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### Private Higher Educational Institutions of Assam and Facilities Offered to Employees and Students

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#### Abstract

Higher Education in the private sector is growing in importance and accessibility by the turn of the 21<sup>st</sup> century. Assam, which is situated in the North East corner of India is no exception in this regard. Privatization of Higher Education has been particularly observed in the skill based courses related to the health sector, management and other professional courses. The private universities established in Assam have contributed a lot towards enhancing skill based and job oriented courses. Besides these private universities there are innumerable colleges and institutions offering a variety of degrees. Gauhati University, the oldest public university in Assam established in 1948 had permitted thirteen number of institutions to be established in the private sector for providing Higher Education in the year 2012-13. The number has increased to forty six in the year 2016 for providing various undergraduate and postgraduate degrees. Besides these institutions established through proper channel, there are innumerable institutions which have come up by getting tied up with other universities and institutions situated outside the state. The researcher has taken into consideration 12 private Higher Educational institutions affiliated to Gauhati University out of 24 institutions situated in Kamrup (metro) district of Assam for undertaking the study. The objective of this study is to find out the facilities offered to employees and students by the management.

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#### Introduction

Privatization of Higher Education has been growing in leaps and bounds and growing in a fast pace because of its relation to economic growth of a country which again is brought about by its human resource development. Economic development and human resource development are two sides of the same coin. Without education a country cannot grow and develop to its full potential. Assam being in the north eastern part of India is no exception to this phenomenon. Over the years it has been observed that Higher Education has gained importance as well as access to the common people of the state. The government has been trying to upgrade the system as well as accessibility through various measures undertaken. But the growth rate of population throughout the years as well as people opting for higher education has increased over the years. People belonging to the middle class section of the society have been very particular in upgrading themselves to face the challenges of employability. Knowing that higher education is a must to apply for any jobs they try to get the required knowledge and relevant degrees for being

employable in any sector. The government sector providing higher education has not been able to meet up the demands of the ever increasing student community. Taking advantage of this situation the private sector providing Higher Education has increased by leaps and bounds. Innumerable institutions have cropped up providing job oriented and skill based courses. These institutions have tied up with other big institutions and some of them are offering degrees, diplomas and certificates from universities situated outside Assam by getting them affiliated to those universities. The study gains importance because of its relevance in the present day times considering the fact that these institutions are offering degrees by charging a huge amount of money, the study undertaken gains importance. There is a general belief that in contrast to the money paid to these institutions the facilities provided is very meagre. Therefore to find out the truth, the researcher has taken up the study.

#### Materials and Methods

Descriptive cum normative survey method was applied to

conduct the study. This method was applied since the study was aimed to have a fair idea on the facilities offered to the employees and students of these Private Higher Educational institutions of Kamrup (M) district of Assam affiliated to Gauhati University. A questionnaire was framed under the name and title 'Institutional Questionnaire' and disbursed to the Heads of the institutions under two dimensions – (i)

Facilities given to employees by the institutions and (ii) Facilities offered to students. The first questionnaire had seven statements and the heads of the twelve institutions had to respond to it. The second questionnaire had sixteen numbers of statements and disbursed to 365 students of the 12 Higher Educational institutions taken up for the study as per the sample size.

### Facilities Given to the Employees and Students by the Institutions.

**Table 1:** Facilities offered to Employees

Dimension	Statements	Responses	No. of Responses	Percent
Facilities given to Employees by the Institution	1. The Institution is a secured job place for the employees	Agree	11	91.7
		Disagree	-	-
		Neutral	1	8.3
		Total	12	100.0
	2. The Institution is offering good salary for the employees	Agree	3	25.0
		Disagree	2	16.7
		Neutral	7	58.3
		Total	12	100.0
	3. Financial facilities like PF, NPS, Gratuity provided to the Employees	Agree	5	41.7
		Disagree	6	50.0
		Neutral	1	8.3
		Total	12	100.0
	4. Other facilities like child care, maternity leave, LTC are provided to employees	Agree	5	41.7
		Disagree	7	58.3
		Neutral	-	-
		Total	12	100.0
	5. Have promotional scope according to eligibility of employees	Agree	4	33.3
		Disagree	5	41.7
		Neutral	3	25.0
		Total	12	100.0
	6. Institution has the reservation policy for appointment at different positions	Agree	1	8.3
		Disagree	9	75.0
		Neutral	2	16.7
		Total	12	100.0
	7. Institutional transportation facilities available to the Teachers/Non-Teaching staff	Agree	3	25.0
		Disagree	8	66.7
		Neutral	1	8.3
		Total	12	100.0

From the Table No. 1, it has been observed that 91.7percent of the 12 Institutions taken up for the study have stated that the private institutions are a secured job place for the employees. Disagreement on this statement was found to be nil while only one institution remained neutral on this statement.

Again, only 25 percent of the institutions accepted the second statement of offering good salary to the employees, while 16.7 percent disagreed on it. The highest percent of 58.3 was found to be neutral in this matter.

On the third statement of offering financial facilities like PF, NPS, gratuity to their employees, 41.7 percent of the respondents agreed while 50 percent institutions did not agree to it while one out of the 12 institutions remained neutral.

Again, 41.7 percent or say 48 percent of the institutions

agreed on offering other facilities like child care, maternity leave, LTC to its employees while 58 percent disagreed on it.

From the fifth statement of having promotional scope according to eligibility of employees, it has been observed from the table that 33 percent agreed on it while 41.7 percent disagreed. And 25 percent remained neutral on this statement. The sixth statement on having a reservation policy for appointment at different positions reveals that only 8.3percent i.e. only one institution agreed while 75 percent the institutions disagreed on the statement. Only two institutions i.e. 16.7 percent remained neutral on the matter.

The last statement on offering Institutional transportation facilities to teachers and non-teaching staff shows that 25 percent agreed to it while 66.7 percent disagreed and one institution i.e. 8.3 percent did not respond to the statement.

**Table 2:** Facilities offered to Students

Dimension	Statements	Responses	No. of Responses	Percent
Facilities offered to students	1. The Institutions is offering fully job oriented courses	Agree	8	66.7
		Disagree	3	25.0
		Neutral	1	8.3
		Total	12	100.0

2.	The Institution has been able to generate job opportunities through different levels of courses	Agree	8	66.7
		Disagree	3	25.0
		Neutral	1	8.3
		Total	12	100.0
	3. Concentrated to employ students through technical but poor students	Agree	6	50.0
		Disagree	5	41.7
		Neutral	1	8.3
		Total	12	100.0
	4. Institution has a policy of admitting meritorious but poor students	Agree	5	41.6
		Disagree	6	50.0
		Neutral	1	8.3
		Total	12	100.0
	5. Institution is adopting the reservation policy while admitting students	Agree	2	16.7
		Disagree	8	66.6
		Neutral	2	16.7
		Total	12	100.0
	6. Course structure regularly updated and notified to students	Agree	6	50.0
		Disagree	4	33.3
		Neutral	2	16.7
		Total	12	100.0
7.	Have good laboratory facilities for technical, Science and Computer students	Agree	5	41.7
		Disagree	5	41.7
		Neutral	2	16.7
		Total	12	100.1
	8. Library facilities available	Agree	12	100.0
		Disagree	-	-
		Neutral	-	-
		Total	12	100.0
	9. Free campus wi-fi is available	Agree	6	50.0
		Disagree	3	25.0
		Neutral	3	25.0
		Total	12	100.0
	10. Seminar Hall is available	Agree	7	58.4
		Disagree	3	25.0
		Neutral	2	16.7
		Total	12	100.0
	11. Canteen facilities available	Agree	5	41.6
		Disagree	6	50.0
		Neutral	1	8.3
		Total	12	100.0
12.	Sufficient Teaching staff for all courses available	Agree	9	75.0
		Disagree	1	8.3
		Neutral	2	16.7
		Total	12	100.0
	13. Facilities for differently abled	Agree	4	33.4
		Disagree	1	8.3
		Neutral	3	25.0
		Total	12	100.0
	14. Feasible fee structure for the students offered	Agree	7	58.3
		Disagree	1	8.3
		Neutral	4	33.3
		Total	12	100.2
	15. Scholarship facilities available for meritorious students	Agree	8	66.7
		Disagree	4	33.3
		Neutral	-	-
		Total	12	100.0
	16. Institutional transportation facilities available for students of different locations	Agree	4	33.4
		Disagree	8	66.7
		Neutral	-	-
		Total	12	100.0

From the Table No. 2, it is clear that 66.7 percent agreed on offering fully job oriented courses to their students while 25 percent disagreed on the matter. And only one 8.3 percent i.e. one institution remained neutral.

On the second statement regarding offering of job opportunities through different levels of courses, it has been revealed that 66.7 percent agreed on the matter while 25 percent disagreed and 8.3 percent i.e. one institution did not give its opinion.

From the table it has been observed that 50 percent of the institutions agreed on employing students through technical courses while 41.7 percent disagreed on the matter. Again one institution i.e. 8.3 percent remained neutral.

On the statement of having a policy of admitting meritorious but poor students, 41.6 percent agreed while 50 percent disagreed on the concept and one institution remained neutral. The fifth statement placed before the institutions on adopting a reservation policy while admitting students showed that only 16.7 percent agreed on it while 66.6 percent disagreed on the matter. Again 16.7 percent i.e. two institutions remained neutral.

On asking about the course structure being regularly updated and notified to students, 50 percent of the institutions agreed and 33.3 percent disagreed while again 16.7 percent i.e. 2 institutions remained neutral.

The seventh statement regarding having good laboratory facilities for technical, science and computer students, 41.7 percent agreed and the same percent of 41.7 percent disagreed while 16.7 percent i.e. two again remained neutral.

On availability of library facilities all the twelve institutions unanimously agreed to it i.e. 100 percent opined on having library facilities.

The ninth statement of providing free wi-fi in the campus revealed that 50 percent agreed to it while 25 percent disagreed and 25 percent remained neutral.

From the table, it has been seen that 58.4 percent agreed on the availability of seminar halls while 25 percent disagreed and 16.7 percent i.e. two institutions remained neutral.

On availability of canteen facilities 41.6 percent agreed to having canteens while 50 percent disagreed on this very important aspect of an institution while 8.3 percent i.e. one institution remained neutral.

The 12<sup>th</sup> statement on availability of sufficient teaching staff revealed that 75 percent agreed on it and only 8.3 percent i.e. one institution disagreed on the matter while 16.7 percent remained neutral.

On offering facilities to the differently abled students 33.4 percent agreed to having facilities while 41.6 percent disagreed on availability of facilities for the differently abled and 25 percent remained neutral on this matter.

The 14<sup>th</sup> statement on feasible fee structure for students revealed that 58.3 percent agreed on it while only 8.3 percent i.e. one institution disagreed and 33.3 percent remained neutral.

The table clearly shows that 66.7 percent agreed on availability of scholarships for meritorious students while 33.3 percent disagreed on this matter but not even one percent remained neutral.

On the last statement of availability of institutional transportation facilities 33.4 percent agreed while 66.7 percent disagreed to having it and no one remained neutral on this matter.

## Results and Discussions

The responses enumerated in the questionnaires have brought

out certain important findings which need to be assessed and widely known by all those concerned with higher education. Regarding facilities offered to the employees and students of the concerned institutes, it has been observed that majority of the institutions have been able to offer a secured place of work and study. But the disturbing fact which came out is that against this physical security, majority of the employees are not satisfied with regards to pay and allowances. In today's materialistic society as well as the high costs of living money determines the satisfaction level of all. This is the stark naked truth which can be accepted by everyone. Regarding courses and curricula, majority of the institutions offered job oriented courses which are indeed a positive sign in today's world.

## Conclusion

The study titled "Private Higher Educational Institutions in Assam and facilities offered to Employees and Students was undertaken by the researcher considering it to be a dire need of the times. These private Higher Educational Institutions have been giving immense opportunities to the educated, uneducated, skilled people by providing job opportunities to them. People from different strata to the society get employment and thereby have been earning their bread and butter. These institutions are also helping people by outsourcing services to a great extent. Society has greatly been benefitted by the establishment of these private Higher Educational Institutions not only by providing educational facilities but also by providing jobs. Facilities provided by these private institutions are good enough no doubt but not upto the mark. A lot needs to be done with regards to the facilities provided by these institutions to employees and students.

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