Chapter VI

Conclusion and Suggestions

In almost half of the districts in the country, higher education enrollments are abysmally low, almost two third of our universities and 90 per cent of our colleges are rated as below average on quality parameters in many states university appointments including that of vice chancellor have been politicized and have become subject to caste and communal considerations, there are complaints of favoritism and corruption. Considering the statement above and the scenario of higher education in India at the turn of the millennium, it was felt and found that generally higher education though on the path of growth but yet has not been bereft of many serious challenges in the face of issues which were emerging due to haphazard and lop sided growth of these institutions. The education in general and higher education in particular were not at ease rather situation was paradoxical where on one side the country was looking skyward in the achievements and on the hand there was catch – 22 situation in the problems. The education quality is at the cross road; where to go and how to go?, Signal is hazy. Within higher education gamut, the education for the teachers is going through the purple patch. Sudden glut of B. Ed colleges in India in the beginning of this decade made the teacher education most accessible but a problem in itself; a problem which needed research probe to reach ground realities. The present study has made concerted efforts to examine some of crucial areas of teacher education in these select colleges in relation to job satisfaction and stress among the teachers of these colleges and also to assess the students satisfaction in relation to the facilities provided by these select colleges affiliated to Panjab University.

The researcher has given qualitative touch to this piece of work by making liberal use of his long years experience in the field of higher education and also his exposure to various positions which he held during his long career in this field.

Job satisfaction of the teachers of the select education colleges has been assessed through interview schedule and similarly another interview schedule was used to gauge the occupational stress among the teachers and third interview schedule
was raised to appraise the satisfaction among the students of these select colleges towards the facilities provided.

The major findings of the study have been presented within the ensuing pages:

**Major Findings on the growth of higher education and education colleges with special reference to education colleges affiliated to Panjab University, Chandigarh. (Chapter II)**

1. Last six decades have witnessed enormous growth of Higher Education in India and the state of Punjab.
2. The access to Higher Education was limited and lop sided.
3. There was substantial growth of Private institutions of higher education in India and Punjab State.
4. There has been astronomical growth in the number institutions in higher education, universities (from 25-567), colleges (700-31,324).
5. There has been steady growth in the students enrollment in the age group of 18-23 years from staggering 10 per cent now the GER was touching 17.2 per cent. Yet the efforts were not matching anywhere with developed countries like U.S (83 per cent), U.K. (60 per cent).
6. The teachers strength in the institutions of higher education’s, both at the national and state level, was far from adequate as these institutions, be it state owned or private, for one reason or the other, were not employing regular faculty hence there remained dearth of staff in these institutions of higher education.
7. There was sudden upsurge in the number of education colleges in the state of Punjab and the Panjab University in particular after the year 2000 till 2011 (from 18-202) and the case was no different in Panjab University where the number of education colleges increased from 19 education colleges in the year 2001 to 63 education colleges by the year 2011.
8. These B. Ed Colleges in the state and those affiliated to P.U had infrastructure as per requirements of NCTE. However, the utilization of the infrastructure left a question mark leaving it to the key elements to utilize the infrastructure.
9. Majority of these B.Ed colleges were privately managed (51 Colleges) and were without required staff strength (as per NCTE norms) even those aided colleges found wanting in the area of teaching staff.
10. The majority of the staff engaged in these colleges was on adhoc basis/contract basis and was not qualified even.

11. The teachers in these Colleges were not paid as per the UGC scale.

12. There was dearth of B.Ed teachers in the state for the same reason the qualified staff kept on hopping from one college to another.

13. There was another finding which came to the fore after the informal discussions with management of these colleges and the concerned quarters and the experienced based personal views of the researcher that there was non-availability of the principals candidates in these colleges and for the reason principals were inducted from across the state, from U.P, Rajasthan, Uttarakand and Haryana.

14. These colleges were facing admission problem as the state had reached the saturation point where the number of seats available in these colleges were more than the number of students seeking admission in these colleges. (The merit list of entrance test 2009 was exhausted much before the filling and total number of seats as a result it was done away with.

**Major Findings and Summary on Job Satisfaction of Teachers in the Education Colleges (Chapter III)**

1. The highly significant majority of the respondents were in agreement with the statement that they get cooperation from other faculty members in the college.

2. The significant majority of the respondents were in agreement with the statement that teaching aids are available to the teachers in the college.

3. The significant majority of the respondents were in agreement with the statement that sufficient time is given to prepare internal assessment to the teachers.

4. The majority of the respondents irrespective of any variables were in disagreement with the statement that extra office related work is burdensome for the teachers.

5. The highly significant majority of the respondents were in agreement with the statement that principal calls staff meetings regularly to deal with day-to-day problems.

6. The majority of the respondents were in disagreement with the statement that teachers interrupt the faculty member who is speaking in staff meeting.

7. The highly significant majority of the respondents were in agreement with the
statement that teachers accept their mistakes without hesitation.

8. The fair majority of the respondents were in disagreement with the statement that teachers ask irrelevant questions in faculty meetings.

9. The high majority of the respondents were in agreement with the statement that sundry jobs of the college interfere with work of teaching.

10. The majority of the respondents were in agreement with the statement that the principal of their college goes out of the way to solve the problems of the teachers.

11. The fair majority of the respondents were in agreement with the statement that the principal sets an example by working hard himself/herself.

12. The significant majority of the respondents were in agreement with the statement that they are satisfied with working environment of their institution.

13. The highly significant majority of the respondents were in agreement with the statement that the principal of the college motivate the teachers to finish their assigned work.

14. The fair majority of the respondents were in agreement with the statement that the principal takes all decisions regarding class scheduling by himself/herself.

15. The high majority of the respondents were in agreement with the statement that the principal remain in contact with each teacher on day to day basis.

16. The highly significant majority of the respondents were in agreement with the statement that the principal try to sought out personal problems as well.

17. The high majority of the respondents were in agreement with the statement that the principal helps staff members in settling minor differences between them.

18. The high majority of the respondents were in agreement with the statement that they are satisfied with the data facilities provided by the college.

19. The significant majority of the respondents were in agreement with the statement that the principal consults the teachers before organizing any function/activity in the college.

20. The majority of the respondents were in disagreement with the statement that the principal talks a great deal and doesn’t give you chance to speak.

21. The high majority of the respondents were in agreement with the statement that the principal tries to get better incentives for teachers.

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22. The high majority of the respondents were in agreement with the statement that the principal of their college remains sympathetic towards the personal problems of the teachers.
23. The majority of the respondents were in agreement with the statement that the duties are assigned to the teachers keeping in mind their ability to perform.
24. The fair majority of the respondents were in agreement with the statement that the faculty meetings are called just to announce decisions.
25. The fair majority of the respondents were in agreement with the statement that the principal is in the college before the teachers arrive.
26. The significant majority of the respondents were in agreement with the statement that teachers help each other while preparing administrative reports.
27. The majority of the respondents were in agreement with the statement that the views expressed by the teachers in the faculty meetings are welcomed by the chair.
28. The significant majority of the respondents were in agreement with the statement that the principal tells teachers of new ideas he/she has come across.
29. The majority of the respondents were in disagreement with the statement that if given chance to work elsewhere on same remuneration, they would opt to leave the present job.
30. The fair majority of the respondents were in agreement with the statement that there is proper staff room in the college teachers can comfortably spend their free time.
31. The high majority of the respondents were in agreement with the statement that teachers gossip around in the staff room but don’t share their personal problems.
32. The highly significant majority of the respondents were in agreement with the statement that by their nature they feel that they are suited for the teaching job.
33. The fair majority of the respondents were in agreement with the statement that they are getting a salary commensurating with their work performed.
34. The high majority of the respondents were in agreement with the statement that the work spirit is found amongst the teachers of their college.
35. The highly significant majority of the respondents were in agreement with the statement that they are satisfied with kind of respect they are bestowed upon
by their students.

36. The significant majority of the respondents were in agreement with the statement that the community respects for their being in the teaching profession.

Major Findings and Summary on Occupational Stress among the Teachers in Education Colleges. (Chapter IV)

1. Significant majority of the respondents were in disagreement with the query that they have difficulty in concentrating on their academics.

2. High majority of the respondents were in disagreement with the query that they often fell restless in the college.

3. Fair majority of the respondents were in disagreement with the query that they had recurrent headaches, neck tensions or back pain.

4. The significant majority of the respondents were in disagreement with the query that they take alcohol, smoke or drugs to relax.

5. The significant majority of the respondents were in disagreement with the query that they unintentionally gained or lost 5-10 kg in the last six months.

6. The significant majority of the respondents were in disagreement with the query that they had difficulty in falling or staying asleep.

7. The significant majority of the respondents were in disagreement with the query that they had lost ten or more days of work due to illness in the past six months.

8. Fair majority of the respondents were in disagreement with the query that they work for the college more than stipulated hours in a day.

9. Significant majority of the respondents were in disagreement with the statement that they did not get time to attend to their hobbies.

10. High majority of the respondents were in disagreement with the query that they often suffer indigestion, nausea, or diarrhea.

11. Significant majority of the respondents were in disagreement with the statement that they wish to change their job at the earliest.

12. The significant majority of the respondents were in disagreement with the query that they are facing serious financial problems in life.

13. The significant majority of the respondents were in disagreement with the query that they feel the journey from the residence to college are tiresome.
14. Fair majority of respondents were in disagreement with the view point that they had feelings of 'sapped energy'.

15. High majority of the respondents were in disagreement with the query that they did not have interest in any of the college activities.

16. Significant majority of the respondents were in disagreement with the statement that they did not feel like to interact with their colleagues.

17. Significant majority of the respondents were in disagreement with the statement that the raised queries of the students irked them.

18. Fair majority of the respondents were in disagreement with the query that they get easily irritated on frivolous issues with their colleagues.

19. The significant majority of the respondents were in disagreement with the statement that the teachings as a profession are stressful.

20. Significant majority of the respondents were in disagreement with the statement that their college duties worried them at home.

**Major Finding and Summary on Satisfaction among the Students in Education Colleges. (Chapter V)**

1. The significant majority of the respondents were in agreement with the statement that there were adequate drinking water facilities in the college.

2. The significant majority of the respondents were in agreement with the statement that drinking water facilities in the college are appropriate and hygienically situated.

3. The significant majority of the respondents were in disagreement with the statement that there were neat and clean toilets for the girls and boys in the college.

4. The highly significant majority of the respondents were in agreement that there were separate toilets for the staffs and the students in the college.

5. The high majority of the respondents were in agreement with the statement that the college had proper playground in the campus.

6. The significant majority of the respondents were in agreement with the statement that the students of the college took part in the sports activities.

7. The significant majority of the respondents were in disagreement with the statement that the class rooms sitting arrangement for the students were satisfactory.
8. The highly significant majority of the respondents were in agreement with the statement that the college has proper library.

9. The significant majority of the respondents were in agreement with the statement that the college library has adequate number of books.

10. The highly significant majority of the respondents were in agreement with the statement that the teachers were punctual in coming to the classes.

11. The highly significant majority of the respondents were in agreement with the statement that the teachers, once in college do not miss their class.

12. The highly significant majority of the respondents were in agreement with the statement that the teachers have the knowledge of the subject, they were teaching.

13. The highly significant majority of the respondents were in agreement with the statement that the teachers solve the difficulties of the students in the spare time.

14. The significant majority of the respondents were in agreement with the statement that the syllabi were covered by the teachers spreading it over the whole year.

15. The fair majority of the respondents were in agreement with the statement that the teachers try to finish the syllabus before the end of the session.

16. The highly significant majority of the respondents were in agreement with the statement that the college prepares and promotes the students for extra-curriculum activities.

17. The significant majority of the respondents were in agreement with the statement that the students regularly attend the classes.

18. The high majority of the respondents were in agreement with the statement that there were common rooms for the students.

19. The high majority of the respondents were in agreement with the statement that the college regularly organizes Inter and Intra college sports and academic activities.

20. The highly significant majority of the respondents were in agreement with the statement that their college has proper computer lab.

21. The highly significant majority of the respondents were in agreement with the statement that the computer systems in the computer lab were in working
conditions.

22. The significant majority of the respondents were in agreement with the statement that the students have easy access to the computer lab for using the computers.

23. The high majority of the respondents were in agreement with the statement that the college computer lab has been provided with internet facility.

24. The majority of the respondents were in agreement with the statement that the college had separate language lab.

25. The majority of the respondents were in agreement with the statement that they had free access to language Lab in the college.

26. The highly significant majority of the respondents were in agreement with the statement that the college organizes skill competition during the session.

27. The highly significant majority of the respondents were in agreement with the statement that the college organizes cultural programmes to spot the talent among the students.

28. The majority of the respondents were in agreement with the statement that the teaching faculties are committed to their job.

29. The highly significant majority of the respondents were in agreement with the statement that the teachers motivate the students to attend the college regularly.

30. The majority of the respondents were in agreement with the statement that the teachers strive to make learning more joyful.

Testing of Hypothesis

In subsequent pages the hypotheses which were framed at the beginning of the study have been tested.

Criteria for the Hypothesis Testing

The findings which were in the favour of hypothesis are marked as ☑ and which were against are marked as ☐ and neutral findings are marked as =. The results are compiled on the basis of the Favourable counts of ☑ and disfavourable counts ☐. In the end all the Favourable ☑, disfavourable ☐ and neutral counts = are counted separately and if Favourable counts ☑ are more than double in comparison to the disfavourable counts ☐ then the hypothesis is accepted, on the other hand when the disfavourable counts ☐ are more than double in comparison to the Favourable counts ☑ then the hypothesis is rejected.
Hypothesis 1A: The higher education in India and the Punjab state has witnessed enormous growth in term of:

a. Growth of Institutions
b. Gross Enrolment Ratio
c. Increased Teachers Strength

☑ There has been astronomic growth in the number institutions in higher education, universities in India (from 25-567), colleges (700-31,324).
☑ There has been an increased of colleges in the state of Punjab from 285 colleges in the year 2005-06 to 568 colleges in the years 2010-11.
☑ There has been steady growth in the student enrollment in India from 0.1 millions in the year 1950 to 14.6 millions in the year 2010.
☑ There has been an increased of teachers in higher education from 15 thousands in the year 1950 to 699 thousands in the year 2010.
☑ GER from 5.0 in the year 1950 to 17.2 per cent in the year 2010.²

= There has also been growth in the students’ enrolment and teachers strength in the state of Punjab though the data has not been available.

From the above findings it could be seen that that there were Four supporting responses ☑ and One neutral responses =. Thus, Hypothesis got favourable responses in majority hence the Hypothesis 1A stands accepted.

Hypothesis 1B: There has been enormous growth of education colleges (B. Ed) in the state of Punjab as well as colleges affiliated to Panjab University.

☑ There was sudden upsurge in the number of education colleges in the state of Punjab and the Panjab University in particular after the year 2000 till 2011 (from 18-202).
☑ Education colleges affiliated to Panjab University had increased from 44 education colleges in the year 2005 to 63 education colleges in the year 2011.

Where the disfavourable counts ☒ and Favourable counts ☑ are not either way the hypothesis is partially accepted. The Neutral counts = are not considered either way, hence are not counted for or against the hypothesis.
From the above findings it could be seen that there has been a growth of education colleges in the state of Punjab as well as colleges affiliated to Panjab University. Hence, the Hypothesis 1B stands accepted.

The problems of B. Ed colleges have been discussed in detail while raising the issues and challenges to education colleges (B. Ed).

**Hypothesis 2: The teachers working in the educational colleges are satisfied with their job.**

☑ The majority of the respondents were in agreement with the statement that they get cooperation from other faculty members in the college.

☑ The majority of the respondents were in agreement with the statement that teaching aids are available to the teachers in the college.

☑ The majority of the respondents were in agreement with the statement that sufficient time is given to prepare internal assessment to the teachers.

☑ The majority of the respondents were in disagreement with the statement that extra office related work is burdensome for the teachers.

☑ The majority of the respondents were in agreement with the statement that principal calls staff meetings regularly to deal with day-to-day problems.

☑ The majority of the respondents were in disagreement with the statement that teachers interrupt the faculty member who is speaking in staff meeting.

☑ The majority of the respondents were in agreement with the statement that teachers accept their mistakes without hesitation.

☑ The majority of the respondents were in disagreement with the statement that teachers ask irrelevant questions in faculty meetings.

☑ The majority of the respondents were in agreement with the statement that sundry jobs of the college interfere with work of teaching.

☑ The majority of the respondents were in agreement with the statement that the principal of their college goes out of the way to solve the problems of the teachers.

☑ The majority of the respondents were in agreement with the statement that the principal sets an example by working hard himself/herself.

☑ The majority of the respondents were in agreement with the statement that they are satisfied with working environment of their institution.
☑️ The majority of the respondents were in agreement with the statement that the principal of the college motivate the teachers to finish their assigned work.

☑️ The majority of the respondents were in agreement with the statement that the principal takes all decisions regarding class scheduling by himself/herself.

☑️ The majority of the respondents were in agreement with the statement that the principal remain in contact with each teacher on day to day basis.

☑️ The majority of the respondents were in agreement with the statement that the principal try to sought out personal problems as well.

☑️ The high majority of the respondents were in agreement with the statement that the principal helps staff members in settling minor differences between them.

☑️ The majority of the respondents were in agreement with the statement that they are satisfied with the data facilities provided by the college.

☑️ The majority of the respondents were in agreement with the statement that the principal consults the teachers before organizing any function/activity in the college.

☑️ The majority of the respondents were in disagreement with the statement that the principal talks a great deal and doesn’t give you chance to speak.

☑️ The majority of the respondents were in agreement with the statement that the principal tries to get better incentives for teachers.

☑️ The majority of the respondents were in agreement with the statement that the principal of their college remains sympathetic towards the personal problems of the teachers.

☑️ The majority of the respondents were in agreement with the statement that the duties are assigned to the teachers keeping in mind their ability to perform.

☑️ The majority of the respondents were in agreement with the statement that the faculty meetings are called just to announce decisions.

☑️ The majority of the respondents were in agreement with the statement that the principal is in the college before the teachers arrive.

☑️ The majority of the respondents were in agreement with the statement that teachers help each other while preparing administrative reports.

☑️ The majority of the respondents were in agreement with the statement that the views expressed by the teachers in the faculty meetings are welcomed by the
The majority of the respondents were in agreement with the statement that the principal tells teachers of new ideas he/she has come across.

The majority of the respondents were in disagreement with the statement that if given chance to work elsewhere on same remuneration, they would opt to leave the present job.

The majority of the respondents were in agreement with the statement that there is proper staff room in the college where teachers can comfortably spend their free time.

The majority of the respondents were in agreement with the statement that teachers gossip around in the staff room but don't share their personal problems.

The significant majority of the respondents were in agreement with the statement that by their nature they feel that they are suited for the teaching job.

The majority of the respondents were in agreement with the statement that they are getting a salary commensurating with their work performed.

The majority of the respondents were in agreement with the statement that the work spirit is found amongst the teachers of their college.

The majority of the respondents were in agreement with the statement that they are satisfied with kind of respect they are bestowed upon by their students.

The majority of the respondents were in agreement with the statement that the community respects for their being in the teaching profession.

From the above findings it could be seen that there were Thirty Four supporting responses ☑ and two opposing response ☒. Thus, Hypothesis got favourable responses in majority hence the Hypothesis 2 stands accepted.

Effect of the Variable: Gender

Hypothesis 2a: More of female teachers are satisfied than their male counterparts.

More of the female respondents were in agreement with the statement than the male respondents that they get cooperation from other faculty members in the college.

Irrespective of the gender, majority of the respondents were in agreement with
the statement that teaching aids are available to the teachers in the college.

☑️ More of the female respondents were in agreement with the statement than the male respondents that sufficient time is given to prepare internal assessment to the teachers.

☑️ More of the female respondents were in disagreement with the statement than the male respondents that extra office related work is burdensome for the teachers.

☑️ More of the male respondents were in agreement with the statement than the female respondents that principal calls staff meetings regularly to deal with day-to-day problems.

☑️ More of the female respondents were in disagreement with the statement than the male respondents that teachers interrupt the faculty member who is speaking in staff meeting.

☑️ More of the female respondents were in agreement with the statement than the male respondents that teachers accept their mistakes without hesitation.

☑️ More of the female respondents were in disagreement with the statement than the male respondents that teachers ask irrelevant questions in faculty meetings.

☑️ More of the female respondents were in agreement with the statement than the male respondents that sundry jobs of the college interfere with work of teaching.

☑️ More of the female respondents were in agreement with the statement than the male respondents that the principal of their college goes out of the way to solve the problems of the teachers.

☑️ More of the male respondents were in agreement with the statement than the female respondents that the principal sets an example by working hard himself/herself.

☑️ More of the female respondents were in agreement with the statement than the male respondents that they are satisfied with working environment of their institution.

☑️ More of the male respondents were in agreement with the statement than the female respondents that the principal of the college motivate the teachers to finish their assigned work.

☑️ More of the female respondents were in agreement with the statement than the
male respondents that the principal takes all decisions regarding class scheduling by himself/herself.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal remain in contact with each teacher on day to day basis.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal try to sought out personal problems as well.

☑ More of the male respondents were in agreement with the statement than the female respondents that the principal helps staff members in settling minor differences between them.

☑ More of the female respondents were in agreement with the statement than the male respondents that they are satisfied with the data facilities provided by the college.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal consults the teachers before organizing any function/activity in the college.

☑ More of the female respondents were in disagreement with the statement than the male respondents that the principal talks a great deal and doesn’t give you chance to speak.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal tries to get better incentives for teachers.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal of their college remains sympathetic towards the personal problems of the teachers.

☑ More of the male respondents were in agreement with the statement than the female respondents that the duties are assigned to the teachers keeping in mind their ability to perform.

☑ More of the female respondents were in agreement with the statement than the male respondents that the faculty meetings are called just to announce decisions.

☑ More of the female respondents were in agreement with the statement than the male respondents that the principal is in the college before the teachers arrive.
More of the female respondents were in agreement with the statement than the male respondents that teachers help each other while preparing administrative reports.

More of the male respondents were in agreement with the statement than the female respondents that the views expressed by the teachers in the faculty meetings are welcomed by the chair.

More of the female respondents were in agreement with the statement than the male respondents that the principal tells teachers of new ideas he/she has come across.

More of the male respondents were in disagreement with the statement than the female respondents that if given chance to work elsewhere on same remuneration, they would opt to leave the present job.

More of the male respondents were in agreement with the statement than the female respondents that there is proper staff room in the college teachers can comfortably spend their free time.

More of the male respondents were in agreement with the statement than the female respondents that teachers gossip around in the staff room but don’t share their personal problems.

More of the male respondents were in agreement with the statement than the female respondents that by their nature they feel that they are suited for the teaching job.

More of the male respondents were in agreement with the statement than the female respondents that they are getting a salary commensurating with their work performed.

More of the female respondents were in agreement with the statement than the male respondents that the work spirit is found amongst the teachers of their college.

More of the female respondents were in agreement with the statement than the male respondents that they are satisfied with kind of respect they are bestowed upon by their students.

More of the male respondents were in agreement with the statement than the female respondents that the community respects for their being in the teaching profession.
From the above findings it could be seen that there were Twenty Two supporting responses ☑, Thirteen opposing responses ☒ and One neutral response =. Thus, Sub-Hypothesis got favourable responses in majority hence the Sub-Hypothesis 2a stands partially accepted.

**Effect of the Variable: Years in Job**

**Hypothesis 2b: Higher the number of years in the job, less is the job satisfaction.**

☑ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that they get cooperation from other faculty members in the college.

☒ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that teaching aids are available to the teachers in the college.

☒ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that sufficient time is given to prepare internal assessment to the teachers.

☒ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that extra office related work is burdensome for the teachers.

☑ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that principal calls staff meetings regularly to deal with day-to-day problems.

☒ More of the respondents with lower numbers of years in job were in disagreement with the statement than the higher numbers of years in job respondents that teachers interrupt the faculty member who is speaking in staff meeting.

☑ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that teachers accept their mistakes without hesitation.

☒ More of the respondents with higher numbers of years in job were in
disagreement with the statement than the lower numbers of years in job respondents that teachers ask irrelevant questions in faculty meetings.

☑ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that sundry jobs of the college interfere with work of teaching.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that the principal of their college goes out of the way to solve the problems of the teachers.

☑ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that the principal sets an example by working hard himself/herself.

☑ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that they are satisfied with working environment of their institution.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that the principal motivate the teachers to finish their assigned work.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that the principal takes all decisions regarding class scheduling by himself/herself.

☑ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that the principal remain in contact with each teacher on day to day basis.

☑ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that the principal try to sought out personal problems as well.

☐ More of the respondents with lower numbers of years in job were in
agreement with the statement than the higher numbers of years in job
respondents that the principal helps staff members in settling minor
differences between them.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that they are satisfied with the data facilities provided by the
college.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the principal consults the teachers before organizing any
function/activity in the college.

More of the respondents with lower numbers of years in job were in
disagreement with the statement than the higher numbers of years in job
respondents that the principal talks a great deal and doesn’t give you chance to
speak.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the principal tries to get better incentives for teachers.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the principal of their college remains sympathetic towards the
personal problems of the teachers.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the duties are assigned to the teachers keeping in mind their
ability to perform.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the faculty meetings are called just to announce decisions.

More of the respondents with higher numbers of years in job were in
agreement with the statement than the lower numbers of years in job
respondents that the principal is in the college before the teachers arrive.

More of the respondents with lower numbers of years in job were in
agreement with the statement than the higher numbers of years in job respondents that teachers help each other while preparing administrative reports.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that the views expressed by the teachers in the faculty meetings are welcomed by the chair.

☐ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that the principal tells teachers of new ideas he/she has come across.

☐ More of the respondents with lower numbers of years in job were in disagreement with the statement than the higher numbers of years in job respondents that if given chance to work elsewhere on same remuneration, they would opt to leave the present job.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that there is proper staff room in the college teachers can comfortably spend their free time.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that teachers gossip around in the staff room but don’t share their personal problems.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that by their nature they feel that they are suited for the teaching job.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that they are getting a salary commensurating with their work performed.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job
respondents that the work spirit is found amongst the teachers of their college.

☐ More of the respondents with higher numbers of years in job were in agreement with the statement than the lower numbers of years in job respondents that they are satisfied with kind of respect they are bestowed upon by their students.

☐ More of the respondents with lower numbers of years in job were in agreement with the statement than the higher numbers of years in job respondents that the community respects for their being in the teaching profession.

From the above findings it could be seen that that there were Thirteen supporting responses ☑ and Twenty Three opposing responses ☐. Thus, Sub-Hypothesis got unfavourable responses in majority hence the Sub-Hypothesis 2b stands partially rejected.

Effect of the Variable: Type of College

Hypothesis 2c: More of teachers from private college are less satisfied as compared to government aided colleges.

☐ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that they get cooperation from other faculty members in the college.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that teaching aids are available to the teachers in the college.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that sufficient time is given to prepare internal assessment to the teachers.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that extra office related work is burdensome for the teachers.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that principal calls staff meetings regularly to deal with day-to-day problems.

☑ More of the respondents from government aided colleges were in
disagreement with the statement than the private colleges that teachers interrupt the faculty member who is speaking in staff meeting.

Irrespective of the type of colleges, majority of the respondents were in agreement with the statement that teachers accept their mistakes without hesitation.

☑ More of the respondents from government aided colleges were in disagreement with the statement than the private colleges that teachers ask irrelevant questions in faculty meetings.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that sundry jobs of the college interfere with work of teaching.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the principal of their college goes out of the way to solve the problems of the teachers.

☑ More of the respondents from government aided colleges were in disagreement with the statement than the private colleges that the principal sets an example by working hard himself/herself.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that they are satisfied with working environment of their institution.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the principal of the college motivate the teachers to finish their assigned work.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that the principal takes all decisions regarding class scheduling by himself/herself.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the principal remain in contact with each teacher on day to day basis.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that the principal try to sought out personal problems as well.

☑ More of the respondents from government aided colleges were in agreement
with the statement than the private colleges that the principal helps staff members in settling minor differences between them.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that they are satisfied with the data facilities provided by the college.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that the principal consults the teachers before organizing any function/ activity in the college.

☑ More of the respondents from government aided colleges were in disagreement with the statement than the private colleges that the principal talks a great deal and doesn’t give you chance to speak.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the principal tries to get better incentives for teachers.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that the principal of their college remains sympathetic towards the personal problems of the teachers.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the duties are assigned to the teachers keeping in mind their ability to perform.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the faculty meetings are called just to announce decisions.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that the principal is in the college before the teachers arrive.

☑ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that teachers help each other while preparing administrative reports.

= Irrespective of the type of colleges, majority of the respondents were in agreement with the statement that the views expressed by the teachers in the faculty meetings are welcomed by the chair.

= Irrespective of the type of colleges, majority of the respondents were in
agreement with the statement that the principal tells teachers of new ideas he/she has come across.

☑ More of the respondents from government aided colleges were in disagreement with the statement than the private colleges that if given chance to work elsewhere on same remuneration, they would opt to leave the present job.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that there is proper staff room in the college teachers can comfortably spend their free time.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that teachers gossip around in the staff room but don’t share their personal problems.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that by their nature they feel that they are suited for the teaching job.

☑ More of the respondents from government aided colleges were in agreement with the statement than the private colleges that they are getting a salary commensurating with their work performed.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the work spirit is found amongst the teachers of their college.

Irrespective of the type of colleges, majority of the respondents were in agreement with the statement that they are satisfied with kind of respect they are bestowed upon by their students.

☒ More of the respondents from private colleges were in agreement with the statement than the government aided colleges that the community respects for their being in the teaching profession.

From the above findings it could be seen that that there were Sixteen supporting responses ☑, Sixteen opposing responses ☒ and Four neutral response =. Thus, Sub-Hypothesis got equally responses hence the Sub-Hypothesis 2c stands partially accepted.
Hypothesis 3: The teachers teaching in the education colleges are feeling the occupational stress.

- The majority of the respondents were in disagreement with the query that they have difficulty in concentrating on their academics.
- The majority of the respondents were in disagreement with the query that they often fell restless in the college.
- The majority of the respondents were in disagreement with the query that they had recurrent headaches, neck tensions or back pain.
- The majority of the respondents were in disagreement with the query that they take alcohol, smoke or drugs to relax.
- The majority of the respondents were in disagreement with the query that they unintentionally gained or lost 5-10 kg in the last six months.
- The majority of the respondents were in disagreement with the query that they had difficulty in falling or staying asleep.
- The majority of the respondents were in disagreement with the query that they had lost ten or more days of work due to illness in the past six months.
- The majority of the respondents were in disagreement with the query that they work for the college more than stipulated hours in a day.
- The majority of the respondents were in disagreement with the statement that they did not get time to attend to their hobbies.
- The majority of the respondents were in disagreement with the query that they often suffer indigestion, nausea, or diarrhea.
- The majority of the respondents were in disagreement with the statement that they wish to change their job at the earliest.
- The majority of the respondents were in disagreement with the query that they are facing serious financial problems in life.
- The majority of the respondents were in disagreement with the query that they feel the journey from the residence to college are tiresome.
- The majority of respondents were in disagreement with the viewpoint that they had feelings of 'sapped energy'.
- The majority of the respondents were in disagreement with the query that they did not have interest in any of the college activities.
The majority of the respondents were in disagreement with the statement that they did not feel like to interact with their colleagues.

The majority of the respondents were in disagreement with the statement that the raised queries of the students irked them.

The majority of the respondents were in disagreement with the query that they get easily irritated on frivolous issues with their colleagues.

The majority of the respondents were in disagreement with the statement that the teachings as a profession are stressful.

The majority of the respondents were in disagreement with the statement that their college duties worried them at home.

From the above findings it could be seen that there were Zero supporting responses and Twenty opposing responses. Thus, Hypothesis got unfavourable responses hence the Hypothesis 3 stands rejected.

Effect of the Variable: Age

Hypothesis 3a: More of younger in age teachers feel occupational stress than the teachers’ senior in age.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they have difficulty in concentrating on their academics.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they often fell restless in the college.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they had recurrent headaches, neck tensions or back pain.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they take alcohol, smoke or drugs to relax.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they unintentionally gained or lost 5-10 kg in the last six months.
Irrespective of the age group, majority of the respondents were in disagreement with the query that they had difficulty in falling or staying asleep.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they had lost ten or more days of work due to illness in the past six months.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they work for the college more than stipulated hours in a day.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they did not get time to attend to their hobbies.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they often suffer indigestion, nausea, or diarrhea.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they wish to change their job at the earliest.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they are facing serious financial problems in life.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they feel the journey from the residence to college are tiresome.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that they had feelings of 'sapped energy'.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they did not have interest in any of the college activities.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they did not feel like to interact with their colleagues.
More of the younger in age respondents were in disagreement with the query than the senior in age respondents that the raised queries of the students irked them.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that they get easily irritated on frivolous issues with their colleagues.

More of the senior in age respondents were in disagreement with the query than the younger in age respondents that the teachings as a profession are stressful.

More of the younger in age respondents were in disagreement with the query than the senior in age respondents that their college duties worried them at home.

From the above findings it could be seen that there were Ten supporting responses ☑, Nine opposing responses ☑ and One neutral response ☐. Thus, Sub-Hypothesis got favourable responses hence the Hypothesis 3a stands partially accepted.

Effect of the Variable: Gender

Hypothesis 3b: More of the female teachers feel occupational stress as compared to their male counterparts.

More of the female respondents were in disagreement with the query than the male respondents that they have difficulty in concentrating on their academics.

More of the female respondents were in disagreement with the query than the male respondents that they often fell restless in the college.

More of the female respondents were in disagreement with the query than the male respondents that they had recurrent headaches, neck tensions or back pain.

More of the female respondents were in disagreement with the query than the male respondents that they take alcohol, smoke or drugs to relax.

More of the male respondents were in disagreement with the query than the female respondents that they unintentionally gained or lost 5-10 kg in the last six months.
More of the female respondents were in disagreement with the query than the male respondents that they had difficulty in falling or staying asleep.

More of the female respondents were in disagreement with the query than the male respondents that they had lost ten or more days of work due to illness in the past six months.

More of the female respondents were in disagreement with the query than the male respondents that they work for the college more than stipulated hours in a day.

More of the male respondents were in disagreement with the query than the female respondents that they did not get time to attend to their hobbies.

More of the male respondents were in disagreement with the query than the female respondents that they often suffer indigestion, nausea, or diarrhea.

More of the female respondents were in disagreement with the query than the male respondents that they wish to change their job at the earliest.

More of the female respondents were in disagreement with the query than the male respondents that they are facing serious financial problems in life.

More of the female respondents were in disagreement with the query than the male respondents that they feel the journey from the residence to college are tiresome.

More of the male respondents were in disagreement with the query than the female respondents that they had feelings of 'sapped energy'.

More of the female respondents were in disagreement with the query than the male respondents that they did not have interest in any of the college activities.

More of the female respondents were in disagreement with the query than the male respondents that they did not feel like to interact with their colleagues.

More of the female respondents were in disagreement with the query than the male respondents that the raised queries of the students irked them.

More of the female respondents were in disagreement with the query than the male respondents that they get easily irritated on frivolous issues with their colleagues.

More of the female respondents were in disagreement with the query than the male respondents that the teachings as a profession are stressful.
More of the female respondents were in disagreement with the query than the male respondents that their college duties worried them at home.

From the above findings it could be seen that there were Four supporting responses ☑, Sixteen opposing responses ☒ and One neutral response. Thus, Sub-Hypothesis got unfavourable responses hence the Hypothesis 3b stands rejected.

**Effect of the Variable: Type of College**

**Hypothesis 3c:** More of teachers from private college feel the occupational stress as compared to government aided colleges.

☑ More of the private college respondents were in disagreement with the query than the government aided college respondents that they have difficulty in concentrating on their academics.

☑ More of the private college respondents were in disagreement with the query than the government aided college respondents that they often fell restless in the college.

☑ More of the private college respondents were in disagreement with the query than the government aided college respondents that they had recurrent headaches, neck tensions or back pain.

☑ More of the government aided college respondents were in disagreement with the query than the private college respondents that they take alcohol, smoke or drugs to relax.

☑ More of the government aided college respondents were in disagreement with the query than the private college respondents that they unintentionally gained or lost 5-10 kg in the last six months.

☑ More of the government aided college respondents were in disagreement with the query than the private college respondents that they had difficulty in falling or staying asleep.

☒ More of the private college respondents were in disagreement with the query than the government aided college respondents that they had lost ten or more days of work due to illness in the past six months.
More of the private college respondents were in disagreement with the query than the government aided college respondents that they work for the college more than stipulated hours in a day.

More of the government aided college respondents were in disagreement with the query than the private college respondents that they did not get time to attend to their hobbies.

More of the private college respondents were in disagreement with the query than the government aided college respondents that they often suffer indigestion, nausea, or diarrhea.

More of the government aided college respondents were in disagreement with the query than the private college respondents that they desire to change their job at the earliest.

More of the private college respondents were in disagreement with the query than the government aided college respondents that they are facing serious financial problems in life.

More of the government aided college respondents were in disagreement with the query than the private college respondents that they feel the journey from the residence to college are tiresome.

More of the government aided college respondents were in disagreement with the query than the private college respondents that they had feelings of 'sapped energy'.

More of the private college respondents were in disagreement with the query than the government aided college respondents that they did not have interest in any of the college activities.

More of the private college respondents were in disagreement with the query than the government aided college respondents that they did not feel like to interact with their colleagues.

More of the government aided college respondents were in disagreement with the query than the private college respondents that that the raised queries of the students irked them.

More of the private college respondents were in disagreement with the query than the government aided college respondents that they get easily irritated on frivolous issues with their colleagues.
More of the government aided college respondents were in disagreement with the query than the private college respondents that the teachings as a profession are stressful.

More of the private college respondents were in disagreement with the query than the government aided college respondents that their college duties worried them at home.

From the above findings it could be seen that that there were Nine supporting responses ☑ and Eleven opposing responses ☒. Thus, Sub-Hypothesis got unfavourable responses hence the Hypothesis 3 stands partially rejected.

Hypothesis 4: The students studying in education colleges are satisfied with facilities provided to them in the colleges.

The majority of the respondents were in agreement with the statement that there were adequate drinking water facilities in the college.

The majority of the respondents were in agreement with the statement that drinking water facilities in the college were appropriate and hygienically situated.

The majority of the respondents were in disagreement with the statement that there were neat and clean toilets for the girls and boys in the college.

The majority of the respondents were in agreement that there were separate toilets for the staffs and the students in the college.

The majority of the respondents were in agreement with the statement that the college had proper playground in the campus.

The majority of the respondents were in agreement with the statement that the students of the college took part in the sports activities.

The majority of the respondents were in disagreement with the statement that the class rooms sitting arrangement for the students are satisfactory.

The majority of the respondents were in agreement with the statement that the college has proper library.

The majority of the respondents were in agreement with the statement that the college library has adequate number of books.

The majority of the respondents were in agreement with the statement that the
teachers were punctual in coming to the classes.

☑ The majority of the respondents were in agreement with the statement that the teachers, once in college do not miss their class.

☑ The majority of the respondents were in agreement with the statement that the teachers have the knowledge of the subject, they are teaching.

☑ The majority of the respondents were in agreement with the statement that the teachers solve the difficulties of the students in the spare time.

☑ The majority of the respondents were in agreement with the statement that the syllabi were covered by the teachers spreading it over the whole year.

☑ The majority of the respondents were in agreement with the statement that the teachers try to finish the syllabus before the end of the session.

☑ The majority of the respondents were in agreement with the statement that the college prepares and promotes the students for extra-curriculum activities.

☑ The majority of the respondents were in agreement with the statement that the students regularly attend the classes.

☑ The majority of the respondents were in agreement with the statement that there were common rooms for the students.

☑ The majority of the respondents were in agreement with the statement that the college regularly organized Inter and Intra college sports and academic activities.

☑ The majority of the respondents were in agreement with the statement that their college has proper computer lab.

☑ The majority of the respondents were in agreement with the statement that the computer systems in the computer lab were in working conditions.

☑ The majority of the respondents were in agreement with the statement that the students have easy access to the computer lab for using the computers.

☑ The majority of the respondents were in agreement with the statement that the college computer lab has been provided with internet facility.

☑ The majority of the respondents were in agreement with the statement that the college had separate language lab.

☑ The majority of the respondents were in agreement with the statement that they had free access to language Lab in the college.

☑ The majority of the respondents were in agreement with the statement that the...
college organizes skill competition during the session.

✔ The significant majority of the respondents were in agreement with the statement that the college organizes cultural programmes to spot the talent among the students.

✔ The majority of the respondents were in agreement with the statement that the teaching faculties were committed to their job.

✔ The majority of the respondents were in agreement with the statement that the teachers motivate the students to attend the college regularly.

✔ The majority of the respondents were in agreement with the statement that the teachers strive to make learning more joyful.

From the above findings it could be seen that there were Twenty Eight supporting responses ✔ and Two opposing responses ✗. Thus, Hypothesis got favourable responses hence the Hypothesis 4 stands accepted.

Effect of the Variable: Age

Hypothesis 4a: More of younger students are satisfied as compared to the senior students.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that there were adequate drinking water facilities in the college.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that drinking water facilities in the college were appropriate and hygienically situated.

✔ More of the senior respondents were in disagreement with the statement than the younger respondents that there were neat and clean toilets for the girls and boys in the college.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that there were separate toilets for the staffs and the students in the college.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the college had proper playground in the campus.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the students of the college take part in the sports
activities.

Irrespective of the age group, majority of the respondents were in disagreement with the statement that the class rooms sitting arrangement for the students were satisfactory.

More of the senior respondents were in agreement with the statement than the younger respondents that the college has proper library.

More of the senior respondents were in agreement with the statement than the younger respondents that the college library has adequate number of books.

More of the senior respondents were in agreement with the statement than the younger respondents that the teachers were punctual in coming to the classes.

More of the senior respondents were in agreement with the statement than the younger respondents that the teachers, once in college do not miss their class.

More of the senior respondents were in agreement with the statement than the younger respondents that the teachers have the knowledge of the subject, they were teaching.

Irrespective of the age group, majority of the respondents were in agreement with the statement that the teachers solve the difficulties of the students in the spare time.

More of the senior respondents were in agreement with the statement than the younger respondents that the syllabi were covered by the teachers spreading it over the whole year.

More of the younger respondents were in agreement with the statement than the senior respondents that the teachers try to finish the syllabus before the end of the session.

More of the senior respondents were in agreement with the statement than the younger respondents that the college prepares and promotes the students for extra-curriculum activities.

More of the younger respondents were in agreement with the statement than the senior respondents that the students regularly attend the classes.

More of the younger respondents were in agreement with the statement than the senior respondents that there were common rooms for the students.

More of the senior respondents were in agreement with the statement than the younger respondents that the college regularly organizes Inter and Intra college

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sports and academic activities.

☑ More of the younger respondents were in agreement with the statement than the senior respondents that their college has proper computer lab.

☑ More of the younger respondents were in agreement with the statement than the senior respondents that the computer systems in the computer lab were in working conditions.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the students have easy access to the computer lab for using the computers.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the college computer lab has been provided with internet facility.

☑ More of the younger respondents were in agreement with the statement than the senior respondents that the college had separate language lab.

= Irrespective of the age group, majority of the respondents were in agreement that they had free access to language Lab in the college.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the college organizes skill competition during the session.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the college organizes cultural programmes to spot the talent among the students.

☒ More of the senior respondents were in agreement with the statement than the younger respondents that the teaching faculties were committed to their job.

☑ More of the younger respondents were in agreement with the statement than the senior respondents that the teachers motivate the students to attend the college regularly.

= Irrespective of the age group, majority of the respondents were in agreement that the teachers strive to make learning more joyful.

From the above findings it could be seen that that there were Eight supporting responses ☑, Eighteen opposing responses ☒ and Four neutral responses =. Thus, Sub-Hypothesis got unfavourable responses hence the Hypothesis 4a stands rejected.
Effect of the Variable: Gender

Hypothesis 4b: Male students are satisfied with the quality of education provided than the female students.

☑ More of the female respondents were in agreement with the statement than the male respondents that there were adequate drinking water facilities in the college.

☑ More of the female respondents were in agreement with the statement than the male respondents that drinking water facilities in the college were appropriate and hygienically situated.

☑ More of the female respondents were in disagreement with the statement than the male respondents that there were neat and clean toilets for the girls and boys in the college.

☑ More of the male respondents were in agreement with the statement than the female respondents that there were separate toilets for the staffs and the students in the college.

☑ More of the male respondents were in agreement with the statement than the female respondents that the college had proper playground in the campus.

☑ More of the female respondents were in agreement with the statement than the male respondents that the students of the college take part in the sports activities.

☑ More of the female respondents were in disagreement with the statement than the male respondents that the class rooms sitting arrangement for the students are satisfactory.

☑ More of the female respondents were in agreement with the statement than the male respondents that the college has proper library.

☑ More of the female respondents were in agreement with the statement than the male respondents that the college library has adequate number of books.

= Irrespective of the gender, majority of the respondents were in agreement with the statement that the teachers were punctual in coming to the classes.

☑ More of the female respondents were in agreement with the statement than the male respondents that the teachers, once in college do not miss their class.

☑ More of the female respondents were in agreement with the statement than the male respondents that the teachers have the knowledge of the subject, they
were teaching.

 darken More of the female respondents were in agreement with the statement than the male respondents that the teachers solve the difficulties of the students in the spare time.

 darken More of the female respondents were in agreement with the statement than the male respondents that the syllabi were covered by the teachers spreading it over the whole year.

 darken More of the male respondents were in agreement with the statement than the female respondents that the teachers try to finish the syllabus before the end of the session.

 darken More of the female respondents were in agreement with the statement than the male respondents that the college prepares and promotes the students for extra-curriculum activities.

 = Irrespective of the gender, majority of the respondents were in agreement with the statement that the students regularly attend the classes.

 darken More of the female respondents were in agreement with the statement than the male respondents that there were common rooms for the students.

 darken More of the female respondents were in agreement with the statement than the male respondents that the college regularly organizes Inter and Intra college sports and academic activities.

 = Irrespective of the gender, majority of the respondents were in agreement with the statement that their college has proper computer lab.

 darken More of the female respondents were in agreement with the statement than the male respondents that the computer systems in the computer lab were in working conditions.

 = Irrespective of the gender, majority of the respondents were in agreement with the statement that the students have easy access to the computer lab for using the computers.

 darken More of the female respondents were in agreement with the statement than the male respondents that the college computer lab has been provided with internet facility.

 darken More of the male respondents were in agreement with the statement than the female respondents that the college had separate language lab.
More of the male respondents were in agreement with the statement than the female respondents that they had free access to language Lab in the college.

More of the female respondents were in agreement with the statement than the male respondents that the college organizes skill competition during the session.

More of the female respondents were in agreement with the statement than the male respondents that the college organizes cultural programmes to spot the talent among the students.

More of the male respondents were in agreement with the statement than the female respondents that the teaching faculties were committed to their job.

More of the female respondents were in agreement with the statement than the male respondents that the teachers motivate the students to attend the college regularly.

More of the male respondents were in agreement with the statement than the female respondents that the teachers strive to make learning more joyful.

From the above findings it could be seen that that there were Nine supporting responses ☑, Seventeen opposing responses ☒ and Four neutral responses =. Thus, Sub-Hypothesis got unfavourable responses hence the Hypothesis 4b stands partially rejected.

Effect of the Variable: Type of College

Hypothesis 4c: More of students from government aided colleges are satisfied than the students from private colleges.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that there were adequate drinking water facilities in the college.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that drinking water facilities in the college were appropriate and hygienically situated.

Irrespective of the types of colleges, majority of the respondents were in disagreement with the statement that there were neat and clean toilets for the girls and boys in the college.

More of the private colleges’ respondents were in agreement with the
More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that there were separate toilets for the staffs and the students in the college.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the college had proper playground in the campus.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the students of the college take part in the sports activities.

More of the private colleges’ respondents were in disagreement with the statement than the government aided colleges respondents that the class rooms sitting arrangement for the students were satisfactory.

Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the college has proper library.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the college library has adequate number of books.

Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the teachers were punctual in coming to the classes.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the teachers, once in college do not miss their class.

Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the teachers have the knowledge of the subject, they were teaching.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the teachers solve the difficulties of the students in the spare time.

Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the syllabi were covered by the teachers spreading it over the whole year.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the teachers try
Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the college prepares and promotes the students for extra-curriculum activities.

Irrespective of the types of colleges, majority of the respondents were in agreement with the statement that the students regularly attend the classes.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that there were common rooms for the students.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the college regularly organized Inter and Intra college sports and academic activities.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that their college has proper computer lab.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the computer systems in the computer lab were in working conditions.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the students have easy access to the computer lab for using the computers.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the college computer lab has been provided with internet facility.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the college had separate language lab.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that they had free access to language Lab in the college.

More of the private colleges' respondents were in agreement with the statement than the government aided colleges respondents that the college organized skill competition during the session.
More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the college organizes cultural programmes to spot the talent among the students.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the teaching faculties were committed to their job.

More of the government aided colleges’ respondents were in agreement with the statement than the private colleges respondents that the teachers motivated the students to attend the college regularly.

More of the private colleges’ respondents were in agreement with the statement than the government aided colleges respondents that the teachers strived to make learning more joyful.

From the above findings it could be seen that that there were Two supporting responses ☑️, Twenty One opposing responses ☐️ and Seven neutral responses —. Thus, Sub-Hypothesis got unfavourable responses hence the Hypothesis 4c stands rejected.

Issues and Challenges faced by Education Colleges affiliated to Panjab University

1. Mushroom Growth: Last decade (2000-2010) has seen the steep rise in the number of these institutions in Punjab. The idea behind establishing these institutions was more inclined towards making business out of these colleges rather than serving the cause of the education. NCTE along with the university were exercising academic control over these colleges yet many a times many lapses got ignored resulting into quality compromise.

   In fact, there is need of a Policy in place to guide the state and the universities specifically laying down how to assess whether a new college in reality is needed in that area? Merely having five acres of land with a building and a registered society in place should not qualify to establish a college.

2. Teaching staff Enigma: For nearly a half decade these colleges were in operation and churning out students both graduates and post graduates year after year yet these institutions were sans staff as many could not clear NET and hence were not qualified to be teachers. These institutions could not meet
the required staff strength for this one reason and as a result majority of these colleges were short of staff.

*The issue can only be tackled by through the faculty building at the university level. As the universities are imparting coaching to aspirants who wish to go the services, on similar lines coaching be imparted to those who work to be teachers in education institutions so that pool of qualified teachers is available for these colleges.*

3. Shortage of Principals: Not only to talk about the inadequacies in the staff of these colleges, even the Principals were not available. The Principals remained in great demand and the qualified persons from the neighboring states filled the gap as a result they dictated the terms to the College managements. The Principals changed places as and when got opportunity establishing rule of ‘Opportunism’. Only those colleges were doing well where there were regular Principals with local interest.

*The NCTE has laid down 10 years experience norms with degree of Doctor of Philosophy and age bar of the Principal was 65 years. Both these norms need revising and if mended only then some relief can be there for these colleges.*

4. Contractual Appointments leverage: B.Ed Colleges were required to meet the minimum teacher’s strength as per units run by the colleges. There was leverage with these colleges to have contract teachers to cope with the work load and often this leverage was liberaly exploited by the managements having unqualified staff at their own terms and conditions generally the staff was underpaid.

*For contractual staff also there is need to put the minimum qualification conditions according to minimum salary fixed to avoid exploitation of the teachers and also to check their hopping practice of shifting from one college to another at their will.*

5. Under Utilization of the provided facilities: As per NCTE each College must fulfill minimum requirements in terms of infra-structure. The NCTE and the university monitor the check through inspection teams. More often these colleges compromise on the quality of the apparatus/tools/books. Even these colleges which fulfill the requirements were never monitored for the
utilization of these facilities/labs. Mere existence of provisions does not necessarily mean its proper utilization.

There is need to devise a mechanism both by NCTE and Panjab University to ensure the maximum utilization of these facilities/services. There should be a checklist towards utilization of each provision and through regular monitoring this aspect be evaluated or assessed.

6. Changing values of Students: The generation-next has lofty ideas, high aspirations and rosy dreams which need determination, dedication and preparedness to realize these. Perhaps the youngsters were lacking in the second part of the scheme and thus more often end up in frustration. Globalization has shrunk the world and information and knowledge travels at much faster speed than before. These youngster, in this fast-track-life wish that they get every thing on platter; have least interest in lectures, in studies and the aim is one and only one to have the professional degree in a year or so on the front of knowledge many of them were found wanting. To have a degree is one thing and to earn a degree is another and often it ends up in attaining the degree without being ripe.

The change in curricula and interest generations by the team of highly charged and knowledgeable teachers can do the wonders. Thus, curricula for these courses be devised keeping in mind the need of the profession and of interest of the students. This can only be achieved when a realization comes from within. In all probabilities, a good student will make a good teacher and a good teacher will, in turn produce good students.

7. Education colleges sans Academic Activities: Academic activities are the life line of any institution of higher education but often it has been observed that these colleges more into their routine mode than to be innovative in approach. Research activities brings in the fresh ideas, ignite the thought process and prepare the students to be future teacher. The seminars were organized only when some inspection was round the corner.

Infact, it should be regular feature with these colleges to go in for such academic activities like seminars, workshops and orientation programmes. Bodies like UGC, NCTE, ICSSR and concerned universities should give grants
to these institutions to regularly conduct such academic activities which are
going to be gainful for both the faculty and the students.

8. Interactive interactions of the teaching staff: The teaching staff, with a mind
set that get a regular job and forgets about the career growth. The
opportunities for self growth especially in the self financing institutions were
far and few between. No management would like to spare the staff on its
strength for their career growth. Most of the efforts were individual. More so,
the interaction of teaching staff with other institution of higher rank was
hardly encouraged. The college staff did not have chance to interact with their
counterparts in the universities.

   It should be a feature well stipulated within the quality monitoring
mechanism that how many times teachers should be given exposure to interact
with their counterparts in the research institutions or universities. Let the
activity not to be lopsided. Let there be a regular feature with universities to
send their senior teachers to have the feel of these colleges by visiting these
institutions a while and contributing to improve their functioning and
performances.

There are many more such issues of general nature like; high handedness of
Management; staff relieved at will by these colleges (except Government Colleges),
teachers not given welfare measures, there were no colleges which were providing to
their teachers Provident Fund or Employment Provident Fund facilities.

To wind up this research work, two major interventions are suggested
I. There should be comprehensive policy governing and regulating these
education colleges be place to avoid the mushroom growth of these
institutions.

II. The quality of education in these colleges of education be never be
compromised and for that NCTE and universities should evolve monitoring
mechanism with more emphasis their utilization.

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