CHAPTER – VII

OBSERVATIONS AND SUGGESTIONS

7.1 INTRODUCTION

In the process of carrying out this research the researcher had an opportunity to meet number of schools for administering the questionnaire or for having a meaningful interaction with the school authorities. The researcher himself being from the educational field he had the adequate background and knowledge of the practices being followed generally by the various schools, junior colleges and the senior colleges. It was really a rich experience for the researcher to study the various activities and the programs of these educational institutions to shape / develop the personality of their students.

In this chapter the researcher has brought his observations about the research subject and findings of his study relating to the contribution of the High Schools, Junior Colleges and the Senior Colleges which are operating in the Daund Taluka of Pune District.

7.2 OBSERVATIONS

**Academic Aspects**

a) The overall growth of the students in Daund Taluka during the study period matches the growth in population and the children of school going age.
b) It has also been observed that due to the establishment of new Jr. Colleges in rural area, the strength of the girls’ students has increased sizably. This is mainly because the Jr. College education has become within a reach. The general tendency observed in the rural areas is that they are not willing to depute their girls’ students for college purpose at a distant place. As these colleges are nearby naturally it provided opportunity to the girls’ students to continue their education beyond 10th standard.

c) In regard to the contribution of the educational institutions under study area the researcher has observed that by and large their contribution in the personality development of the students is fair. It has also been observed that compared to the semi urban centre i.e. educational institutions at Daund in rest of the Daund Taluka the contribution of the educational institutions is marginally less. This can be well attributed to the lack of funds available with the institutions.

d) All the primary schools are receiving salary grants but grants for maintenance and non-salary grants are not being released by the State Govt. for last couple of years which puts constraints on the high schools.
e) So far as high schools which are run by the private educational societies but which are grantable in their case also same is the situation that the high schools are receiving only salary grants but other non salary grants i.e. maintenance grants, library and laboratory grants are also not released by the State Government for couple of years. The State Govt. has also not released the rent grant for the private society. This naturally puts strain on the financial position of the High schools and ultimately results in curtailment of expenditure on some of the programs which are conducive for the personality development.

f) The Sr. Colleges are performing very well on the conduct of personality development programs for the students.

g) It has by far, observed that irrespective of the level of education (whether High School, Jr. College or Sr. College) the programs that are being taken are taken in a routine manner. E.g. Celebration of Independence Day, Republic Day, Gandhi Jayanti, etc. As a result the interest of the students is not being sustained.

h) There is no whole hearted participation of the students. The students attend these programs but mostly out of compulsion. What is needed on this score is to give a special thought as to
how their whole hearted participation can be achieved. Some new techniques, approaches should be found out.

i) There are some programs which are compulsory for each of the educational institution like the one which are mentioned above. The staff and the students do attend.

j) There are some programs / activities, which are left to the discretion of the school authorities. Holing sports meet, elocution competition, essay competition etc. In this regard the schools find it difficult to conduct all those activities for want of adequate funds. This is because for organizing such programs / activities there is no special grant.

k) Only in respect of Sr. Colleges for organizing several activities either the University, University Grants Commission, provide some grants as a result most of the colleges are organizing various events which have direct bearing on the development of the personality of the students. E.g. Organization of various Sports events, Guest lectures, Special programs for communication / soft skill development etc.

l) Irrespective of the fact that the educational institutions under study are mostly from the rural area barring only one centre
that is Daund which is a Semi Urban centre, the performance of the students in various fields like sports, elocution competition, essay competitions is fairly good. They do compete well with the students from the urban and metropolitan area (Pune). Some of the students from the area under study are representing their school/college at District and State level.

m) It has also been observed by the researcher that in the rural area for developing personality in the student phase, the infrastructure poses great problem. There are no private special classes for improving language skills, writing skills, audio-visual equipment for displaying the outstanding personalities and how those were developed etc. which are otherwise available at the urban / metropolitan centre like Pune.

n) It has been observed by this researcher that with the advent of spread of education in the rural area the outlook of the rural families is also undergoing a positive change and there are some instances where the rural families are sending their students for attending special classes as stated earlier at the District places. This has been possible because of the development of communication infrastructure and the change in the mindset that is taking place in the rural students.
o) Even the school authorities may explore the possibility of bringing out a souvenir every year before the end of the academic year and that it will not be a self financing project but may yield some surplus which will be useful for the schools. Collecting advertisements from the suppliers, and from the nearby villages, district head quarters etc. will be possible.

p) The government is currently trying its best to provide computer labs to potential rural centres.

q) Some times it is not possible for the high schools or Jr. Colleges and Sr. Colleges to conduct special Personality Development Programs in their institution.

r) Usually there is inordinate delay in receipt of the SC/ST and other backward class scholarship. Such a state of affairs unnecessarily creates displeasure among the students about the colleges for no fault of them. The government should revamp their machinery concerned and ensure that the scholarships are released well in time and the displeasure of the students is avoided.
Infrastructure Aspects

a. It has been observed by the researcher that compared to the semi-urban area the infrastructure available to the schools in rural area is poor. Particularly in regard to the availability of pure drinking water, hygienic toilets, separate toilet blocks for girls, common room for the girls etc. These are the basic necessities and the govt. should provide it.

b. It has been observed that there is absence of health check up of the students’ community annually. There is no distinction between rural or semi urban centre on this count. Such a medical check up at the initial stage at periodical interval at least annually is considered to be essential as if any deficiency is detected at the earlier stage it may be rectified before it takes a serious stage.

c. In majority of the high schools there were no reference libraries.

d. Even in the Jr. and Sr. Colleges efforts should be made to keep the library updated and the authorities should view the funds used for the library as an investment.
e. It has been observed that because of the power shortage all the educational institutions are facing difficulty in efficiently conducting their laboratory work. Even at the annual examination power failure poses great problem to complete the examination assignment. As a result of non-availability of continuous power even the other than laboratory work like use of LCD player, Over head projector, Common Address System etc. also hampers.

f. Number of schools, Jr. Colleges and Sr. Colleges celebrate special functions like Sharadotsav, Ganeshotsav, Raksha Bandhan, Annual Social gathering.

g. The government should try to ensure that the computer labs are started in all the high schools so that it will help to improve upon the computer literacy even at the grass root level.

h. The schools and Jr. and Sr. Colleges may institute ‘Best Student of the Year’ Award and frame the criterion on which the performance will be judged. These parameters may be made known to the students so that their will be a competitive spirit to grab the award. In the process
unknowingly the personality will be developed. It will also improve the discipline at the institutional level.

i. All the levels and types of educational institutions should focus the attention of the students to the protection and preservation of the environment in their area. For this purpose use of NCC/NSS camps may be used as a tool.

j. The educational institutions at all levels should explore possibility of involving the parents in the various college programs. This rapport will also have a positive impact on the overall college discipline and prosperity.

Co-curricular Activities Aspect

a. It has been observed that by and large the educational institutions are taking lead in organizing sports events, and appropriate study tour of their students. But there are very few schools and colleges which are taking initiative other competitions like elocution competition, drawing competitions, science exhibitions etc.

b. In order to inculcate the having of savings amongst the students the schools and Jr. Colleges and the Sr. Colleges be encouraged to start their Students Bank in their
institution. It is worth while to note in one school such a bank has been established and it entered into a commercial activity of providing stationery required by the students and earned fabulous profit and has declared a dividend. Such illustrations may be copied.

c. Every high school, Jr. College and Sr. College should bring out College Annual in which all the activities, achievements of the students may be brought in. Preferably this should be a handwritten exercise. It may also cover skillfully taken out photographs.

**General Observations**

The following observations are based on the interaction the researcher had with the heads of the identified institutions which are also supported by the statistical analysis of the data collected.

a) Level of confidence level of sociability and level of self sufficiency is higher in Sr. College students than Jr. Colleges & High Schools students.

b) Junior and Senior college students are more neurotic tendency than high school students.
c) Personality development of Sr. College students found better than Jr. & High School students.

d) In case of overall personality of the girls was found to be better than the boys.

e) It has been observed that the students at Daund Town, of all levels of education found to be having good development of their personality as compared to the students in Daund Rural area. This can be well attributed to the availability of various instruments / tools available to the students at Daund Town, which are lacking in the Daund Rural Area.

f) Due to non release of non-salary grants by the State Govt., the educational institutions are facing difficulties in improving their quality and contents of the personality development activities.

g) It was also observed that the teaching learning process hampers as the teachers are engaged in various other govt. activities rather than academic work. The government should seriously think about it and give some relief to the teachers in the ultimate interest of the future generation.
h) It has been observed that the educational institutions receiving grants are superior in administrative, academic work and physical infrastructure as compared to non-grantable or permanently non grantable educational institutions.

7.3 SUGGESTIONS

Academic Aspects

a) The state government education department should make some financial provision, especially for the schools in rural area as they have very limited scope for raising funds from the general public. The Government should make available the funds for the development of language laboratory. E.g. English, Hindi and Marathi. This will help the rural students to improve their pronunciations, communicating style, grammar etc. This will help them to improve their personality.

b) With little more involvement and applying innovative ideas the schools even in the rural areas can ensure that these programs are executed in such a manner which will interest the students. Here it would be worthwhile to mention that through Sunday Loksatta edition for couple weeks they are publishing novel ideas implemented by various schools. The teachers may look into it and may adopt these ideas in the same way or with little modification depending on the situational requirements.
c) To tide over the current financial restraints the rural schools in vicinity should come together and form a consortium so that human resources as well as financial resources can be pulled together and on sharing basis the cost would come less. Each school may conduct one activity (say for instance: Elocution competitions, exhibition etc.) and wherein the students from the consortium schools may participate.

d) The educational institutions should make use of the various functions that are being celebrated at the institutions to inculcate leadership qualities amongst the students by involving them right from the planning process, till the final review of the programs. This sort of involvement will enable the students to the various facets of management of the functions and they will feel that “they can do it”.

e) Schools, Jr. Colleges and Sr. Colleges should as far as possible may make arrangements to show to their students of appropriate class the Radio, Television programs for their students. This will create interest in the minds of the students.

f) The government should establish a scheme to train the potential trainers and give them professional training for personality development of the students. Three or four such professional
teachers/professors may cover Jr. and Sr. Colleges in their
district and hold training camps for the students. Even if
required a nominal fee may be collected from the students just
to cover the out of pocket expenses for such a program.

g) The University should provide special grant for conducting
Personality Development Programs for the college students.

Infrastructure Aspect

a. It is suggested that the state government should earmark some funds to ensure that the basic infrastructure at the schools in rural area is provided on priority basis. In this regard it is suggested that these schools be provided with pure and clean drinking water, hygienic toilet blocks, separate toilet block for girls’ and a common room for them and the lady teachers at the school.

b. The researcher is also of the view that the local school administration should take initiative to approach any Non Governmental Organizations like Rotary Club, Lions Club etc. in the nearby town and persuade them help the school for building the basic infrastructure needed.
c. The school authorities may develop good rapport with the parents of the students and the residents and also the elected representatives like Member of the Legislative Assembly and persuade them to earmark certain amount from out of their area development fund so that this deficiency observed will be removed. What is required is a good leadership at the school level to tap these various resources.

d. These schools may also approach the past students of the school (for which purpose they should develop basic information about them and their present business/professional activity) for their funds requirements.

e. So far as periodical medical check up of the students is considered it is suggested that the State Government should take some effective steps for making such a provision through its Rural Health Centers. If considered appropriate, the government should provide an additional staff separate doctor, a nurse etc. at each Rural Health Centre who will be responsible to carry out medical check up of all the students in the Taluka.
f. The school authorities should provide a First Aid Box in each school building and it should be ensured that the same is in usable condition at all times.

g. At every school level there should be a reference library appropriate to the level of the institutions and the educational institutions should put in efforts to inculcate the reading habit amongst the students.

h) In every Jr. and Sr. College special efforts should be made to update the library and that the college authorities should take extra efforts to ensure that the students make use of the library.

i) The Jr. and Sr. Colleges may be given grant for purchase of power generator of adequate capacity so that their laboratory work and other allied work which is dependent on power is not hampered.

j) At Jr. and Sr. Colleges canteen facility with hygienic preparation of food items may be provided. As far as possible junk food be avoided.
k) The educational institution’s authorities may maintain full transparency and take the parents into confidence and for providing any additional facility / input which will ultimately be of immense utility for the student, then fee structure be suitably revised. It has been observed that to days guardians of the students are well matured to take a positive view on such occasions but they should be convinced that they are not being exploited.

**Co-curricular Activities Aspect**

a. The educational institutions at all levels should also explore the possibilities of organizing various new types of competitions for the students depending on their suitability. This will be helpful in shaping the personality of the students.

b. The government of Maharashtra has been implementing its unique Sports Policy since 1996. However, for various reasons including the inadequate budgetary allocation the policy has more or less remained on paper. The government of Maharashtra should seriously take a view and ensure that adequate funds are earmarked for implementation of the said policy. Apart from physical fitness of the students it will also enrich their personality.
7.4 VALIDATION OF THE HYPOTHESES

1. On going through the observations listed herein above it is evident that the educational institutions i.e. high schools, Jr. and Sr. Colleges are taking all the possible efforts to develop the personality of the student at the appropriate level. The efforts are strengthened at the Sr. Colleges level. While stepping in the Sr. College the level of confidence of the students is increased. It is observed that the confidence level also differ according to the gender. It has been observed that girls’ confidence level is marginally higher. The sociability of the girl students also showed reasonable increase. The urban students’ in respect of the rural students stand to benefit in number of ways that is their family background, financial soundness, awareness about the need to shape the personality, and the initiative generated. Thus the hypothesis No.1 i.e. the secondary schools and colleges give scope for overall personality development of the students stands validated. College students as compared to secondary schools are having more input for personality development is amply proved.

2. The researcher has also observed that all the educational institutions in Daund Taluka are conducting co-curricular activities in a fair manner. Naturally organizing various programs under this category involves financial outlay for which there are relatively more constraints in rural areas. But if the government and the
society back up these institutions financially these institutions will also step their efforts in the organization of the co-curricular activities. Here the researcher feels that the society has also a role to play in this regard. The parents should also cooperate the educational institutions in their pursuit of conducting different types programs which will lead to greater awareness amongst the students and they will be motivated to put in conscious efforts for it. Thus the hypothesis no. 2 i.e. educational institutions are required to implement extra co-curricular activities and sports activities for developing physical and mental strength of the student stands substantiated. Continuous assessment is essential for which better managerial facilities are required is amply proved.

3. So far as provision for infrastructural development the institutions are dependent on the state government’s support. Private educational institutions particularly at the semi urban centre are catering to the needs of the students in regard to the Personality Development. As the government has over the years displayed its inability to release the grants, the government should find out some way and ensure that budgetary provision for education is appropriately upwardly revised and at least in a phased manner so that the deficiency currently observed can be removed. As stated earlier the management of the private educational institutions are giving priority for giving quality education and the personality
development of the students but then it is a continuous process and there is ample scope for further improvement. The awareness amongst the management of the private institutions about the priority to be accorded to the personality development is greater and they put in special efforts for this purpose. However, there is need to step up these efforts. Thus in this case the hypothesis no. 3 i.e. The Managements of Educational Institutions should give priority in the context of Personality Development of the students is more or less proved.

4. The researcher has observed that the college students need more input for development of their personality. Colleges are organizing programs like NSS/NCC, remedial coaching classes, guest lectures on various subjects, soft skill development programs etc. College students are getting more knowledge from such programs. As the collected data regarding total personality of the students the score is high. Thus the hypothesis no. 4 stands i.e. the college students as compared to secondary schools are having more input for personality development is validated.

5. It has been observed by the researcher that there are few efforts for imparting training to the teachers so far as their efforts for shaping/ developing the personality of the students. These efforts for training the teachers and create awareness amongst the
teachers and the students need to be stepped up. This finding of the researcher has thus validated the fourth hypothesis of the researcher i.e. Teachers play a pivotal role in shaping the personality of the students and hence they also need to be trained.

6. In today’s world the communication skills have gathered great importance. One may be a highly qualified but if he/she is not able to effectively communicate with the other then naturally his/her chances adversely affect. In communication language, grammar, accent, all these things matter much. Traditionally India, as a result of British Rule over it, has given due importance to the English language. It is worth noting that the English speaking population of India is greater than the English speaking country – Great Britain. Particularly after the globalization and liberalization number of multinational companies has made inroads into Indian business scene and they always hunt for those professionals who are good at English and can convince the customer or colleagues. In fact the Jr. and Sr. colleges have shown awareness about these communication aspects. But the need is felt that there should be special coaching for English speaking. Thus the sixth hypothesis i.e. communication skills are to be developed as in modern times this carries importance in competition. Management of communication skills plays a dominant role in the personality development.
7. The educational environment at the colleges assumes greater importance from the point of view of shaping the personality of the students. Clean, tidy, well disciplined, eco friendly atmosphere, transparency, and both academically and sports facility wise if the entire environment is good naturally it increases the students efforts for developing their personality. Upon the introduction of the NAAC rating the Colleges are paying good attention to these aspects and are trying their best to maintain a good environment. Of course, the environment change is a continuous process and one has to keep pace with it. Therefore, always there will be a room for doing something better and for that purpose the colleges should give due weightage. Particularly in the NAAC rating there is also weightage for Active Past Students Association. If this association is active and there is a good rapport between the college authorities and the PSA office bearers, hardly there will be a funds problem for bringing newer things including the needed equipment/materials/ educational films, renowned guest faculty to prepare the students on the personality development score. Therefore, the researcher is of the view that the awareness amongst the Sr. Colleges has resulted in creating such atmosphere and are poised to provide the better educational environment gives scope for personality development.
Needless to say that better educational environment gives scope for personality development. This hypothesis has also been validated as it has been revealed through this research that educational institutions in the urban centre do provide better educational environment and naturally give more scope for the development of personality.

According to student’s ‘t’ analysis Daund semi urban students are getting high score than the Daund rural students. Daund urban students are found that they get 37.43 score and rural students have got 34.56. It indicates that the management of the institutions at Daund semi urban provides more facilities which are helpful for students personality development.

7.5 SCOPE FOR FURTHER RESEARCH

With the globalization and liberalization the world has become very smaller. The technology development has entirely changed the face of the world. Day in and day out new gadgets of communications are being introduced. The world is heading to paperless offices. Now we will be witnessing a world with robot. Even in the services industries the robots are making headway. Human element is missing. And against this back drop, the educational institutions are required to shape and develop the personality of their students to face the new challenges that they have to face in the changed world.
The researcher is of the considered view that even in the wake of shaping and developing the personality of the students at every level a new approach will have to be adopted which will suit the present day environment. Therefore, the researcher feels that there is plenty of scope to undertake further research on the tools, methodology, teaching modules, role play techniques, etc. to be used for the personality development of the students. Such a research will benefit the educational institutions to effectively conduct the personality development programs as a part of their regular college curriculum.

The measures are necessary to be taken by University / Government/ Panchayat Samittee to remove obstacles in education. So this study levels to the study of new dimension in education, especially in rural areas.

The research conducted by the researcher helps to the further study and innovation of the newer techniques useful for overall personality growth of the students. Accordingly a study can be initiated to make research. In the area of rural student’s academic needs and their solutions can also be studied in a separate research.

The personality development largely related to the Education program implemented in schools and colleges. So the research is essential in the area of educational programs.
The researcher is of the view that the Intelligent Quotient of the students which has favourable impact on the personality of the students. So the research work be initiated in order to develop IQ measurement and its relevance in syllabus at school and college level.

7.6 CONCLUSION

The concern of any parent today is how to make their children realize their dreams in life. The race for a good education starts the day the child turns two years and does not end till the child enters the college. With the Indian economy becoming global year after year, the competition to secure a seat in the best schools has become even more severe. With parents attaching more and more importance to quality education and with the middle class boom, investment on a school project is becoming a popular decision. This has resulted in proliferation of schools.

The governments, both the Central as well as the State, have started focusing on revising the syllabus to suit the changes that are expected in the society over the next decade.

The school syllabus is becoming more activity oriented and interactive. There is a whole lot of education related industries coming up very fast offering technology and tools to make the classrooms even more interactive. What used to be merely chalk and talk classrooms are becoming an interesting environment for students to learn with fun and frolic.
However, one very critical area is still not receiving the attention it deserves. This is the Personality Development for children. With more and more competition to medical and engineering colleges, the focus in higher classes is shifting to mark-scoring and not developing the personality. One important thing the parents and teachers should not forget is the need for an all round development of personality.

Schools and teachers should give priority to develop the personality of children which is even more important. Realizing this, the Central Board of Secondary Education has brought about sweeping changes in the syllabus and the evaluation of children in their schools.

Under the revised syllabus, personality development and life skills are given equal importance and a student is evaluated 360 degrees.

**Laboratories**

For a very long time, schools have been investing on labs where children get a feel of understanding the application aspects of science. However, these labs are restricted to biology, chemistry and physics.

Only lately, language labs and math labs are becoming popular. Schools should now add one more lab: personality development lab.
This will help the students and teachers to have first hand information of what makes a good personality. The dictionary meaning of the word ‘personality’ is the quality that forms a person’s character, the qualities that makes someone interesting or popular.

The meaning of the word ‘development’ is the action of developing. Together, the phrase Personality Development may mean the various actions initiated for the development of an organized pattern of behaviour, attitude, character, traits, habits, etiquettes and manners that will make a person unique and distinctive.

While the science labs impart knowledge on the various principles of science, the Personality Development Lab will focus on how to develop some of the traits mentioned above. It should focus on some of the life skills such as:

1. Communication and Public Speaking
2. Emotional Intelligence
3. Interpersonal Relationship
4. Norms for Social Behaviour such as manners and etiquette
5. Fitness of the mind and body through yoga and meditation
6. Problem Solving and Thinking Skills
7. Assertiveness
8. Leadership and team working
9. Self empowerment and time management
And the list can cover much more depending on the location of the schools. The lab can also take up issues relating to teenage and adolescent problems. If you think for a while, you will understand how important and critical these issues are for the children to lead a quality life. In fact, the teachers' training should cover these issues also as part of the syllabus just like other subjects so that the teachers are equipped to handle these subjects in the Personality Development Lab.

The students should be taught what makes a good leader and the various theories of leadership. The students should be introduced to motivation theories such as the Maslow's Hierarchy of Needs and the Frederick Herzberg's motivation and hygiene factors.

**Team games**

There are various management games to teach how to build an effective team and these games should be played in the Personality Development Lab of the schools. Similarly other life skills of the children should be covered in the Personality Development Labs.

In fact it will be a good idea if the Human Resources Development Department of the organizations where the school is situated gets actively involved in the Personality Development laboratories. This could be a part of the Corporate Social Responsibility portfolio. In return for this contribution, the organization will get well informed and trained students as their future
employees. Needless to say that the teachers will also get trained in these
critical life skills.

One has to remember that the schools are not merely centres to
impart education, but also the main contributor of good citizens for the future
society where these skills matter much more than the subject knowledge and
classroom excellence.

In conclusion the researcher is of the view that the Educational
Institutions from High School to Sr. College level have a positive role in
shaping the personality of the students. Playing positive role in this regard is
the need of the 21st Century. In the present day context when there is a
severe competition at all levels ensuring a healthy well developed personality
has become a vital aspect and therefore the educational institutions should
always try to find out new areas / new programs and new means to develop
the student’s personality.

Thus the concluding aspect must reflect the personality development
as a function of high schools and colleges. The role of educational institutions
in personality development is a vital role. The education is a behavioural
science which is becoming more important in modern age. In to day’s world
of knowledge industry, one cannot ignore the importance of education and
thereby the personality growth of the students. Accordingly, the educational
institutions should undertake consistent research and extension activities in the area of personality development.