I. Questionnaire for University/College Teachers.

1. Name of the Teacher
   (Optional)  S/o

2. Age (in completed years on last birthday) ________________

3. Sex: Male/Female

4. Marital Status: Single/Married/Divorced/Widow(er)

5. Religion: Hindu/Muslim/Sikh/Christian/Any other (Please Specify)

6. Caste: Brahmin/Khatri/Bania/Rajput/Jat/SC-ST/Any other (Please Specify)

7. Department in which teaching ___________________________ Subject __________

8. Designation ________________

9. Personal Income per month ____________________________

10. Place from where you have done your schooling Village/Town/City (Please specify)

11. Family Background

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Relation</th>
<th>Education</th>
<th>Occupation</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Father</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Mother</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>If married, spouse</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
12. Age in completed years at which you entered into this profession: ______

13. a) Is any other member of the family in this profession Yes/No

   b) If yes, please specify the relation ______________________

14. a) Were you initially interested to take up any other occupation than teaching?

   b) If yes, please specify the occupation ______________________

   c) Give the main reasons for which you could not take up that occupation: __

15. Educational Achievements:
   
   (1) Present qualification ________________________________

   (2) a) Any foreign trip concerning

      (i) Study Yes/No

      (ii) Fellowship Yes/No

      (iii) Teaching Assignment Yes/No

   b) Mention the country/countries visited:

   c) Duration of visit ________________________________

   (3) Number of publications: ______________________________

      a) Books __________________

      b) Research Papers/General Articles/Book Reviews

   (4) a) Have you ever supervised any research students? Yes/No

      b) If Yes, Number of research dissertations supervised:

      M.A./M.sc/L.L.M _______ M.Phil. _______ Ph.D. ____

   (5) a) Have you ever directed or guided any research projects? ______

      b) If yes, How many? _________________________

      c) Are you presently having any research project? Yes/No

   xliv
(d) If yes, Please specify the area of research.

(6) (a) Do you subscribe to any professional journal? Yes/No

(b) Do you get the journals in your Department? _________

(c) Do you read the journals?

Regularly/Occasionally/Never

(7) Length of your teaching experience in years: __________________________

(8) Length of your service in this University/College _______________________

(9) Please specify any distinctions and academic honours you have achieved.

(10) (a) Are you a member of any professional body in your subjects? Yes/No

(b) If yes, Please specify the organizations of which you hold membership?

(11) Do you attend professional conferences/Seminars/Workshops of your subjects? Yes/No

If Yes, do you attend these -- Frequently/Sometimes/Rarely

<table>
<thead>
<tr>
<th>No. of Conferences/Seminars/Workshops attended in the last one year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local</td>
</tr>
</tbody>
</table>

(12) Have you ever been a member of the University bodies? Yes/No

If yes, please tick the appropriate bodies of which you were a member

(a) Syndicate  (b) Senate  (c) Academic council

(d) Board of Studies in the subject  (e) Any other (Please specify)
(13) (a) Are you a member of the teacher’s association? Yes/No

(b) If yes, how often do you attend the meetings of the association?

Frequently/Sometimes/Rarely

(14) (a) Have you ever been elected to the executive offices of the

teacher’s association? Yes/No

(b) If Yes, please specify the position _______________________

(15) (a) Do you think teacher’s association can help in improving the

working conditions of teachers? Yes/No

(b) Give reasons for your reply _________________________________

_________________________________________________________

_________________________________________________________

16. Do you enjoy working in the teaching profession? Yes/No

(a) If yes, Please arrange the following reasons for which you joined

this profession in order of your preference:

(i) Desire to serve humanity.
(ii) Inspired by teachers with whom remained in touch during

educational career.
(iii) Fascination for professional status in society.
(iv) Desire for recognition in the society.
(v) Better prospects to go abroad.
(vi) Chance for self-expression
(vii) Plain liking for the job
(viii) There was no other option in terms of a career.
(b) How often do you regret having joined this profession?
Rarely/Sometimes/Often.
(Please tickmark as you think appropriate)

17. Do you feel, this profession - -
   (i) Does not provide high social status.
   (ii) Is not well-paid
   (iii) Has not come up to your expectations
   (iv) Interferes in meeting the family obligations.
   (v) Any other (Please specify)
   (Please tickmark as you think appropriate)

18. What, in your perception, are the main duties and responsibilities of a teacher? Rate the following on the scale of importance:

   |-----------|-------------|------|-----------|------------|

1. Transmission of knowledge (teaching)
2. Building up of knowledge (research)
3. Character building of students.
4. Preparation of Syllabi and Courses.
5. Shaping socio-political outlook of students.
7. Extension of knowledge for the welfare of the society beyond classroom.
8. Participate actively in the development activities of society.
9. Guidance and counselling to students.
10. Conducting of Examination
11. Evaluation of answer sheets.
19. In the day to day functioning, what are the main duties that you actually perform as a teacher? Please rate these on the scale of importance:

<table>
<thead>
<tr>
<th>Most Imp</th>
<th>Fairly Imp</th>
<th>Imp</th>
<th>Less Imp</th>
<th>Least Imp</th>
</tr>
</thead>
</table>

1. Classroom teaching
2. Clarification of doubts of students in the class and after the class.
3. Guidance and counselling to the students on personal problems.
4. Guidance to the students on research problems.
5. Involving students in seminars.
6. Encouraging students to write research papers.
7. Involvement in preparation of the syllabi.
8. Conducting of Examination.
9. Evaluation of answer-books

20. In general, do you feel, teachers are recognized for the services rendered by them:

   Very definitely/ In most respects/ In some respects/ Not at all. (Please tickmark as you think appropriate).

   If “Not at all,” give reasons

   1. 
   2. 
   3. 

21. Do you think, teachers play an important role in the society? Yes/No

   If Yes, in what ways your work is useful to the society
(Please tickmark as you think appropriate)

1. To provide direction and leadership to society.
2. To act as model of role conformity for others.
3. To be innovative and creative in tackling societal problems
4. To uphold the human values.
5. Any other (Please specify).

22. What, according to you, are the main factors that raise the status of teachers in the society? Please rank these in order of your preference.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Setting personal standards of excellence.</td>
</tr>
<tr>
<td>2</td>
<td>Raising income through various sources.</td>
</tr>
<tr>
<td>3</td>
<td>Teaching competence.</td>
</tr>
<tr>
<td>4</td>
<td>Research competence.</td>
</tr>
<tr>
<td>5</td>
<td>Academic achievements (Publications, Foreign Assignments etc.)</td>
</tr>
<tr>
<td>6</td>
<td>Active participation in Teacher’s Association.</td>
</tr>
<tr>
<td>7</td>
<td>Active Involvement in Politics.</td>
</tr>
<tr>
<td>8</td>
<td>Popularity with students.</td>
</tr>
</tbody>
</table>

23. Is there any job/s as a part of your duties or responsibilities that you do no enjoy as a teacher?
If Yes, please specify the job/s
1. 
2. 
3. 

24. To what extent, are you satisfied with your job.

Most satisfied/Fairly satisfied/ Satisfied/Less satisfied/Least satisfied

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25. Do you get adequate leisure time to pursue your leisure time interests?
Most Adequate/Fairly Adequate / Adequate/Just Adequate/Inadequate

26. In your opinion, what are the important things that students expect of you? (Rate the following on the scale of importance).

<table>
<thead>
<tr>
<th>Most</th>
<th>Fairly</th>
<th>Imp.</th>
<th>Less</th>
<th>Least</th>
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1. Take the classes regularly.
2. Discuss with them their personal problems.
3. Friendly attitude.
4. They look forward to you for guidance and difficulties in studies.
5. Encourage them not to feel shy in expressing their views.
6. Not to turn them out of class.
7. Encourage participation in classroom discussion.
8. Respond to their greetings.
9. Take a class even on the unscheduled time.
10. Don’t keep them waiting if they want to meet you.

27. In your opinion, what are the important things that the Chairperson of the Department or Principal of the College expects of you (Rate the following on the scale of importance).

<table>
<thead>
<tr>
<th>Most</th>
<th>Fairly</th>
<th>Imp.</th>
<th>Less</th>
<th>Least</th>
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</table>

1. Take classes regularly.
2. Conform to the rules.
3. Behave properly in the meetings.
4. Obey the order and carry out the tasks assigned.
5. Don't involve students in factional politics.
6. Cordial relationship with colleagues.
7. Participation in discussion during meetings.

28. Do you, think, the Chairperson of the Department/Principal of the College, lay different emphasis on different jobs, even sometimes stressing more on non-academic than academic activities? Yes/No

If Yes, please specify the jobs emphasized by the Chairperson of the Department/Principal of the College.

1. __________________________________________
2. __________________________________________
3. __________________________________________
4. __________________________________________

29. Do you differ with your colleagues in regard to teaching components of the students? Yes/No

If Yes, how cordial are your relationships with your colleagues.

Most / Fairly / Cordial / Less / Least

(Please tickmark as you think appropriate).

30. Which of the following cause problems with your colleagues in working as a team for the growth and development of your Department/College?
(Please tickmark as you think appropriate).

1. Overlapping of duties and responsibilities.
2. Ego involvement or hassles.
3. Adamant attitude of some.
4. Personal interest.
5. Unhealthy competition.
7. Group alignment or factional politics.
8. Any other (Please specify)

31. Do you think there is a gap between your –
   (a) Educational training and jobs expected of you? Yes/No
   (b) Job expected of you and performed by you? Yes/No
   If yes, please specify the gaps experienced by you
   (c) Do these gaps effect your job performance? Yes/No
   (d) If Yes, How?

32. Do you think, the duties performed by you as a teacher match with the expectations of the students? Yes/No
   If No, Give Reasons
   1. ________________________________
   2. ________________________________
   3. ________________________________

33. As a teacher, to what extent you would agree or disagree with the following statements:
1. One should give equal attention to all students irrespective of their socio-economic status.

2. One should care more to satisfy the students than to get the appreciation of the Chairperson of Department/Principal.

3. One should give extra attention to students belonging to your kin, caste, religion or region.

4. One should try to meet the needs of the students and take interest in their personal problems.

5. One should keep away from emotional involvement of any kind with the students.

6. One should not bother about the complaint of your spouse that you care more for books than for her/him.

7. One should discourage one’s son/daughter to join this profession.

34. How important are the following reasons in determining the problems faced by you while performing your duties and responsibilities? (Rate the following on the scale of Importance)

<table>
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<tr>
<th>Most</th>
<th>Fairly</th>
<th>Imp.</th>
<th>Less</th>
<th>Least</th>
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</thead>
</table>

1. Competing claims of research and teaching.

2. Conflicting claims of profession.
3. Conflicting claims of reading, teaching and writing.
4. Competing claims of student’s work and your own work.
5. Competing claims of teaching and family role.
6. Lack of orientation and refresher course facilities.
7. Inadequate salary structure.
8. Inadequate housing accommodation.
9. Lack of facilities to travel abroad (fellowship and training grants).
10. Lack of incentives such as promotional avenues due to stagnation in the position for long.
11. Inadequate medical facilities.
12. Administrative difficulties such as leave rules, promotional rules.
13. Lack of autonomy to teachers.
14. Inadequate physical surroundings not congenial for work.

35. Do you think the higher education at
(a) College/University level is in crisis? Yes/No
(b) If Yes, do you agree or disagree with the following statements:
(SA-Strongly Agree, A- Agree, Und.- Undecided
DA – Disagree, S.D. – Strongly Disagree)

1. Over the years, there is increasing politicization and bureaucratization of higher education (University and College level).
2. Educational system in our country even after more than 50 years of independence is till run on the western pattern.

liv
3. Outdated course syllabi for various levels of examination have led to deterioration in the education system.

4. Financial constraints have arrested the growth, development and creativity of teachers.

5. Faulty examination and evaluation systems have failed to raise the academic standards of students.

6. Stress on liberal arts rather than on vocational courses has increasingly put pressure on University/College education.

7. Inadequate participation of teachers in academic decision making bodies of University/College has led to lopsided development of the educational institutes.

8. Confrontational and agitational attitudes of students through Unions has reduced the influence of teachers on students.

9. Inadequate or lack of autonomy of teachers make them less creative in their work.

10. A teacher needs to rise above his self-interest and work more towards the common good of students in particular and that of society at large.

36. Do you think, the following factors are also responsible for the deterioration of education at the University/College level?

(Please tickmark if you agree, disagree or are undecided about the following)

Agree  Undecided  Disagree

1. Over the years, hike in fee structure has affected the higher education of students from poor and middle class families.

2. Reservation of seats for admission purposes to disadvantaged groups has deprived many of the meritorious students from general category to go in for higher studies.
3. Unionism among teachers has led to degeneration in educational standards.

4. Seniority rather than merit as the criterion for promotion of teachers has demoralized most of them.

5. Wrong selection of teachers because of pressure and lobby groups operating in the University/College system has failed to make teachers effective in their tasks.

6. Often, the double standards of educational administrators have ruined the academic accomplishments of teachers as no uniform yardsticks are employed to judge them.

37. What, according to you, should be the ways and means of making the role of the teacher more effective in your institution?

(Please tickmark as you think appropriate)

1. By providing them with minimum infrastructure facilities (proper office especially at the College level).

2. By increasing opportunities to interact with students frequently.

3. By granting sufficient autonomy to the teachers to plan their educational activities.

4. By inducting them in orientation and refresher courses of their subjects.

5. By increasing merit and discrediting favoritism in promotions.

6. By providing teachers with incentives and rewards.

7. By discouraging them to enter politics.

8. Any other (Please specify).
Department of Sociology, Panjab University, Chandigarh

Role Perception, Expectation and Performance of Teachers in a University System

11. **Questionnaire for University/College Students.**

1. Name of the Student (Optional) ________________________________

2. Department/College attending ________________________________

3. Class attending ______________ 4. Sex __________________ M/F.

5. Age (in completed years) ________________________________

6. Religion __________ Hindu/Muslim/Sikh/Christian/Any other (Please specify)

7. Caste (Please specify) ________________________________

8. i) Family Structure : Joint/Nuclear

     ii) Family Size ______________

9. Occupation of Father (Please specify) ________________________________

10. Occupation of Mother (Please specify) ________________________________

11. Education of Father (Please specify) ________________________________

12. Education of Mother (Please specify) ________________________________

13. Number of earners in the family ________________________________

14. Total Monthly Income of the Family ________________________________

15. Type of Schooling done: Govt./Private/Convent/Public School. (Tickmark as you think appropriate)

16. Rural/Urban Background (Tickmark as you think appropriate)

17. When did you join this University/College? ________________________________

(Please specify)
18. Who advised you to join this University/College?

Mother/Father/Brother/Sister/Any other relative/Friend

(Please tickmark as you think appropriate)

19. How important are the factors that motivated you to go in for higher education at College/University? (Rate the following on the scale of importance).

<table>
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<th>Fairly</th>
<th>Imp.</th>
<th>Less</th>
<th>Least</th>
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</thead>
</table>

1. Better standard of living
2. Recognition and prestige in society.
3. Sense of achievement in life.
4. To be highly educated in the family.
5. To become a better human being.
6. To be knowledgeable in life.
7. To have cross-cultural understanding of human life.
8. To seek better employment and status in life.

20. In what ways has the higher education influenced your life? (Please tickmark as you think appropriate).

1. Has made you more rational and scientific in outlook.
2. Has made you less superstitious.
3. Has made you to take up more responsibilities.
4. Has made you a more responsible citizen.
5. Has made you to think independently.
6. Has made you more democratic than what you were before.

21. What is it in the teachers that has influenced you the most. (Please rank the following in order of your preference.)

1. Dedication and commitment.
2. Regularity
3. Honesty of purpose
4. Good articulation and speech
5. Mannerism and behaviour
6. Disciplined attitude
7. Liberal and accommodating nature

22. What are your expectations from your teachers? (Rate the following on the scale of importance)
1. Delivering lectures regularly in time.
2. Covering the syllabi/courses in time
3. Communicating/Lecturing effectively in the class.
4. Not to be rude and autocratic towards the students.
5. Checking the assignments in time
6. Clarifying the doubts and misapprehensions in the class.
7. Easy accessibility.
8. Giving time for research work.
9. Having liberal and democratic relationships with the students.
10. Lenient and moderate in the evaluation of examination scripts.
11. Special guidance and counselling to students.

23. (a) Do you feel, there is a gap observed in the tasks expected and performed by the teachers? Yes/No

(b) If Yes, do you think these gaps make the role of teachers uncreative and dysfunctional? Yes/No

(c) Do you agree or disagree with the following statements:

(SA-Strongly Agree, A- Agree, Und.- Undecided, DA - Disagree, S.D. – Strongly Disagree)

S. A A Und. D. A S. D.

1. Teachers often rush through courses as they often do not take the classes regularly.

2. Teachers are interested in pursuing their personal work rather than taking interest in the student’s education.

3. Teachers are often involved in politics of their professional bodies and lose interest in students activities.
4. Teachers are often seen playing factional politics in the institution (Department/College) and that affects the education of students adversely.

5. Teachers do not encourage students to take up extra-curricular activities necessary for their overall development and personality.

6. Teachers are often discourteous and do not respond to the greetings of the students.

7. Teachers need to be innovative in their teaching methods to develop creativity among the students.

8. Teachers and students need to interact more frequently and communicate meaningfully to make students understand their subjects.

9. Teachers should induce students to obey and not be rude to them.

10. Teachers exploit students belonging to different ideological based students Unions to serve their personal ends.

11. Teachers are often hypocratic and lack of sincerity on their part is damaging the higher education,

24. Are you hesitant to talk to the teachers? Yes/No
If yes, what are the main reasons: (Please tickmark as you think appropriate)
1. Language or communication difficulty.
2. Rude or authoritative behaviour of teachers.
3. Social status gap between the teachers and the students.
4. Lack of confidence.
5. Past bad experience.
6. Out of sheer respect for teachers.
7. Any other (Please specify)

Ix
25. Do you think there is a need to improve the relationship between the teachers and the students?  
Yes/No

If Yes, how can these be improved upon?  
(Please tickmark as you think appropriate)

1. More interaction with each other.  
2. Showing mutual respect for each other.  
3. Mutual co-operation on matter of studies and extra-curricular activities.  
4. Any other (Please specify)

26. How can a teacher play a significant role in the growth and development of students?  
(Rate the following on the scale of importance)

|-----------|-------------|-----------|-----------|

1. By providing relevant knowledge to the students.  
2. By providing guidance and counselling to the students to solve their personal problems.  
3. By instilling in the minds of the students right type of values of our society.  
4. By educating students to fight for human rights.  
5. By discouraging students to indulge in students politics.  
6. By providing tasks or situations to students so that they gain confidence in themselves.  
7. By educating students to co-operate with each other for tackling some problems.  
8. By discouraging students to have conflicting and confrontational approach in life.  
9. By instilling in the minds of students a competitive healthy spirit for showing academic excellence.
27. What are the main difficulties faced by students while going in for higher education? (Rate the following on the scale of importance)

<table>
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<th>Most</th>
<th>Fairly</th>
<th>Imp.</th>
<th>Less</th>
<th>Least</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Inequality of opportunities due to poor economic circumstances.</td>
<td>Imp.</td>
<td></td>
<td>Imp.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Increasing hike in fee structure</td>
<td></td>
<td></td>
<td>Imp.</td>
<td>Imp.</td>
<td></td>
</tr>
<tr>
<td>6. Due to high costs of books and journals, one cannot buy a personal copy.</td>
<td>Imp.</td>
<td></td>
<td>Imp.</td>
<td></td>
<td>Imp.</td>
</tr>
<tr>
<td>7. Reservation of seats to various courses, disallows many deserving students to seek admission.</td>
<td></td>
<td></td>
<td>Imp.</td>
<td>Imp.</td>
<td>Imp.</td>
</tr>
<tr>
<td>8. Increasing unemployment situation in the country, discourages students to go in for higher education.</td>
<td>Imp.</td>
<td></td>
<td>Imp.</td>
<td>Imp.</td>
<td>Imp.</td>
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</table>

28. Do you have any suggestions to:

(a) Overcome the problems faced by students in seeking higher education? Yes/No.

(b) If Yes, what are these?

1.

2.

3.
III. Guideline Questions for Interviewing Chairperson of the Department/Principal of the College.

1. Name ______________________

2. Age in completed years. ____________

3. Education ______________________

4. a) When did you start serving as a teacher?

   b) Since when are you serving as a teacher in this University/College?

5. In your opinion, is the present organization set up of the Department/College satisfactory? Yes/No

   If No, give reasons:-

   1. ____________________________________________

   2. ____________________________________________

   3. ____________________________________________

6. Are you satisfied with the willingness of your colleagues to assist each other whenever it is needed in the interests of the students. Yes/No

   If No, what are the main reasons:-

   1. ____________________________________________

   2. ____________________________________________

   3. ____________________________________________

   4. ____________________________________________

7. Do you think it is easy to exchange views and information about professional matters with members of

   (a) Your Department

   (b) Other Departments whose jobs are related to you (Please explain)
8. In your opinion, how well is your Department/College functioning?

9. In general, what are your expectations of a teacher in your Department/College?

10. Is the performance of teachers matching with your expectations? Yes/No

If No, what are the main factors that are responsible for your dissatisfaction with the performance of teachers.

11. What is your opinion about the status of teachers in the Indian Society? (Describe as you feel)

12. What is the type of relationship that you observe between the teacher and students in the present educational system? (Describe as you feel).

13. What are the reasons which cause annoyance in you towards the teachers—Carelessness/Irresponsibility/Absenteeism.

If any of these, what do you do

(i) in ordinary case _______________________

(ii) in an extreme case _____________________

14. Do the students share their problems with you? Yes/No

If Yes, what are the types of problems and what do you do in such situations.

15. Do you find any difficulty in communicating with your

   a) Colleagues    Yes/No   If Yes, what

   b) Students      Yes/No   If Yes, what

16. What are the major difficulties or problems faced by you in managing the Department/College.

17. In your opinion, how can the role of a teacher be made more effective in providing appropriate education to the students? (Describe as you feel)