CHAPTER 7

Recommendations and Conclusion

7.1 Recommendations Made For The Students To Follow:

The research study attempts to solve the problem that the students are likely to face after they acquire certain qualifications and commence searching for a suitable and apt job(s). This does not absolve them from playing any role in solving the problem at hand. The students too have a role to play to reduce the impact of very reason that warranted the present research study. The students are recommended to follow the following points as their part of responsibility.

(a) Students should aspire to score more marks by their hard work and intelligence both natural and developed ones.

(b) Students should acquaint themselves with the kind of timetable of examinations that the University sets for them
and orient their studies to suit such a timetable to optimise their preparations in getting more marks.

(c) Students should take into consideration the various possible disturbances of man made nature such as political, insurgency etc. or natural such as floods, rains etc. as applicable in their region and take effective steps to reduce the adverse effects of these on their preparations for examinations and not get carried away or get excessively worried about.

(d) If the students are aware of any other university where students score higher percentage marks then the students should not unnecessarily mind such high marks scored by students in other Universities, this may develop in them an inferiority complex thereby deteriorating their natural level of performance.

(e) Students should concentrate on their studies with a view to optimising their performance against prevailing weather conditions at the time of examinations in order that they may get more marks.

(f) Students should not get involved in any activity that might trigger in rescheduling examinations or disturb teaching program, which ultimately results in their under performing.
7.2 Recommendations Made For UGC to Follow

By virtue of UGC being a regulatory authority it is expected to exercise effective control over the Universities and ensure that the examination system that each University follows collectively provide a platform as if all universities are conducting examinations on one and the same platform. Such a platform should be as close to the one described in Table 7.1 below. UGC being an agency exercising control all over India it has to address the national problem of unemployment to an extent that it falls within its jurisdiction. To attain this it is recommended that:

Table: 7.1: Common Platform

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<td>Ensure that all universities in India follow the guidelines issued by UGC in letter and spirit that include:</td>
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<td>(a) Follow same syllabus for a particular course throughout India in all the universities,</td>
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<td>(b) All instructors should be equally proficient in the art of teaching and thus render similar opportunity of learning to all the students.</td>
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<td>(c) All the students are subjected to examination on the same day and face the same question paper.</td>
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(d) The process of evaluation of the answer papers is similar.

(c) All other administrative arrangements across India are similar.

Manifestation of such a platform physically is not possible but, within the constraints maximum in that direction, needs to be done.

(a) UGC should pass a regulation whereby all Universities in India follow same syllabus for similar course.

(b) All universities should be asked to set the examination schedule in such a manner that it provides ease to the student community almost alike in all Universities.

(c) UGC should issue a guideline to universities to have uniform time gap should be there between any two consecutive examination papers.

(d) UGC should procure and issue to all universities the schedule of all other competitive examinations scheduled in India so that the Universities can organize their examinations ensuring that their dates of examination do not clash with such competitive examinations.

(e) The composition of question paper in each subject should be notified not only to the students but also the Universities.
The Composition could include the degree of difficulty, degree of application of subject on one hand and the respective components of objective questions and subjective questions on the other.

(f) All universities should be made to follow centralized evaluation system so that the answer papers are evaluated on one site. UGC should also quantify the number of answer papers (such number should be low enough to avoid fatigue and high enough to complete the task in optimum time) per day per evaluator, accordingly, sufficient evaluators should be mustered by the universities to complete the evaluation within the time frame set by it.

(g) All Universities should schedule their examinations in such a way that about equal duration of time as preparatory period is available to all students.

(h) UGC should pass appropriate directive to allow it to undertake the work of normalisation of marks as recommended in the present study.

(i) UGC should incorporate in its rules that while grading (rating) universities (through NAAC) the Universities that have maximum number of disciplines with close to National index (One) should be eligible for better rating in Inter
University Contest. If the ratio (The ratio of Number of disciplines with index one versus the total number of disciplines in that university) is higher than others then that university could be awarded more marks.

7.3 Recommendations Made for the Universities to Follow:

It may be appreciated that in the overall plan every university has a responsibility towards ensuring that their students do not suffer due to their stringent evaluation policy. Similarly, University should ensure that awarding inflated marks does not unduly benefit their students. Towards this all universities are expected to do the following:

(a) Cover entire syllabus of every subject.

(b) Follow UGC guidelines on evaluation in letter and spirit without any dilution.

(c) Ensure that the teaching staffs are given refresher training to keep them updated on the faculties they teach as and when the change in the syllabus is made.

(d) Provide all facilities and favourable situations for students to study hard and do well in the examinations. This provision ensures:

(i) Sufficient preparatory period for studies preceding examinations.
(ii) Schedule examinations in such a way that all the students get adequate gap for preparation between two consecutive question papers.

(iii) Schedule examination in such a manner that simpler subjects are set first and more difficult papers with increasing degree of difficulty are set later.

(iv) Maintain an appropriate mix of objective and subjective questions in each question paper.

(v) Ensure correct mix of simple and difficult questions and application-oriented questions.

(vi) Maintain a large question bank.

(vii) Reduce uncertainty of rescheduling examinations due to disturbances, if any.

(viii) While drawing question papers ensure that the entire syllabus gets coverage.

(ix) Follow a centralized evaluation system.

(x) While following centralised evaluation system ensure that the number of answer papers per day per evaluator, are as per the norms set by UGC. Accordingly, sufficient evaluators should be mustered to complete the evaluation within the time frame set by it so that the
evaluators are not fatigued and also they complete the task in optimum time.

(x) Avoid asking same questions in examination after examination. For attaining this have a very large question bank.

(xii) Ensure strict vigil to ensure that there is no room for malpractices taking place.

(xii) Ensure consistency on above points.

(e) Teachers should teach the students with a view to imparting more knowledge than to orient teaching with a view to scoring more marks.

(f) Teachers should work in correctly sequencing their subject contents such that in the students’ mind the build up of knowledge takes place cohesively.

(g) University should ensure that the teaching staffs of adequate quality and in number as per UGC norms is actually deployed in all its affiliated colleges.

(h) University should ensure that the adequate infrastructure like classrooms, labs etc are provisioned as per UGC norms in all its affiliated colleges.
7.4 Recommendations For Prospective Employers to Follow:

Each employer wants people with most apt qualifications and experience and also those who are oriented towards the type of work they want to offer. Even if the above criterion is met by applicants there is a yet need for intelligent members in any organisation. To attain this employers are advised to:

(a) Follow the suggested normalization technique before calling candidates for interview.

(b) Make a notification to this effect while advertising.

(c) Give appropriate feedback to UGC and relevant University if the organization is benefited by such normalization.

(d) Suggest any improvement or amendment to the proposed normalization technique.

7.5 Suggestion For Further Research

As already stated in Chapter 6, there is a felt need for developing an all time model at the national level for inter-faculty normalisation to equate faculties. Presence of such an index will not only supplement the technique developed and presented in this research work but will contribute a great deal towards strengthening it further.
Developing such an index, however, lay beyond the scope of the present study. It is veritably a matter of further research.

**CONCLUSION**

7.6 Through the process of the present research study an effort has been made to analyse if it is the fact that there is difference in grading systems followed by universities. The causes for such differences also have been identified. The inter-se importance of all the causes has been fixed. Available literature on related matter has been studied. Various statistical tools that could possibly be used for development of the normalisation technique have been revisited.

All that is required to be done for attaining the credibility for the research work has been done. The normalisation technique has been suggested. The limitations of the system have also been analysed and explained. The process of implementing the technique has been discussed in great details. The implementation is quite easy because it suggests a marginal change in the existing functioning of the universities. The students are free to know the proposed system and in the Information Technology era the implementation is almost painless. The proposed system is sturdy, transparent and auditable by public, students, courts and academicians.
"A study of grading systems in different universities for development of normalisation technique to streamline recruitment processes"

As has been explained in earlier chapters, such problems have been noticed in the Western countries also but the attempt to address it is in different direction. If the model suggested and recommendations made here are implemented then India's lead in this field could also be known to the rest of the world. It would certainly boost the morale of brilliant and hard working students.

Extensive search was made to find if the subject of this study was ever addressed. Such a reference could not be found. This research work therefore appears to be first attempt in this direction. History is replete with examples that the best of theories have been modified when found defective. Many had to be refined through the passage of time. Similarly, the currently suggested technique of normalisation could also be modified later if it is found wanting although it is sufficiently credible.

Jai-Hind