

- 4) To study the relation between salary given by the colleges and the teachers academic and social progress.
- 5) To study various problems those arise due to all these things.

CONCLUSIONS OF THE STUDY:

- 1) It was found that, the teachers have to give at least 5.30 hours everyday for the college. Out of this time, teachers have to do the work of teaching only for 2.45 hours and in the remaining 2.45 hours they can not do any productive work at college work time. If considered the week on an average, teachers have to conduct 15 class hours and they waist their 15 hours.

It was found that about non-teaching staff, on an average they have to give 7 hours everyday.

- 2) It was observed that, the salary given by colleges is Rs.2043 per month to the teachers. However, teachers have to take 60 class hours per month. It means teachers are given Rs. 34.06 per class hours, which is less than half of the payment given according to class hour's basis rule of governments.

Non-teaching staff are given Rs.944 per month. They have to work for 210 hours per month. It means they are given only Rs.4.46 for per hour (i.e. Rs. 31.43 per day).

- 3) It was also found in the study that, 46 percent teaching and non- teaching staff have economic dependence of their families. Of these, 69.56 percent teaching and 30.43 percent non-teaching staff has the economic dependence of their respective families. It means teachers have more economic dependence of their families than non-teaching staff.

Totally 5.78 persons (6 persons) are dependent on every member of teaching and non-teaching staff. However, about the teachers it is 6.81 person (7 persons), but it is only 3.42 persons (3 persons) about non-teaching staff.

- 4) It was observed that, the income from all sources of teaching and non-teaching staff per month is Rs.7177.88. While the teachers' per month income was Rs. 7476.26 which was more than the income of non-teaching staff (i.e. Rs. 6712.30). It was because; teachers and their families did the other business like taking tuitions, tailoring work or doing a part time job. In short, teachers were had got more family income (Rs.5035.26) than their own salary.
- 5) It was also found that, about the salary given to the teachers and their academic progress there is strong correlation. Out of 30 teachers only 13 percent of the teachers have just attended 13 different workshops, 11 seminars and annual conferences. However, only one teacher has presented research paper in seminars.

On the other hand, if their academic qualifications are considered of 30 teachers only 16 teachers have minimum essential qualification, where as 4 teachers have M.Phil or Ph.D.

PROBLEMS:

The above conclusions of the study of teaching and non-teaching staff of the two colleges which are in the process of getting grants step by step are seen to have become responsible for the following problems in the colleges.

- 1) The salary given to the teachers is nearly half of the academic work done by them in the colleges. This ratio is very low about non-teaching staff.
- 2) The teachers have to do other work as they have the economic dependence of their families and as they get insufficient salary. The condition is same with the non-teaching staff also.
- 3) Though teachers have qualification and aptitude they can not attend workshops, seminars or conferences due to the low salary and economic dependence of their families on them.
- 4) The teachers are mentally depressed as they have economic dependence of their families on them and as they have to work on meager salary. Therefore, there is a possibility that there may not be a quality in their work of teaching.
- 5) About the minimum qualification many of the teachers do not have it. Therefore, there may be no quality in giving education to the students. Also it may affect the students' mental progress.

- 6) There is no respect, affection among teachers due to this. It was also seen that the quality of the discussion among teachers is degenerating due to it.
- 7) The relationship of teachers with the society is being estranged. It is because of the changed attitude of the society towards teachers. The society seems to have negative attitude towards education. Such attitudes seriously affect the society in long run.
- 8) Students are increasingly indulging in malpractices during examination due to it.

SUMMARY:

As the government, with the changing educational policy after 1991, has adopted the policy of bringing about full or partial change in the grants to be given to the colleges, that's why the teaching and non-teaching staff do not get their salary on time or do not get the salary at all. And all this is affecting the quality of education. However, as they too have the economic dependence of their families on them, they are in the economic crisis which affects educational quality and other personal as well as social things. It is causing many educational, economic and social problems now - a - days.

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Appendix- 1st

Table No.1
Working Situation at Colleges

Classification	Numbers	Teaching Hours (per week)		Working Hours other than teaching (per week)		Total Hours (per week)	
		Total	Per Capita	Total	Per Capita	Total	Per Capita
Teaching staff	30	442	15	510	17	952	32
Non-Teaching staff	20	-	-	888.30	45	888.30	45
Total	50	442	15	1398.30	31	1840.30	-

Source: Compiled from field survey

Table No.2
Situation of Salaries

(Salary in Rupees)

Classification	Numbers	Salary (per month)		Salary (per week)		Salary (per day)		Salary (per class hour & per hour)	
		Total	Per Capita	Total	Per Capita	Total	Per Capita	Total	Per Capita
Teaching staff	30	61313	2043	15328.25	511	2255	75.11	1022	34.06
Non-Teaching staff	20	18889	944	4722.25	236	787	39.35	113	4.49
Total	50	80202	1604	20050.50	373.50	3042	60.84	1135	22.70

Source: Compiled from field survey

Table No.3
Family Dependence

Classification	Numbers	No. of Dependent Family Members	
		Total	Per Capita
Teaching staff	30	109	6.81(7)
Non-Teaching staff	20	24	3.42 (3)
Total	50	133	5.78 (6)

Source: Compiled from field survey

Table No.4
Economic Condition of the Teaching and Non-Teaching Staff

(Income in Rupees)

Classification	Numbers	Own Income (per month)	House Income (per month)	Total Income (per month)	Per Capita Income (per month)
Teaching staff	30	61313	163035	224348	7478.26
Non-Teaching staff	20	18889	115357	134246	6712.30
Total	50	80202	278392	358594	7171.88

Source: Compiled from field survey

Table No.5
Academic Progress of the Teachers

(Numbers)

Components	Attendance	Research Paper Presentation	Publications
Workshops	12	-	-
Seminars	11	01	-
Conferences	04	01	-
Newspapers	-	-	07
State Level Magazines	-	-	-
National Level Magazines	-	-	-
Total	27	02	07

Source: Compiled from field survey