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## **Role of Human Resource management in self finance professional education in India—with special reference to Meerut Region**

**Deepak Sharma**

Research Scholar

Department of management, Mewar University, Gangrar, Chittorgarh ( Rajasthan)

### **Abstract**

India that was previously known for huge amount of illiteracy has now witnessing change in the earlier scenario. Today a large number of students are opting for professional education. India has a vast network of central and state funded universities. Recent decades have seen the rise of private sector in this field. They are also known as self finance institutions. They provide education to students as well as employment of large number of educated individuals, known as faculties in such institutes. Whole of India is witnessing this change and Meerut region part of National capital region is also changing. More part of professional education is now in the hands of private sector. Human resources working in such type of institute are vital and key to the success of self finance institutions. As India have a large number of educated individuals. They are pouring into this sector. To make, out their career, to progress in life. The development of such individuals is essential for organization and for themselves.

### **Introduction**

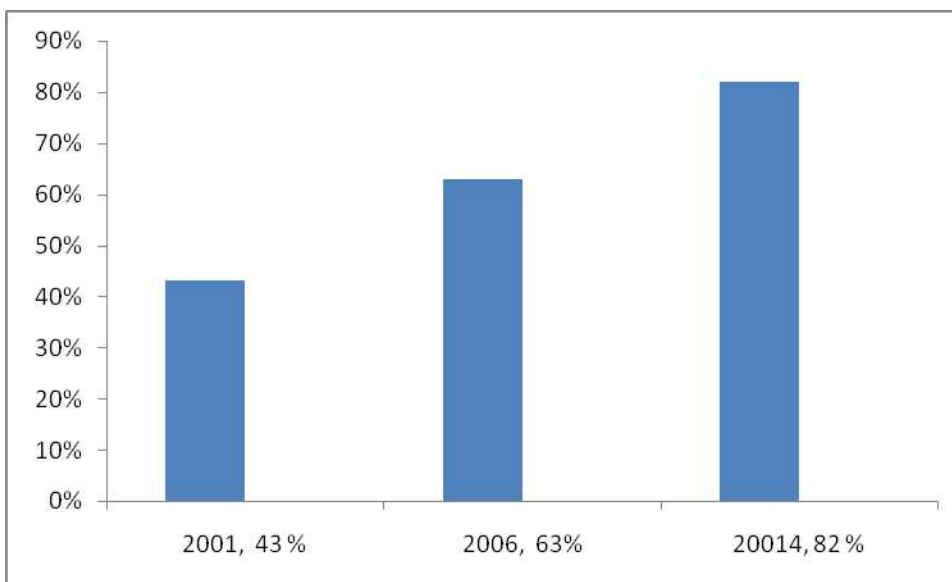
India's higher education system is the world's third largest in terms of students, next to China and the United States. Unlike China, however, India has the advantage of English being the primary language of higher education and research. India educates approximately 11 per cent of its youth in higher education as compared to 20 per cent in China. The main governing body at the tertiary level is the University Grants Commission (India), which enforces its standards, advises the government, and helps coordinate between the centre and the state. Higher Education sector has witnessed a tremendous increase in the number of Universities/University level Institutions & Colleges since Independence. The sector boasts of 45 Central Universities of which 40 are under the purview of Ministry of Human Resource Development, 318 State Universities, 185 State Private universities, 129 Deemed to be Universities, 51 Institutions of National Importance (established under Acts of Parliament) under MHRD (IITs - 16, NITs – 30 and IISERs – 5) and four Institutions (established under various State legislations).

At present, the main categories of University/University-level Institutions are: - Central Universities, State Universities, Deemed-to-be Universities and University-level institutions. Apart from government funded higher education institutions there has been tremendous growth in number of Self financed Higher education institutions and Private universities.

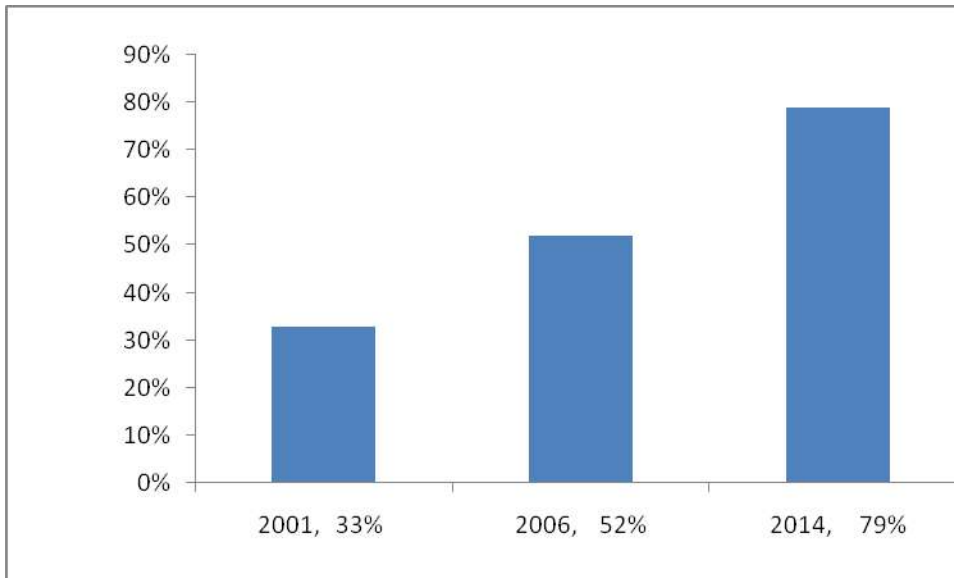
In India, the private sector has till now been instrumental in increasing penetration and enrollment, especially in professional disciplines

The share of unaided private institutions in the higher education sector has increased considerably over the last few years.

Share of self finance institutions in higher education in India:



There has also been a rapid growth in the percentage of students enrolled in unaided private higher education institutions.



Source: AICTE and other professional councils, Analysis based on Indian Higher education, envisioning the Future 2015.

Majority of institutions offering programmes in professional disciplines such as engineering, pharmacy, and hotel management have been established by the private self-financing institutions. The last three decades have witnessed tremendous growth in self-financed institutions and a lot of students unable to get through the competitive exams for admission in government-sponsored institutions are studying from these institutions. All over India has witnessed this scenario. Earlier South India was a hub of private institutions; now North India has followed them, especially the National Capital Region, Delhi and surrounding areas of it. Meerut, a large city very near to the national capital, has also witnessed tremendous growth of self-financed institutions for professional education. These colleges are attracting thousands of students every year. They have become an alternative to government institutes.

Though the institutions have attractive buildings, but there are certain issues that need to be addressed. The main focus is on teaching and allied staff. The issue of human resource management regarding them is vital for success in the future. The major challenges in the Meerut region are mentioned below.

### **Challenges for human resources:**

**Incomplete education:** A large number of institutions of this region, especially the smaller institutes, are running with the faculty not fully educated according to AICTE and UGC parameters.

**Poor quality:** When faculties are not properly educated the quality of education suffers, leading for the further suffering of students.

**Insufficient Faculty development programmes:** Very few institutes take the pain to conduct faculty development programmes. These programmes are expensive and AICTE sponsors them, but funding is the problem a very small number of institutes get the funding from AICTE. Thus development of faculty is essential as they are the vital human resources of these institutions.

**Inadequate compensation structure:** Most of the institutions of this region are poor pay masters. The salary given by them is not sufficient for the employees for both teaching and non teaching staff. It results in higher turnover ratio and declined moral. It indicates towards improper human resource management.

**Less emphasis on research work:** Very few teaching staff is inclined for research for their proper development. It is due to less encouragement and scarcity of workshops on research and allied software's.

**Lack of motivation by higher management:** As higher management is more focussed on student's intake there is less encouragement from their side to development of the staff.

### **Strategies suggested for the development of Human resources**

**Promoting the education of staff:** For the development of staff of selffinance institutions it is required that faculties should be promoted and motivated to upgrade their education as per the requirement of AICTE and UGC. The institutions should provide academic leave also for that purpose. The more educated staff will play role in multidimensional development of students. Thus development of staff as well as development of self finance institutions could be achieved as it will lead to more strength of students.

**Training schedules of faculties:** The institutions should conduct programmes on further training of staff and should send them to other institutes also for training purpose. It will lead to their development and the development of the institute. Branding of institute would enhance in such case.

**Adequate compensation structure:** The compensation structure of the staff of Meerut region should be enhanced so that they can work with more zeal.

**More stress on research:** The self finance institutions should provide facilities of research to their teaching staff. Workshops regarding research methodology should be conducted and software's related with research should be provided.

## **Conclusion**

The future of professional education lies in the hands of self finance institutions. Our government is slowly and decreasing the aid to higher education institutions. It is not possible for the government to educate each professional education aspirant on its expenses. Our country is following the steps of other capitalistic countries, but the most important factor, that is human resources of such self finance institutions need development on several dimensions. When institutions will take actions in coordination with the staff, definitely there would be development of staff. More developed resources will lead to the more success of institutions. More intake of students, more revenues. Thus the success of self finance institutions lies in the hands of better developed human resources.

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