Chapter V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

The role of education is well defined by different educationist at different stages. Education has opened way of progress and development for the human being. The education has its importance whether it may be formal or informal. The formal education starts from childhood with Kindergarden, primary level, secondary level and then starts the higher education.

The higher education has its own importance because it provides professional / vocational training to students, which helps them to frame their future and also helps them to earn their bread and butter. Therefore the duties and responsibilities of teachers who are involved in higher education plays vital role in training to their students. Now a day the scenario of education is improving session by session, new things, new technologies, new courses, new researches, new findings, new achievements and new developments are emerging everyday in each and every field/discipline.
The teachers are required to become updated about the new changes in their field. So that, they will be able to provide fruitful education to their student.

In order to meet the challenge for keeping the teacher's of higher education equipped and updated with latest knowledge and technology the experts and the policy makers of the higher education thought of starting up the course or programme for the teachers of all discipline. The basic philosophy before starting these courses was that it should not replicate the traditional B.Ed. or M.Ed. Program.

The National Policy on Education (NPE) 1986 has recommended these courses to provide opportunities to the teachers for their professional and career development. Earlier these Refresher Courses were mandatory but later it made compulsory for university and college teachers for their promotion. The Refresher Courses in Physical Education were also started for the period of three weeks keeping few objectives in mind.

The University Grant Commission which is an apex body for universities in India and carries the major responsibility under section 12 of the act for the promotion and coordination of university education. UGC has started the Orientation Programme
and Refresher Courses for the teacher's working in university and colleges for the duration of 4 weeks and 3 weeks respectively.

Now after more than one and a half decade the achievement have to be evaluated and to know the success of this policy and this analysis will also help to know the lacunas and further what is to be added in the curriculum of Refresher Courses of Physical Education keeping all the views in mind the research scholar undertook the present study entitled, "SURVEY OF U.G.C. PROGRAMS CONDUCTED AT VARIOUS ACADEMIC STAFF COLLEGES".

A research was taken up with the help of the questionnaire. The subjects of this study were the 600 participants of these Refresher Courses, 60 Resource Persons who are taking classes of these participants, 24 Director of Academic Staff Colleges who are in a very important position to implement these schemes and the office Superintendent.

The questionnaires were developed under the guidance of three experts. One expert was Ex-Director of Academic Staff College, another expert is working as the Director of Academic Staff College at present and the third expert is a Professor from the field of Physical Education. Every care has been taken before
finalizing the questionnaire it was developed and it included three stages i.e. initial writing, trial run and final drafting.

The questionnaire for participant contained 23 questions out of which 11 questions were with the options YES & NO, 10 questions with the option Not at All, To some extent and To a great extent, one question with 4 options and one question with 5 options. The questionnaire for Director of Academic Staff College contained total 21 questions out of which 13 questions were with the options YES & NO, 7 questions were with the option, Not at all, To Some Extent and To A Great Extent and one question was with options Poor, Average, Good and Excellent.

The questionnaire for the Office In-charge contained questions of seeking information regarding infrastructure, facilities and teaching aids available in Academic Staff Colleges.

Factual information pertaining to budgetary allocation, course beneficiaries are collected from documentary evidence from UGC Head Quarter, New Delhi.

Chi-square analysis was used to find out significance of divergence and convergence of opinion to options of responses of each item.
Percent comparison was made to compare budgetary allocation and number of beneficiaries' year wise.

Statistical findings pertaining to opinion of each category of subjects revealed divergent and significant view and provided meaningful basis for critical observations and interpretations.

Statistical findings revealed -

1. Majority (512) number of participant opined in favour of essentiality of refresher course (Chi value -299.63)

2. Significant majority (94.16%) of participants are of view that courses are essential for upgrading the subject knowledge (Chi value 468.17)

3. Significant majority (335) feels that the courses should not be made compulsory for promotions (Chi value -8.17)

4. Significant majority (456) modestly agree that courses are improving the professional competency.

5. Significant majority (442) were modestly satisfied about quality of resource persons.
6. Significant majority (442,388, 247) were modestly satisfied about the course content and its practical utility, teaching methodology adopted in the programme and lodging & boarding facilities provided to them during the course (chi-values 344.29, 458.59, 216.79).

7. Most of the participants suggested seminar & workshop should be the part of the course, training of using Teaching Gadgets and teaching Aids, Computer training/ Education and regarding practical experience of teaching & coaching of sports & games.

8. Significant majority viewed that course content should have graduate and postgraduate syllabus, thrust area of discipline, new emerging areas of discipline & Research training (64.66%, Chi-value 841.21)

9. Mostly (406, 457, 423,) of the participants Seminar & Workshop should be the part of the course, training of using Teaching Gadgets and Teaching Aids, Computer Training / Education and Regarding Practical Experience of Teaching & Coaching of Sports & Games. (Chi-value 164.33, 100.86, 74.91)
10. Significant Majority (100%) of Director of Academic staff College are totally agree that resource persons are of highest available standard, seminar/ workshop are essential part of course, providing computer training, grading the candidates. using system of feedback & modifying course strategy as per the feedback of the candidates (Chi-value 24)

11. Significant majority (19) of Directors viewed that courses should be essential for promotion, the course centers are providing lodging & boarding facility for participants as well as resource persons (Chi-value 13.32)

12. Significant majority (19,14) of Directors viewed that courses are serving its purpose effectively and their centers are well equipped to run these courses. (Chi-value 24.24,13) should be essential for promotion, the course centers are providing lodging & boarding facility for participants as well as resource persons (Chi-value 13.32)
13. Mostly Directors (24) had rated their ASC centers as good and few of them had rated as excellent. (Chi-value 24)

14. Significant majority (60) of the Resource Persons have viewed totally in favour of Refresher Courses and are serving a good purpose, courses are essential to upgrade knowledge of the in-service teachers, that they have rendered all necessary information / knowledge of the field to the participants, knowledge which they rendered had immense practical value. (Chi-value 60)

15. Significant majority (60) of Resource Persons also favoured totally that they always keep themselves updated with latest knowledge, the scheme of UGC Refresher Course should be continued and satisfaction regarding the lodging & boarding facilities.(Chi-value 60)

16. Significant majority (60) of Resource Person are in view that the participant of courses are not highly attentive and receptive to them, which reflects that
they are merely attending courses for the requirement of their promotions only. (Chi-value 60)

17. In Significant majority (30) modestly viewed that the Refresher Courses Centers they have attended were of good standard. Chi-value 0)

18. Significant majority (45) of Resource persons are satisfied with the honorarium they are receiving from the centers. (Chi-value 15)

CONCLUSIONS

Based statistical analysis, discussions of findings thereof, critical understanding and interpretations of findings Research Scholar would like to offer following conclusions:-

1. UGC Refresher Courses of Physical Education are worth beyond any doubt. It is crucially important for knowledge up-gradation for Lecturer/Sports Officer working in Colleges/Universities.

2. Participation in refresher courses as mandatory requirement for promotion is well justified
administrative policy to ensure participation and hence in larger aspects benefits society ultimately.

3. Existing UGC refresher courses to great extent has retained standard by following UGC guidelines for course implementation within limitations, capacity, resource availability of individual ASC's.

Hence ultimately standard of courses vary according to ASC's.

4. Most of ASC's faces problems of quality Resource Person there by affecting -

- Professional content of courses
- Practical relevance of courses
- Teaching methodology of courses

This ultimately lowered the standard of Refresher Courses wherever problem of quality resource person were observed.

5. Budgetary constrain is one major problem of many ASC's affecting effective management and running of courses.
6. Refresher Courses of Physical Education in term of training in use of teaching Aids and Gadgets, computer training, seminar etc. have well implemented in the program.

7. Existing system of transparent feed back mechanism is highly relevant and should be implemented regularly.

8. Seminar, workshop and computer training should be more or intensive part of Refresher Courses.

9. All ASC's should overhaul drastically the course content and incorporate professionally relevant content and practically worth learning.

10. New emerging areas, research and thrust areas to be identified and should be part of course content.

11. University should look for other options than UGC for financial resources.

12. UGC funding and release of funds falls short of ASC's requirement. It must be in sufficient amount to meet the requirements.
13. Existing ASC's are largely facility and infrastructure wise meets the requirements of conducting UGC courses. Yet if financial provisions permits standards of the facility should periodically improved.

14. Contractually appointed, Temporary ad-hoc appointment of Lecturers dose not fall under UGC Career Advancement Scheme. Hence they remain unqualified for attending UGC Refresher Courses.

Thereby UGC Refresher Courses Scheme does not benefit these Lecturers. This also affects quality education in Colleges and Universities.

15. Similarly, many Private College/University don't follow UGC Career Advancement Scheme thereby education standard of country is affected by such non-uniformity of policy.

**RECOMMENDATIONS**

Finding of the study has distinctively thrown light on strength, weaknesses, inherent drawbacks, and areas that needs urgent follow up about UGC Refresher Courses in Physical
Education. Based on the specific findings Research Scholar would like to following suggestions for up-gradation improvement and efficient implementation of UGC Refresher Courses.

1. The existing pattern of participation in Refresher Courses for promotion in service very well justifies ensuring maximum participation and ultimately benefits the society. This policy should be sustained in future also rather it should be made compulsory till the highest level of promotion in a career of Lecturer/Sports Officer. And the compulsory participation provision should be strictly implemented.

2. UGC should frame comprehensive guidelines for ASC's for running the Refresher Courses. Further a monitoring system should be established by UGC to monitor the standard of ASC functioning.

3. ASC's not living upto or conforming to standard functioning of UGC guidelines should be closed and the ASC's that are functioning well should be sustained by supporting sufficiently in terms of Resources.
4. Present financial allocation should be reviewed and sufficient amount should be allocated timely.

5. Quality of Resource Person is the biggest problems of ASC's to provide quality Refresher Courses. Lack of quality of Resource Person directly affects course content, practical utility of content, transfer of knowledge to participants. UGC must develop a system or form central pool of Resource Person by listing experts of the field. Provision should be made so that Resource Person of central pool renders services to ASC's in different part of the country. If budgetary provision allows permanent Resource Person in limited number should be appointed in various ASC's.

6. The existing feedback mechanism should be sustained but follow up actions taken should be recorded and presented before monitoring agencies.

7. ASC's should be given provisions of autonomy to manage additional resource generation.
8. UGC must frame guidelines for contractual and ad-hoc appointee Lecturers to compulsorily attend Refresher Courses. Similarly participation in UGC Refresher Courses should be made compulsory for teachers of private educational institutes.

9. Recognition provided to institute must be strictly monitored in terms of quality of teachers and their fulfilling participation in UGC Refresher Courses.

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