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A Study of Working Condition and its Impact on Employee Efficiency in Education Sector

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Abstract:-

Human resource development underpins the development of effective educational systems.

The necessity of prioritizing human resource development in educational systems cannot be overemphasized. Among the strategies for action that will contribute directly to an improvement of the quality of education is a sustained investment in the professional development of teachers and the improvement of their working and employment conditions. The status of teachers and the status of education are closely related. Teachers can only be the catalysts for change in the movement against child labour if they are supported in the process of improving their work with children in the classroom.

Key- Words:-ICT, PPP, UNESCO.

Introduction:-

The working conditions of teachers in the Northeast and "aspirational districts" are poor and there is a marked rural-urban disparity in terms of basic amenities as well as information and communications technology (ICT) infrastructure, according to a UNESCO report.

The report, titled '2021 State of the Education Report for India: No Teacher, No Class', also states that while teacher availability has improved, pupil-teacher ratios are still adverse in secondary schools.

Factors affecting the current status of Teachers in the nation:-

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1.) Least Availability of basic resources:-

Indian teachers are provided with the least resources to comply with their jobs. They are not even offered sufficient numbers of Books, copies, or other stationary which is a necessity for smooth teaching.
And even with that scarcity, they have to prove their worth by producing extraordinary results. This doesn't seems justified at all.

2.) Pathetic Infrastructure:-

Well, you must be thinking how come infrastructure is related to teaching, but it is. Just like a software engineer has no work without a computer, a doctor cannot work without a stethoscope; similarly, a teacher cannot teach without a full-fledged classroom.
You will be surprised to know that there are many schools in India where two or more different classes are conducted in the same room. Can you even imagine a 4th grader being taught in the same room as an 8th graded and that too together?
Even thinking that scenario will make you realise how chaotic and tuff that is.
Teachers are forced to teach in that condition with a pressure not just to manage the classes but to carve a good result from the students.
I won't even touch the basic sanitation facility. It is such a torturous situation for the female teachers which cannot be even addressed. It seems inhuman.
Firstly there are no toilets, and if they are (for namesake), they are not in the condition to even think of using.

3.) No proper exposure to the Internet and technology:-

How can a person imagine a life without the Internet these days? But Indian government schools still are not adequately equipped with the internet facility, nor the teachers have the proper exposure to utilise them.
We sitting in our AC rooms can blame the teachers for their incapability but think from there point of view.
Till date, they have been following the conventional method of teaching, i.e. from the blackboard, Pen and Paper method. Without proper education of the latest tech, how can we expect them to qualify to teach with the help of the Internet?

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4.) Media Trials:-

The biggest reason why people question the teachers and not the system is the random Media trials. On any day, a media person who doesn't find good news will bump up into any classroom and will start asking a maths teacher a dozen General Knowledge questions.
Interestingly a media person is someone who is covering politics and the country's economy daily and will be knowing those things quickly. Even then, the questions he asks are from the Internet.
And he expects the Maths, English or a different subject teacher to answer his polity or economy based questions. People watch them and judge that they are incapable, and the situation turns into a mockery.
The very teacher who is respectable for those hundreds of students is torn down in front of them. Is it something which needs to be covered?
Is it because government schools are an easy target and they can easily malign any teacher and get away with that easily. If we think about it differently, they hamper the precious teaching time of the teachers.
Can you expect any media house to get inside all other Government Buildings/ offices of Political parties/ any PSUs/or any private office without proper permission? One cannot even get into the office of these media houses without permission and know what's going inside.

5.) Growth of disbelief in the education system managed by the government:-

In the current scenario, people have developed disbelief in the government-run schools and the teachers teaching in those schools.
People treat them sub-standard (which they are in reality). But the worst sufferers are the students and teachers. Students don't get the quality education which is their right. And teachers don't get the respect and social recognition which they used to in past decades.

Major Reasons behind the inefficiency of Teacher's in India:-

Yes, I accept that the many teachers in government schools are not that efficient these days. But they should not be blamed entirely for that. Let's discuss that too.

1.) Non-uniform appointment and selection process

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The process of selection of teachers in India is not at all uniform. You will find some teachers working on Ad Hoc basis, some temporary, some under contract, some regular and many more.
How come one can even imagine a uniform and robust education system with so much disparity in the selection of teachers. It is so confusing just to know the nature of selection and process of teaching accordingly.

2.) Uneven Payment structure

This issue is somewhat derived from the very first point mentioned above. With that much of a difference in appointing a teacher, there is a massive difference in salary slab.
Regular teachers are paid according to the grade pay, whereas contract teachers are paid an amount fixed by the government. Again the Ad-hoc teachers are paid by some other rule.
And above all, it is quite surprising to know that in some states, the government proposed to pay contract teachers according to the classes they take. That means if a teacher has just one class on a particular day, they are entitled to just 100 Rupees a day.
That is somewhat even lesser than a daily wager.
With such a small amount, how can a person perform with full efficiency, Can you?

3.) Untimely Payment

Yes, again, I am taking up the issue of Payment. It seems similar but is different entirely. If uneven payment structure was not enough, the teachers have to face delays in payments.
While researching, I was surprised to know that in many states, Payment of teachers is delayed for up to 5 to 6 months. Now can you feel the state of those teachers who are the sole breadwinner for their family?
How they manage to survive in that kind of situation is beyond my imagination. Yet we all just question those teachers.

4.) Engaging in Non – Academic work

Now, this is the worst cause I think for the deterioration of the Education System in India. Teachers working in Government schools are allotted non-academic works by the government itself. And they are bound to do such work leaving aside their primary job to teach the students.
Appointment of a teacher is totally for the academic works, Right!

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Wrong, here in India, teachers are forced to carry non-teaching activities and who forces them – The state and central government.
Do you know that the teachers in India are assigned to all the random government programs?
From Ration Card verification, election duties, Population Census, Pulse Polio program, to even Cattle census, they are bound to perform these activities.
Are these teachers appointed to go door to door just to collect the cattle census or Ration card verification and other such works?
Even after performing all these duties, they are expected to provide an outstanding result in academics. Seriously! is this a joke or what.
If the government had been serious at all, these activities could have generated a new set of employment opportunities, which they are struggling a lot in. But why pay extra if you have a bonded labour for every work.

5.) Politicised recruitment process

This reason is somewhat a tricky one. As I mentioned above, most recruitment which is witnessed in India is either in the defence sector or teaching. So, it becomes a vast ground for political achievement when showcasing the numbers.
But in the shadow of a quantity, less is focused on quality. I was surprised to know the whole derivation of the number of vacancies and how just attaining a B.ed degree without any knowledge and experience entitles one to teach.

Steps to Improve the current Education system and the social status of teachers in India:-

1.) Not assigning the non-Academic work to teachers.

The first and the essential step to improve the current deteriorating condition of education and teachers is to stop assigning the non-Academic work to the teachers. Instead, appoint new people for them. It will also help in generating new job opportunities.
These works only hamper the steady flow of education and take out a considerable lot of energy which could have been invested to build a better road map for teaching.
A teacher can teach most efficiently if they are free to focus mainly on the study and not random works like cattle census.

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2.) Regular and Rightful Payment

Let's accept and face it that everyone works to earn his/her livelihood. The teachers are no different. They sweat and devote their whole life to building the nation. And in return, what they expect- A timely and rightful Payment.
They too have a family which they need to carry on their shoulders. With so much difference and such an irregularity in the Payment, how can a person perform his/her best?
I even believe that Teachers should be one of those who should be paid the Maximum in this country for what they work for – i.e. shaping the next generation of the country.
A proper and timely payment as a reward is always a good inspiration for better performance.

3.) A more uniform and timely Recruitment Process

I feel that there must be a uniform recruitment process for teachers in which quality should matter the most in place of quantity. With uniformity, I am not talking about the reservation system. If we even try to go that road, the journey won't even start due to political reasons.
Rather uniformity in appointment means regularising the vacancy periodically and with standard qualification with a "Personality Test" made mandatory. This will form a basic funnel for selection of good teachers.
Also, there is a very poor teacher to student ratio in the government schools. Almost every school is lacking in the required number of teachers. This can only be addressed through timely recruitment process.

4.) Allowing the technical degree holders to apply for Teaching jobs directly

Yes, that seems a bit out of context but let me explain why. Many creamy brains in India are from technical backgrounds and want a respectful job. With decreasing job opportunities, their knowledge is left unutilised.
If they get a chance to opt for academic jobs with just their higher technical degrees and the recruitment examination, they can provide much better quality and help in building a robust education system. India can even tackle the situation of lack of required number of teachers in schools through this step.

6.) Making the basic knowledge of Internet mandatory

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The e-literacy in India is certainly nowhere near the standards. You can refer to my article "Why are online classes for e-Learning in India struggling" for detailed information.
The lack of e-Infrastructure, digital knowledge among the teachers, cost of data and numerous other factors lead to a poor e-learning structure in India.
Thus, making the basic knowledge of the Internet and computer compulsory will help in enhancing the efficiency of the teachers to a whole new level. But that doesn't mean to retire the older generation who have no clue of tech and computers.
A proper module should be made to impart the basic knowledge of computers to them too. This will not just make them updated with the current advancements but also provide them with a tool which would help them research more in their respective subjects.
Just think how much that would help in building a better education system with so much quality and knowledge.

Current Issues in Education in India:-

Discussed below are the current issues with the Education system in India:

- **Expenditure on education –** More funds should be allotted for the development of the education system in India. In the past few years, many beneficial steps have been taken in this direction and if the same is continued India may soon be overcome the current challenges
- Gross enrolment pattern as followed by the UN must also be adapted by India
- **Capacity utilisation –** The world now needs creative minds and the Government must encourage schools to boost the students and utilise their capacities to the max and not let their ideas go unheard
- **Infrastructure facilities –** Better infrastructure must be provided especially in Government schools. Since Government is now focussing on digital education, they must undertake steps to provide all necessary facilities in the Government schools and rural areas as well
- **PPP model –** Well-designed PPPs can create models of innovation for the school system in India. Thus the Public-Private Partnership (PPP) model must be taken into consideration
- **Student-teacher ratio –** The number of students in search of proper education is way more in comparison to the teachers and faculty available. Thus, qualified teachers must be appointed to impart knowledge to the future of the country
- **Accreditation and branding –** quality standards
- **Students studying abroad –** There are many students who choose to study abroad because of these issues in the Indian education system. The concerned authorities must

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work on them and students must also choose to stay, learn in India and empower the country through their knowledge

Conclusion:-

7 immediate changes needed in the Indian education system:-

Here are 7 immediate changes needed in the Indian education system:

1. **Rote learning**

We have progressed with time; however, we still have not been able to move away from rote learning. While we know that IB schools are changing the education system at their level, but we also need to understand that the population that goes to IB schools is very limited in nature.

2. **Evaluation system**

Marks still continue to play the most important card in deciding the future of children and this often comes down upon students as a burdening factor. The pressure of marks often makes students underperform.
Instead of focusing the evaluation on a three-hour exam, the focus of evaluation should be classroom participation by a student, projects, communication and leadership skills and extra-curricular activities.
Only then will the students give their best and be evaluated at their best.

3. **Equal respect to all the subjects**

We continue to survive in the education system where science stream topples the stream hierarchy. Students are pushed to become a machine which only goes for high-profile subjects and subjects like languages, communications, arts are looked down and are not considered high-profile.
Students should rather be pushed to pursue the subject that they like instead of creating a differentiation between subjects.

4. **Better training of educators**

Teachers play the most important role in schools and hence, they should be given the best of class training. After all, they are shaping the future of the nation, the children. Teachers are often considered as second parents.
Thus, they should be imparted their training in a way that they can act as parents to the children away from their homes.

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While teaching, they should create a congenial and home-like atmosphere where students can feel the empathy and love in the classroom and which can then be reflected in their behaviors.

5. **Introduction of technology**

We all know we have incepted in the era of the fourth industrial revolution. We are living the renaissance of technology and in such a state, technology and education system cannot be kept apart.
Students must be taught about technology right from the early years of their education so that it does not come like an alien thing in their later times.
Indian schools must embrace technology and education with an open heart and propagate the same to the students as it is there, where their future lies.

6. **Personalize education**

Indian education needs to realize that the absorption power of every student cannot be the same. Hence, the teaching method also cannot remain the same for every student in a class of 30.
Some students have faster learning pace and some are slow. Teachers must have a keen eye on observing each of their students.
While it is not humanly possible for a single teacher to pay attention to every student, schools must start looking at the use of technologies like artificial intelligence and chatbots who can become the helping hand to the teachers as well as students.

7. **Teach them the purpose of education**

Our education system is still having the features what colonial educators inbuilt. Education is not always about becoming a big, rich person. It should be about humanism.
Students must also be taught in-depth about the morals of life and inculcated with humanistic values. They should be taught that life is much beyond money and success is not measured in money.
If the Indian education system starts taking these points into serious consideration, we can attain the level of the best education system in the world. It is high that we as a country, start taking education above the mediocre level that we have been engrained with and perceive education from the holistic approach.

Students are the upcoming structure of the nation, whereas the teachers are the pillars. But the current Situation of Teachers in India is worrying. This is the high time proper steps should be taken for the upliftment of the status and quality of the teachers.
India is the nation which is known for its rich knowledge, and the excessive deterioration in the education system is horrifying. However, several steps are being taken in this field but are not sufficient.

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Governments both in state and center must ensure more share for the education and teachers in the annual budgets and must ensure that teachers are only allotted academic works. Also, proper resources and full-fledged infrastructure must be provided as well.

After all, we Indians know the importance of a teacher in one's life is, and that's why we have praised them always-

Gurur Brahma Gurur Vishnu,
Gurur Devo Maheshwara,
Guru Sakshat Param Brahma,
Tasmai Shri Guravey Namaha !!

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