

RECRUITMENT POLICY IN HIGHER EDUCATION, AN EVALUATIVE REPORT FROM JAMMU AND KASHMIR – (INDIA)

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Abstract: The study was conducted on the titled caption, “Recruitment policy in higher education, an evaluative report from Jammu and Kashmir – (India)”. This study reads the union provisions towards state for recruitment in higher education, state modus operandi for the recruitment in higher education and state veiled loophole oriented issues for recruitment in higher education (J&K). The generalized rebuttals for recruitment policy effectiveness and prosperity are hope of development to privileged masses of the literate society of Jammu and Kashmir – (India). [N.A. GASH. **RECRUITMENT POLICY IN HIGHER EDUCATION, AN EVALUATIVE REPORT FROM JAMMU AND KASHMIR – (INDIA)**. Researcher. 2012;4(3):42-44]. (ISSN: 1553-9865). <http://www.sciencepub.net>. 9

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Introduction:

In the beginning years of the second decade of twenty first century, we as policy maker’s, policy implementer’s and evaluator’s are familiar with the current status of development of both developed and developing nations of the world. Development can be perceived by observing the general trends in economy, politics, management, administration, essential services, effective communication and from the area of education in general. The above mentioned parameters can flourish only, when the real hub of the pivotal wheel nature will prosper in within i.e education. The global and the national agencies which facilitate the general masses of poverty stricken, exploited ones or first generation learner’s to come upto the level of predictive expectedness in terms of standard of education on legal and humanitarian grounds, in which the main ones are UNICEF, UNESCO, WHO at international level, were as NCERT, UGC, ICHR, SCERT and Ministry of Human Resource Development (MHRD) at national level (India).

Jammu and Kashmir as an elite part of the union of India. The union Ministry of HRD directs its policies and programmes which being get implemented to the northern most region of this country in particular and to Indian union in general. Different agencies and organizations put forward the chartered recommendations, statutes and order’s of Indian union to the elite state J&K. We as policy makers, legislature’s and executives known the general methodological proved fact that the real progress will come into being by and because of fruit

Oriented Educational road map, which our national think tanks suggest.

When we gave birds view to the general education system as well as setup of the state of J&K, particularly the higher education. Being researcher’s, we are considering this department of higher education and its predictive fate, really destined by the pedagogic cream of state. Here the teaching faculty and maintenance and continuity of said faculty of higher education wholly rest and resist on the firm policy of recruitment.

Recruitment policy in higher education is a quite broad title, because on it the real fate of the literate class of this social milieu is concerned. The topography of the state of J&K has its impact on the educational setup. The cartographic report of the state reveals that there is 69-73% rural area, which hurdles the state ministry of education to obtain the chartered goals of recruitment by the outcomes of our higher education institutions. Board meeting’s, accountability and transparency provisions, interference from union MHRD and signing of MOU’s for the future prosperity in recruitment, which in turn can made the educational system effective in terms of general work culture. Slogans of best administrative accountability is claimed by every recruiting agency, but the same ends with the sad note of demise and evaluation. We as educationists and policy maker’s are beating the drum that there is inadequacy of budget and funding to the state in general and education system in special. But this is not the reason of rationality, the reality and observational report is saying that we are getting adequate grants from the union, which is enhanced

and increased by union HRD with the fair provisions to state (J&K).

A. Union provisions towards J&K State for the recruitment in higher education:-

- i. Union HRD ministry by yearly and five yearly budgeting and finance plans for the state, particularly in education is giving administration friendly plans.
- ii. The Budget enhancement with the comparative perspective of inflation and national domestic growth productivity is adjusted on regular basis.
- iii. The union and state requisition, the finalization of the said requisition for recruitment is updated on timely basis by UPSC and the PSC's.
- iv. The union and state cabinet decisions towards the equilibrated balance of pedagogic policies are also giving frame of reference for recruitment for effectivity of higher education system in state (J&K).

B. State modus operandi for the recruitment in higher education (J&K):-

- I. Priorily the requisition on grossroot basis is finalized by the general evaluative team.
- II. The 100% requisition is not always confirmed by the finance department of state.
- III. The huge time lag from bureaucratic bench, i.e from advertisement upto confirmation.
- IV. Executive phase of recruitment, for the degree's, personality test and via voice cum interview for the maturation of posts is quite ambiguous.
- V. Official finalization of recruitment results and then legal challenges a controversial fact to assure accountability and transparency.
- VI. Delayed provisions for recruitment result notification, because of vested interest of interviewing machinery, political interference, nepotic edge, favoritism and corruption to dilute the real potential results of recruitment.

C. State veiled loophole oriented issue's for recruitment in higher education (J&K):-

- I. While recruiting new recruiter's state is not giving the little heed to quality control in higher education in letter and sprit.
- II. The state policies of recruitment are designed on such basis of special order's of bar and administration by which the least literate subjects can be introduced as recruitee's by the provision of law.

III. Delay in recruitment and accountability of recruiting agencies are negatively correlated, this should be eliminated on predictive basis.

IV. The concept of legislative amendment is there, but the concept of traditional reservation in higher education remain as such, which mar's the concept of quality in higher education.

V. The information technological revolution is global slogan, we are not using this mean to enhance accountability, transparency and reliability for general recruitment.

VI. The recruiting panel's should evaluate state and national awards. Also the worth and validity of Doctoral and pre-Doctoral awards. Which are awarded by the different universities of the country, even though if these universities are possessing U.G.C recognition. This phase is totally out of order.

VII. The adequate statistical state data is available which can prove the policy in higher education from the 11th five year plan recruitee's (i.e 2007 upto 2011 recruitments).

VIII. During recruitment the real patron of the state universities and PSC (Hon'ble Governor) wants to maintain accountability, transparency and to raise quality standard. His provision to sent observer's for recruitment, U.G.C members, PSC members, University head's, Departmental heads and experts from outside state are not enough. The provision should be their by the honorable state patron that the member of (NIA) National Investigating agency, (CID) Central Investigation Department, (MHRD) Ministry of human resource development, (IN) INDIAN NATGRID and from state bar should be there during recruiting process.

Rebuttals for the recruitment policy effectiveness and prosperity:

In addition to the existing state machinery of recruitment for higher education, the following additional rebuttals should be used to achieve predecided objectives of recruitment of union as well as of the state.

- ❖ Transcendental delay in advertisement of posts and recruitment results should be minimized.
- ❖ The general screening statutes should be revised so that the only worthy cream of state might be taken as recruitees.
- ❖ To maintain the accountability and transparency of recruiting agencies, autonomous status to said agencies should be maintained, provided that the investigating and observing

organization members gave clean chit of trust confirmation.

❖ Interviewing panels should be delimited from the bias factor and political interventions.

❖ The confirmation of recruitment results should be finalized by recruiting agencies within a week's period.

❖ Minimum quota should be chalked out for short listing to reduced intervening bias.

❖ Least weightage should be given to interview component as compared to academic achievement.

❖ Highly qualified and quality oriental resource cream should be taken, provided they were possessing state and union eligibility awards in the concerned field of studies (Faculty).

❖ The investigating agencies should possess ample roles i.e (CID), (CIB), (IN) INDIAN NATGRID, (NIA) and bar panels, if requested by the applicants to check the rational status of recruitment by weighing applicants in academic achievement tags (degrees) and interview presentation on plea basis should be presented to judicial chambers. If the liability of recruitment should prove on rational and legal grounds, without considering any pressure from administration, bureaucracy and political illegitimate favour, should be dealt with severe recommendation and orders.

❖ Interview recording provisions should be used to prove fair selection, if argued by the court of justice, i.e IT-intervention gadgets like CCTV, Video recording and memory based cameras should be installed in recruiting panel room's.

❖ Recommendations of right to information act must be used in every possible standard to favour reliable justice. After confirmation of any biased act in recruitment proved by RTI, the entire panel should have to prove the originality of fact for why recruited?.

❖ In addition to above mentioned rebuttals, the patronship of chancellor (Hon'ble Governor), which is the only excellence of state (J&K), to consider these facts of victimized realities to overcome, to consider the above rebuttals of scholar's bench for the prosperity in education, which in turn leads to the prosperity of the state.

Conclusion

The said paper titled "Recruitment policy in higher education, an evaluative report from the state of Jammu and Kashmir – (India)". This work gave us the prima facia view of recruitees and the policy of recruitment. By this work, we can achieve the

objectives of higher education, if we as administrator's, authoritative authorities, recruiting patrons and future wisher's of state development, by recognizing the "rebuttals of this work" in practice by delimiting and controlling the effect of "veiled loophole oriental issues in the state of Jammu and Kashmir". Also, this work is not published with the intention to defame or contempt any authority, provided further it is purely a research proposal to raise efficiency, effectiveness, reliability and prosperity of recruiting organizations to achieve chalked out union and state education goals in a consolidated manner. In future to generalize this proposal to the entire union of India, because the sorry state of affairs are tantamount.

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