Source: Primary Data)

Null Hypothesis (H0) :

The monthly salaries does not influence the Educational qualification, Marital Status, Gender, Age, workload, feelings, no hesitation for salary disclose to students, salary enough for run family of the respondents.

Results (H1) :

The monthly salary is compared with Marital Status, Gender, workload, feelings, no hesitation for salary disclose to students, salary enough for run family of the respondents. The Result shows that

the calculated value of Multiple Regression Analysis value 0.299, 0.569, 0.333, 0.906, 0.540, 0.218 is higher than the significant value 0.05. So the null hypothesis is accepted. So the factors which influence with Marital Status, Gender, workload, feelings, no hesitation for salary disclosure to students, salary enough for run family of the respondents. So the management does not consider the above listed factors while fixing the salary of the respondent.

The monthly salary is compared with Educational qualification and age of the respondents. The Result shows that the calculated value of Multiple Regression Analysis value 0.040 and 0.023 is lower than significant value of 0.05. So the null hypothesis is rejected. So the monthly salary is influenced with educational qualification and age of the respondents.

Table No-5 CORRELATION

		Educational Qualification	Number of class Hours taken in a week	Is Your management giving work pressure
Educational Qualification	Pearson Correlation	1		
	Sig. (2-tailed)			
Number of class Hours taken in a week	Pearson Correlation	.169	1	
	Sig. (2-tailed)	.218		
Is Your management giving work pressure	Pearson Correlation	-.018	.115	1
	Sig. (2-tailed)	.899	.404	.159

(Source: Primary Data)

Null Hypothesis (H0) :

There is no relationship between Educational qualification, No. of class hours taken per week and management pressure of the respondents.

Results (H1) :

The educational qualification of the respondents is very lowly correlated with Number of class hours taken per week (0.218) at 5% level of significant and highly related with management giving work pressure. It shows that educational qualification highly influenced with work pressure of the management. Then Number of class hours taken in a week very lowly correlated with Management giving work pressure (0.404) at 5% level significant. And Management pressure is lowly correlated with no.of class hours taken in a week and highly correlated with educational qualification.

Table No: 6 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Educational Qualification	Between Groups	3.754	3	1.251	1.696	.180
	Within Groups	37.628	51	.738		

I am receiving salary as per UGC or AICTE Norms	Total	41.382	54			
	Between Groups	.927	3	.309	.250	.861
	Within Groups	63.000	51	1.235		
Is your salary enough for your family?	Total	63.927	54			
	Between Groups	.094	3	.031	.183	.907
	Within Groups	8.706	51	.171		
My management is giving respect, recognition and importance to me	Total	8.800	54			
	Between Groups	6.669	3	2.223	1.548	.213
	Within Groups	73.258	51	1.436		
	Total	79.927	54			

(Source: Primary Data)

Null Hypothesis (H0) :

There is no significant difference between Educational qualification, I am receiving salary as per UGC or AICTE Norms, salary enough for your family, My management is giving respect, recognition and importance to me and management giving work pressure to the respondents.

Results (H1) :

The Table No-6 reveals that Analysis of Variance of selected factors. The educational qualification of respondent the P value 0.180 is higher than the significant level of 0.05. So the null hypothesis is accepted. So there is no difference between educational qualifications with other related variables.

The receiving salary as per UGC or AICTE Norms of the respondent, the P value 0.861 is higher than the significant level 0.05. So the null hypothesis is accepted. So there is no significant difference between receiving salary as per UGC or AICTE Norms with other related variables.

The salary enough for run your family of the respondent, the P value 0.907 is higher than the significant level 0.05. So the null hypothesis is accepted. So there is no significant difference between salaries enough for run your family with other related variables.

My management is giving respect, recognition and importance to me of the respondent, the P value 0.213 is higher than the significant level 0.05. So the null hypothesis is accepted. So there is no significant difference between my management is giving respect, recognition and importance to me with other related variables.

Findings :

The researcher found the followings based on the analysis and interpretation of data.

- From the table no.2 depicts that there is no significant difference between the age and monthly salary receiving of the respondents.
- From the table no.3 reveals that there is no significant difference between the Educational qualification and getting all benefits like Government College Professors. (Like, ML, EL, Increment, RH) of the respondents.

- From the table no.4 tells that the factors which influence with Marital Status, Gender, workload, feelings, no hesitation for salary disclosure to students, salary enough for run family of the respondents.
- The educational qualification of the respondents is very lowly correlated with Number of class hours taken per week and highly related with management giving work pressure. It shows that educational qualification highly influenced with work pressure of the management.
- There is no difference between educational qualifications with other related variables, there is no significant difference between receiving salary as per UGC or AICTE Norms with other related variables, there is no significant difference between salaries enough for run your family with other related variables and there is no significant difference between my management is giving respect, recognition and importance to me with other related variables.

Suggestions :

Based on the analysis of data, the researcher suggested the followings to the management.

- The management should give salary to the Professors based on their experience and qualifications.
- Majority of the respondents said that salary provided by the management is not enough to run their family. So management increase their salary according to norms of the UGC.
- Most of the professors said that they hesitate to tell their salary to their students. It is very horrible situation of the professors.
- There is a highly difference in receiving extra benefits, like ML, EL and RH, between Govt. Professor and Self-financing professor. So management should give all the benefits whatever received by the Government professors.
- Self- Financing Professors can form a Trade Union for protecting themselves from the management with permission of the management.
- Many of the Self-financing institution professor not willing to fill the questionnaire. Because they may scared about management. Professor 1st they have to claim their benefits and next they will teach all laws to the students.
- Professors must have courage to talk when they are suffer. Because they are not slave and they resource of the organization.
- Government professor Trade unions must give a hand to the Self-financing college professors.

Conclusion :

The Professors working in Government and Aided College, during their service period they benefited lot comparatively Self-financing college professor. At the time of retirement the government and aided educators is take bulk amount of Provident Fund, Gratuity, Encashment of Leave and bonus without paying any tax. But Self-financing professor while relieving time they take their soul only nothing more than that. So Government interfere the Self-financing institutions to solve the problems of the professors and monitoring activity of the management. Also government help and support to form Trade union separately for the self-financing professors. If there is any discrepancy government should form tripartite forum.

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