CHAPTER 3

Work Environment
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Bundelkhand University

Background

Bundelkhand University was established in August 1975 by late Shri Hemvati Nandan Bahuguna, the then Chief Minister of UP with a view to cater to the academic needs of professional and technical education for the people of Bundelkhand region.

The University was incorporated by UP State Universities (Re-enactment amendment) Act 1974 Sec.4 sub Section 1-A vide Notification of Govt. of U.P.No.10/15-60-33/74 under the provisions of the U.P. State Universities Act 1973.

The University started functioning on 26 August, 1975 in a hired building. At that time 17 colleges were affiliated to the University which were carved out from the then Kanpur University. The total number of students enrolled with these colleges was 32,762. These colleges were imparting instructions in conventional subjects of Arts, Science and Law.

For more than a decade of inception, the University remained as an exclusively affiliating entity, merely acting as a degree awarding institution for the students pursuing various undergraduate and Post Graduate degree courses in its affiliated colleges. It achieved the status of a Residential University initially in the year 1986 when Department of Business Administration, Department of Rural Economics and Cooperation, Department of Mathematics and Statistics and Department of Library & Information Science became functional on its main Campus. These academic programmes were not being offered by any of the affiliated colleges of the University.
The State Government sanctioned Department of Tourism and Hotel Management, Department of Geology and Department of Food Technology in 1996, but due to resource constraints and other limitations the constructions of the buildings took three years. The progress of the University remained in a rather stagnated phase till the year 1998 with 8 teaching faculty and 102 students on the Campus.

After its Silver Jubilee Year 1999, the university made magnitude of qualitative and quantitative growth. It is aptly proved from the fact that the four functional teaching departments on the Campus transformed into 36 institutes of higher learning and research, the faculty strength crossed over 400 and student strength 10000. Taking the total student strength of the 46 affiliated colleges and two constituent institutions of the University including Maharani Laxmi Bai Medical College total number of students easily goes beyond 80000 mark.

The university got new life by getting recognition from UGC under Section 12-B. The University started 35 academic and research institutions on the campus offering various professional programs under Self Finance Scheme. The University developed into one of the foremost centers of excellence within a period of less than five years. The Institutes include, with the following institutes:

1. Institute of Basic & Applied Sciences
2. Institute of Food Science & Technology
3. J.C.Bose Institute of Life Sciences
4. Institute of Environment & Developmental Studies
5. Institute of Pharmacy
6. Dr. Ranganathan Institute of Library & Information Sciences
7. Institute of Computer Science & Information Technology
8. Institute of Home Sciences
9. Institute of Economics & Finance
10. Institute of Management Studies
11. Babu Jagjivan Ram Institute of Law
12. K.R. Narayan Institute of International Studies
13. Bhaskar Institute of Mass Communication and Journalism
14. Dr. B.R. Ambedkar Institute of Social Sciences
15. Institute of Tourism & Hotel Management
16. Vaidya R.N. Sharma Institute of Ayurveda and Alternate Medicine Education & Research
17. Institute of Biomedical Sciences
18. Institute of Forensic Science & Criminology
19. Major Dhyanchand Institute of Physical Education
20. Institute of Languages
21. Institute of Engineering & Technology
22. Institute of Architecture & Town Planning
23. Institute of Fashion Technology
24. Institute of Agriculture Sciences
25. Institute of Music & Fine Arts
26. Institute of Education
27. Institute of Rehabilitation Science
28. Institute of Earth Sciences
29. Institute of Indian History, Culture & Archaeology
30. Institute of Geographical Sciences

The University is also planning to establish Institute of Veterinary Sciences, Institute of Pure & Applied Radiation Biology, Institute of Dental Science, Institute of Vocational Studies, Institute of Nursing and Institute of Fashion Technology.
Apart from the above the following centres have been sponsored by University Grants Commission:

1. Veerangana Jhalkari Bai Women Studies Centre
2. Institute of Adult Continuing Education Extension & Field Outreach
3. Institute of Buddhist Studies,
4. Institute of Aurobindo Studies
5. Nehru Studies Centre
6. Gandhian Studies Centre

**Strengths**

**Courses & curriculum**

The University is offering approx. 175 academic and vocational courses in addition to Doctoral and Post-doctoral Programs in various disciplines. The undergraduate and post-graduate courses include Biochemistry, Microbiology, Computer Applications, Tourism and Hotel Management, Business Administration, Economics & Finance, Pharmacy, Law, Mathematics, Statistics, Library Automation, International Business Management, Food Science and Technology and Geology.

Majority of the study programmes are approved by AICTE, Pharmacy Council of India, Bar Council and other concerned agencies. The student strength on the campus has been increasing every year. Due to the pressing demand of the students from within the region and other parts of the state the University increased the intake capacity of various existing courses as well as launched new courses to match the aspirations of the potential incumbents. The university runs P.G. programs in Electronic Sciences, Applied Physics, Applied Chemistry, Biomedical Science, Polymer Science and Technology, Environmental Science & Technology, Information Science and Technology, Pharmacy, Financial Controls

Infrastructure

The University has strong support infrastructure. The university is well equipped with the adequate physical infrastructure in terms of modern class rooms, laboratories, faculty offices, latest computer facility, internet access, intercom telephones for all faculty and departments, a good library, cafeteria and Activity Center to cater to the needs of students and faculty. The University has approximately two dozen buildings to house separate institutes and departments apart from the Central Library, Community Center, Health Center, Sports Stadium, Indoor Stadium, 2 Boys Hostel, 3 Girls Hostels and one working women hostel.

Apart from the above, infrastructural support consisting of a well-equipped air-conditioned Conference/Seminar Hall, Parks with lush green lawns and fountains, Security Building, Bundelkhand University International Center, University Guest House, Convention Center, Bank facilities with ATM, Post Office, Cafeteria, Shopping Complex, Auditorium with the capacity of 550 seats with two additional 350 seated Seminar Halls in the basement and Cafeteria have been set up.

The Central Library is equipped with Computer Center and V-SAT to provide Internet facility and access to electronic journals in relevant subject area. The University keeps procuring best books for library. The administrative authorities are trying to ensure best connectivity between the departments and faculties by providing telephone and intercom on each faculty desk.
The infrastructure helps facilitating the research and development at individual as well as university level. The available facilities at the campus save a lot of time and efforts of the faculty members. They can devote more time to the academic and personal development of self as well as the students.

**Academic Administration**

The academic authorities of the university make continuous efforts to evolve such a curriculum that the theoretical knowledge is effectively complemented with analytical/practical skills, and industrial /on-the-job training. Keeping in view the rapid globalisation of commerce and industry needs, it is essential to strengthen communication and managerial skills, leadership qualities, self-confidence and self-reliance and developing planning acumen and entrepreneurial aptitude. Guest lectures and workshops are often arranged to prepare the students for respective professional fields.

Academic curriculum and examination system and quality research are the three strong parameters to assess the performance of a University. The University reviews and re-organizes the academic curriculum in coordination with the Board of Studies, Academic Council and other concerned bodies.

To infuse transparency in the examination system double evaluation is introduced to reduce the anomalies. It is being envisaged that the whole process of examination system and result preparation should be computerized. A computerized Students Information Centre on campus is in the pipeline.

All out steps are taken to ensure adherence to the Academic calendar in terms of admission schedule, commencement of classes, conduct of examination and announcement of results. The University starts its session every year on 16th July and completes its examination by May 31st to facilitate announcement of results by June 30th every year.
The faculty members are involved in curriculum development this gives them a chance to update themselves with the changing educational scenario at national and global level. They get a chance to enhance their skills and potential to keep pace with the demands of the educational sector.

Research & Development

The university also tries to encourage Applied Research by applying for research projects with the various research and funding agencies. Many departments have been able to receive research projects of a considerable amount in the areas of Basic and Life Sciences, Management, Environmental Studies and Food Technology. Similarly Institute of Food Technology and Institute of Environmental Sciences are also working on major research projects worth Rs.30 lakh and Rs.50 lakh respectively.

M.Phil programmes are being introduced by almost every department which helps to inculcate the research aptitude and develop desired level of analytical and interpretive skills among the potential scholars.

The faculty members are encouraged to undertake minor and major research projects from the concerned funding agencies and government departments. These projects go a long way in infusing motivation and sustainability.

Self Reliance

The University mostly sustains on its own generated funds through study programmes under self-financing scheme. It meets its operational expenses through development grants received from various funding agencies and SFS funds. It meets the expenses of developing the teaching and laboratory spaces, procuring requisite lab equipment, salary expenses of the faculty members, non-teaching and technical staff.
The self-reliance of the university inculcates a desire to be self-sufficient and self-dependent amongst the various departments. They can play an important role in the development of the respective department/institute and university as a whole. The faculty members try to give their best to the students to boost the image of their institute.

The self-reliance of the university helps replacing the feeling of insecurity into self confidence by generating own resources and enhancing self-reliance.

**Extra Curricular Activities**

The University has developed a tradition of organizing conferences, seminars, youth festivals, sports meets and social/environmental awareness programmes. Many national and international conferences/seminars have been organized by the various institutes on the Campus i.e. North Zone Vice Chancellor’s Conference, International Conference on Tourism, Convention of Chemists, Convention of Library Science and International Conference of Bio-medical Science.

Frequency of such events enhance the coordinative and supportive abilities amongst the faculty members apart from developing interaction amongst the institutes as well as individuals. These activities act as an effective platform for the students and young faculty to interact, compete, learn and thus acquire self confidence and competence.

**The Working Conditions of Teachers**

There are different criterion for the appointment of faculty members on the campus – Regular and SFS. The faculty members for regular courses are appointed on the pay-scale approved by the UGC and as per State Government rules whereas the faculty members for SFS courses are appointed on honorarium approved by the Finance Committee and Executive Council of the University.
They are not provided with any statutory benefits like Provident Fund, Gratuities, Pension etc. The rate of increment per annum of SFS faculty members is decided by the University authorities and Finance Committee. The regular faculty members are only in the regular departments viz. Department of Business Administration, Department of Rural Economics and Cooperation, Department of Mathematics and Statistics and Department of Library & Information Science, Department of Tourism and Hotel Management, Department of Geology and Department of Food Technology. The rest of the Departments are SFS and are staffed with SFS faculty members. In the regular departments, SFS teachers have also been appointed to teach in SFS courses started by these departments.

Most of the faculty members in SFS Courses are appointed on per lecture basis and an honorium of Rs.100/- per lecturer or Rs.8000/- per month, whichever is less. Some of them are paid Rs.5000/- also.

The Selection of the SFS faculty is approved by the Selection Committee and Executive Council of the University. The term of the SFS faculty members is based on the continuity of the course. They work on a contract of three to five years, which can be terminated at any time with or without prior notice.

Most of the faculty members are from outside Jhansi. Some of them are even from far off places like Manipur, Kerala and Himachal Pradesh.

The number of teaching faculty on SFS rolls is much more than the regular faculty members which is around 49 only. The number of faculty members on SFS Rolls is approximately 225.
Accommodation

Most of the Heads of the Departments are provided with accommodation at the residential campus of the University. Some readers and senior lecturers are also provided with suitable accommodation at the residential complex as per their entitlement. Most of the faculty members are living in rented accommodation.

Salary Scales

The salary scales are in tune with the prevailing UGC norms for the faculty members on regular rolls. The increase in DA is given as per the State Govt. norms.

The SFS faculty members are paid a monthly honorarium fixed as per the norms of the Executive Council and Finance Committee which is generally fixed on the basic salary plus DA. The annual increment is also fixed by the Executive Council of the University.

The lecturers with requisite qualifications like Ph.D., M.Phil and NET are provided with special increments under the rules. In case of SFS faculty they are given the higher start or special increment is also given as approved by the Finance Committee and Executive Council on the basis of educational qualifications & experience.

The part-time teachers are paid Rs.100/- per lecture upto a maximum of Rs.8000/- per month. Sometime they are appointed for a period of three to six months. No other benefits are provided to them and the University does not have any Career Advancement Scheme for such faculty, though recommended by UGC.

Promotions

Career Advancement Scheme is the basis for promotion of regular faculty members. Following are the salient features of the Career Advancement Scheme:
Promotions are based on Selection Committee recommendations after due approval by the Executive Council.

**Refresher/Orientation Courses**

**Policy & Importance**

Though the UGC norms say that attending the refresher and orientation courses is mandatory for the faculty members and no university can deny leave for attending such courses, the leaves are sanctioned at the discretion of the Head of the Department and administrative authorities. It has been observed that such leaves differ from department to department depending upon the relations with the HOD and the administrative authorities. Availability of leave, status of syllabus, availability of substitute faculty are also other restricting factors in this regard.

**Leaves**

The regular faculty members can avail all the leaves envisaged under the UGC rules and rules governed by State Govt. The SFS faculty members are also provided leaves as follows:

- Medical Leave  -  10
- Privilege Leave -  10
- Casual Leave    -  14
- Duty Leave      -  5

Extra Ordinary Leave for 1 year for study after 3 years of regular service.
The University does not provide more than 10 days Summer break as most of the SFS faculty is on contractual basis and the Annual break is normally with pay. The faculty is engaged in compilation of annual results as well as helping the administrative authorities in preparation of the entrance tests for various courses for the next academic session.

Work load

The University has undergone tremendous change in terms of number of courses and student intake since 1999 due to the approval of the University under section 12-B of the UGC to run various SFS courses in conventional and professional streams. The University started various courses in the field of Engineering and Technology, Management, Computers and Information Technology, Mass Communication and Journalism, Music and Fine Arts, Biomedical Sciences, Ayurveda and Alternate Medicine, Basic and Applied Sciences, Life Sciences, Education and Physical Education. But due to many limitations the University could not obtain the required quality and quantity of faculty members to meet the required standards and demand of the courses at UG and PG level. As a result the workload in some of the departments is quite high.

Apart from the academic workload, certain administrative and coordinative jobs emanating from the concerned departments like purchase of equipments, chemicals, preparing question papers, examination schedule as well as the results for annual and semester examinations also consume a lot of quality time of the faculty members. The workload is more in SFS oriented departments as the university do not get the competent faculty in time and due to financial constraints it cannot offer the lucrative pay scales to attract the best talent from within our outside Jhansi.
Performance Appraisal

The University has a transparent self-performance appraisal system as stipulated by the University Grants Commission for the regular faculty members. But for the SFS faculty members there is no definite system.

Social and Cultural Relations

The faculty comprises of people from almost every part of the country. Not only the male but also the female faculty members hale from West Bengal, Himachal to Maharashtra and Kerala in west and south India. The interaction amongst them is gets more healthy during the workshops, conferences, cultural and sports events, and annual convocation. Rivalry amongst colleagues is also observed which gets reflected in the form of non-cooperation or other politics.

Weak areas

Infrastructure

The University is well equipped in terms of infrastructure and provision of basic facilities but there is a lack of proper administration of these facilities by the concerned departments. The U.P. state generally suffers from lack of power and water facilities. The work culture is of typical bureaucratic style. There is lack of initiation and motivation to work. The workforce at semi-skilled and unskilled level is ignorant and negligent which results into problems like dirty water tanks, class rooms, offices, labs etc. The lack of power and deficiency of alternate measures (UPS, Gensets) make the computer and other labs non-functional. The books in library are not upto the mark and relevant.

Quality of Students

Though the intake of the students is increasing every year but the quality is suffering miserably. The students’ quality is quite miserable in some departments due to lack of proper schooling and other social reasons. Most of the students are more interested in obtaining degrees in any way rather than
gaining knowledge. Absenteeism is on the high side. Some of the students merely come to attend the sessional or semester examinations. Such a condition results into job dissatisfaction and frustration in faculty members who believe in quality.

Work load

The university though boasts of a number of courses and academic programmes but the existing faculty strength can’t meet with the demands of the increased responsibilities and most of them are overburdened. Due to excess number of classes, they are not able to give proper attention to their research as well as they do not find time to prepare the lessons for the classes.

Quality of Faculty

Being located in a small city and that too a backward area, the university is not able to attract as well as retain the best talent. So the university has to be content with the locally available human resources. Some of them are not NET M.Phil. or Ph.d. The Engineering and Technology, science and professional departments are the worst sufferers. The University faculty is not able to keep pace with the developments taking place in their related areas due to scarcity of journals, books and excess workload.

In addition to this, despite the availability of funds, due to administrative reasons, the salary structure is not so lucrative to retain and attract qualified faculty members.

Power situation

The climate of Jhansi is mostly hot for about eight months. The university is surviving on one generator, which is limited to certain faculties and administrative block only. Due to political reasons or resource constraints the state administration is not able to provide sufficient power to the region. The university authorities are not able to provide generator facility to all departments.
and institutes. Under such condition teaching becomes very difficult and the use of equipments in labs is also interrupted. In addition to this, the power shortage results into water shortage as the tanks can’t be filled without power. The provision of water for drinking and sanitation in most of the departments is insufficient.

Work Environment - Jiwaji University

Introduction

Jiwaji University came into existence on 23rd May 1964, through M.P. Govt. Ordinance no. 15 of 1963. The foundation stone was laid on a campus of over 225 acres of Naulakha Parade by the then President of India, Dr. Sarvapalli Radhakrishnan on 11th December 1964. The territorial jurisdiction of the University has districts of Gwalior, Bhind, Morena, Shivpuri, Datia and Guna. At the initial stage the university had 25 affiliated colleges but today around 110 colleges are working under its jurisdiction.

The University started Postgraduate teaching and research in 1966 by establishing Schools of Studies in Botany and Zoology. It was followed by establishment of other Schools viz. Physics, Chemistry, Ancient Indian History, Culture & Archaeology, Economics, Mathematics, Commerce and Management. Later new Schools in Library & Information Science, Indira Gandhi Academy of Environmental Education, Research & Ecopanning, Biochemistry, Earth Science, Political Science & Public Administration. were added. The University is also imparting MBA programme in Tourism & Travel Management and has a Centre for Foreign Languages. The MBA and BBA programmes were also started under the faculty of Commerce & Management. The UGC sponsored Dept. of Adult Continuing & Extension Education now has started post graduate Course in Social Work.
To cater the need of the society the University started a good number of courses under Self Supporting Programme e.g. Microbiology, Biotechnology, Electronics, Computer Science, Instrumentation & Industrial Analysis, Computer Applications, Environmental Chemistry, Chemical Sales & Marketing Management, Business Economics, Financial Administration, Neuroscience etc. The UGC innovative Course in Remote Sensing & GIS was also started from the session 2002-2003.

In addition, Courses in Yoga and Jyotirvigyan have also been introduced from 2003. From 2004 the university started a good number of new Courses e.g. Biomedical Technology; Molecular and Human Genetics; e-Commerce; Food Technology; Medicinal Plants and Herbal Resource management; Journalism and Mass Communication; Marketing Management, Advertising and Sales Administration; Electronics and Instrumentation. The Centre for Languages has various degree, diploma and certificate courses in Hindi, English, Sanskrit and French.

Department of Physical Education has emerged on national scenario by organizing national tournaments in various sports and imparting education for M.P.Ed. & B.P.Ed. courses. Large playgrounds equipped with facilities for indoor and outdoor games, organization of tournaments encourage the students to actively participate in university sports and bring laurels. Department of Pharmaceutical studies runs Courses for B. Pharma and P.G. Diploma in clinical Psychology and Diagnostic Technology. The recently established, Institute of Engineering imparts education in B.E. Electronics and Chemical Engineering. A five years integrated Course for L.L.B. (Hons.) degree has also been started in the Institute of law.
At the time of data collection, 51 departments were operational in the University with various courses at Master's, M.Phil, Diploma and Certificate level apart from Ph.D. programme.

**Working conditions of the University**

Like Bundelkhand University, Jiwaji University also has two types of faculty members on its roll - Regular and Contractual.

The regular faculty members were working on regular scales of lecturers, readers and professors as the per UGC and State Government rules. The selection and promotions were also undertaken as per the norms and regulations enforced by UGC.

Some of the faculty for Self Supporting Programmes (Self Finance Scheme) was working on contractual basis. They were contracted for one semester for a fixed amount ranging from Rs.5000/- to Rs.7500/- per month or Rs.100/- per lecture. Most of the SSP faculty members are locally available young males and females with post-graduate degrees in the respective subject.

None of the faculty members under SSP were given the prescribed pay scale or higher honorarium.

Most of the regular faculty members were highly qualified and many of them have been honoured with International and National Awards and Fellowships. They were devoted and committed to the teaching as well as research work. Being an old and well established university, the support infrastructure for research is better as compared to Bundelkhand University.

Every year several students of Jiwaji University were qualifying National level tests for research and professional services such as NET, GATE, IAS, PSC etc.
Infrastructure

The University is well established in terms of faculty and infrastructure. The campus comprises of many faculty buildings including library and administrative block. The lawns and parks were well maintained. The security and parking facilities were proper and adequate.

The water and sanitation was provided adequately. Proper efforts were made to maintain cleanliness and hygiene on the campus. The concerned staff was found to be comparatively sincere towards their duties in the upkeep of the campus.

The teaching was imparted through latest audio-visual equipments. Computer and internet facilities were available since morning till late night in various schools of studies.

The quality of books and journals in library was good and in sufficient quantity to meet the demands of the faculty and students.

The University has been accredited with Four Stars by the National Assessment and Accreditation council (NAAC) of UGC for its quality of teaching and infrastructure.

The Campus

The campus is planned in such a way that all the residents of the university including teachers, non-teaching staff and students have an easy access to all the daily needs and other facilities within walking distance. Most of the teachers reside in the campus. There was an efficient team of Security Personnel that maintains safety and security of the campus.
The university Health Centre, situated in the campus provides First Aid and other basic medical facilities to all students, staff members, employees and their wards. A Medical Officer was available for consultation during morning and evening hours.

Academically and socially very congenial environment was provided to all students, residing in the campus. The "Mrignaynai Girls' Hostel" and a separate hostel for girl's students of University Engineering Institute were situated within the campus. The hostels had all the required facilities with well furnished rooms. Appropriate security has also been provided at the entrance of the hostels. In view of the increasing strength of girl students the existing accommodation was being extended to provide more rooms.

The "Tatya Tope" Boy's hostel is also situated within the campus with required facilities and other amenities.

The university has a branch of Central Bank of India within the campus premises. It provides all services to students, staff as well as general public, residing around the campus.

To provide facilities in the campus a post office is located close to the main administrative building within the campus.

Extra Curricular Activities

The University organizes International and National Conferences, Seminars, Symposia Workshops, youth festivals and sports activities occasionally but not frequently.
Academic Administration

Being an old university the norms are well established. The working of the administration is smooth to some extent. The work culture was found to be supportive and cooperative.

The University Proctoral Office maintains discipline, law and order in the campus.

The Dean, students welfare office looks after the problems and welfare of the students besides conducting cultural activities. Several medals have been instituted in different subjects as a reward for hard working, meritorious and brilliant students.

The meetings of various university bodies like Board of Studies, Research Degree Committee, Academic Council and Executive Council are held regularly to help in updating syllabi, selection of suitable candidates for Ph.D programmes and solving various matters related to academics and research.

Research Facilities

Several departments of the University were also running M. Phil Courses. The teachers were actively engaged in research and guiding students for their Ph. D. degree. Several research projects sponsored by various agencies of Govt. of India and the State Govt. like UGC, DST, CSIR, DOE, DAE, DBT, ICMR, ICHR, MPCST etc. were being conducted in various departments. The research laboratories were well equipped with the latest scientific instruments and state of the art facilities.

Most of the science departments were well equipped with most advance instrument facilities for research as well as teaching. A few important ones are: X-ray unit, vacuum coating unit, spectrophotometers (Visible & UV-Single beam & double beam), vacuum concentrator, Research microscopes, Auto-analyser,
Elisa readers, High speed cooling centrifuges, Image analyser, Automatic vibratome, Cryotomes, Gel-documentation systems, Chromatographic systems, etc. In addition to these major equipments, facilities of some other equipments were under the process of procurement. Atomic Absorption spectrophotometer facilities for tissue culture, cold room, radiation room have also been developed in various departments.

Leaves
Leaves to the regular faculty members were provided as per of UGC and State Govt. norms. There was no provision of leaves for teachers working under Self Supporting Schemes.

Work load
With the introduction of various courses under Self Supporting Programmes the workload of the regular faculty members in the related areas had increased considerably. Most of the Readers were coordinators of these programmes. Apart from updating and developing the curriculum and syllabi, they were having additional subjects to teach.

The faculty members were not limited to their institutes or departments only, they were teaching their subjects in other departments as well wherever their was a requirement. For example, the department of Basic and Life Sciences, Commerce and Management, Social Sciences and Economics were sharing the faculty members.

The faculty under Self Supporting Programme were expected to complete their syllabi within the given period of contract. Their services were also shared by the related institutes as was the practice in the case of regular faculty.
Promotion

The promotions to next scale are as per the UGC norms through selection committees. There was no provision of promotion for faculty under Self Supporting Programme.

Performance Appraisal

Like any other state university, self performance appraisal system was being used for appraising the performance of regular faculty members.

Social Relations

The relations amongst faculty members were observed to be more professional than personal. Most of the groups were based on their area of research and teaching. The environment of the university was closed rather than open.

Accommodation

The University had provided accommodation to approximately 20% of the faculty members on regular roll. Some of the faculty members have built their houses in the city also.

The faculty members commute to and from the university on their own. The university had no provision for local transport.

The work environment of both the universities was more or less similar being state universities. The administration at Jiwaji was smooth being older university and was financially in better condition than Bundelkhand University. The number of SFS courses and faculty members was more in Bundelkhand University. The salary scales of SFS faculty were better in Bundelkhand University.