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MANAGEMENT

A STUDY OF “RETENTION OF THE ACADEMICIAN IN HIGHER EDUCATION INSTITUTE”

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Abstract

The best educational system in a nation can only flourish and sustain, if we have right and competent teaching staff, however according to the latest data by Ministry of Human Resources, India there is a terrible shortage of faculty positions in different universities and higher educational institutes. The present paper reviews and highlights some of the key strategies which can be implemented to retain the best academic talents; moreover the strategies talked about here in this review paper are not the exhaustive strategies, but are the essential intensive strategies which has to be implemented as soon as possible to overcome the issue of Faculty shortage.

Key words: -Higher Educational Institutes & Universities, Faculty Shortage, Retention Strategies for Academicians

INTRODUCTION

We all know that the best teachers, lecturers, readers and professors in the schools, colleges and Universities, Certainly makes a huge difference in shaping the careers of the new generation in India, A knowledgeable and confident individual who is well educated can directly contribute to the better development of nation as a whole, after being well aware of this fact why haven't we achieved high quality teaching staff in every Indian classroom?

Shortage of quality teaching staff, may be the probable answer for the above question, now why this is happening? There can be many reasons for it; lack of monetary compensation, poor training facility, and low industrial interface might be few among them. The fact is alarming, and can

be very well noted from the issue highlighted by Ministry of Human Resources, which states that around 35% of faculty positions are vacant in Central universities, 50% in 19 state universities, and 40% in 14 others. In technical education shortage of good quality faculty affects most adversely because in technical education personal guidance for each student is an essential feature of the teaching-learning process.

Looking at the paucity of experienced and competent faculties the government allowed institutes to hire expatriate Indians to make up for any shortage of faculty, there might be many implications on this issue, However discussing more on the numbers, concerning to faculty shortage and its repercussions are not my present

lookouts. Present objective here is to highlight the inability of our institutions of higher learning to attract qualified and trained faculty and to retain them. To start with, it's very important to know the reason of dissatisfaction among the, Present academicians the likely reasons which we came across are:-

Difficulty in managing students and adjusting to the work condition

Lack of monetary compensation

Inadequate support from the administration

Weak induction and mentoring Program.

These problems are universal problems, Faced by most of the academicians all over the Country. If these issues are handled well there are chances that we can retain the best academic talents in our schools and colleges.

Difficulty in Managing Students and Adjusting to the work Condition

Working conditions, which is composed of teaching situations and managing students, plays a substantial role in continuing a job as an Academician. It has been found that those Faculties who persists their job for a long time with a particular institute reports to have very well adjusted to the working condition of the College or School. The management of the student is easy, where small numbers of students are there in class room. The workload on the faculty thereby by being, low, it is more likely that the faculty would continue with the job. The issues like poor administrative support, lack of availability of proper facilities, improper geographical area of the educational institute, large sizes of the class are the

likely reasons why the academicians leave the jobs in the field of education.

So it is very much needed to address these issues to retain the best teaching staff in educational institutes.

Lack of Monetary Compensation

It is a well-known fact that the salaries or compensation in educational field is very low with regards to its counterpart in the industry, It is well known fact that to retain the best academicians it is better to give them the satisfactory salaries, or otherwise they will constantly thrive to switch over their job to the better paid one in the industry, because academicians would think that the opportunity cost of becoming a teacher is very high. The lecturers in the high demand fields like Statistics, Mathematics, Economics, Science/Engineering and Managerial Sciences are especially vulnerable to the salary differences in their decisions to remain in teaching. In such fields there is high opportunity costs attached in remaining a teacher, as compared to the alternative occupation which gives them better salaries and compensation. Thus it is necessary to give high salaries to the experienced faculties in the educational institutes to retain them.

Inadequate Support from the Administration

Support should be given to academicians who are undergoing their research, if they are doing their research diligently, motivation should be given to them to attend various conferences and seminar nationally and internationally, This will not

only groom their persona but it will also help them to perform better in the class rooms. Apart from reducing the work load on faculties' administration should try to facilitate more interaction between faculties and industries, so that academicians can enrich their knowledge pertaining to their respective subject. It can be mutually beneficial for both the student and the faculty. Giving support to the teaching staff not only boosts their morale but also, it is the main appealing factor induced by the administration to retain their best teaching staff.

Weak Induction and Mentoring Programme.

In field of education and learning the first four-five years are very crucial for the new entrant if, the individual is prepared thoroughly in these years he is probably going to continue in the same field for years together. Effective faculty induction programs pair's new teacher with an experienced mentor who provides support and assistance to help a novice navigate the early years of teaching, while perfecting his teaching skills. Well designed induction programs have proven their value in reducing attrition rates among new lecturers and teachers. Mentoring and strong induction strategies have certainly improved retention of teaching staff and enhanced teaching quality.

Conclusion

It is vitally essential to understand that a Knowledge-based economy can only flourish, if the new expectations of effective teaching is been satisfied. In today's diver

relearning situation, teaching has become more dynamic in its nature and form, so the Academician's role has moved far beyond dispensing subject information, giving test, and assigning grades, they are now responsible to cultivate each individual for successful employment and to become productive citizen of the Nation. The present need felt for the quality. Faculties can only be satisfied, if we can nurture and retain the best Academic talent.

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