



Ethical Dilemma Involved in College Teachers' Appointment in Assam

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ABSTRACT

An ethical dilemma is a complex situation that often involves an apparent mental conflict between moral imperatives, in which to obey one would result in transgressing another. There involves ethical dilemma in appointing college teachers in Assam. The present paper is intended to find out the same.

KEYWORDS

ethics, ethical dilemma, recruitment process, college teachers in Assam

INTRODUCTION:

Ethics means a set of moral principles which govern a person's behavior or how the activity is conducted. But sometimes there is confusion regarding what principles to follow, the principles that has been following is correct or not, etc and there lies the question of ethical dilemma .An ethical dilemma is a complex situation that often involves an apparent mental conflict between moral imperatives, in which to obey one would result in transgressing another. There is always a question of ethical standard in the field of recruitment and it becomes more imperative when it comes to appointment of college teachers. In recent years, the state has witnessed several changes in the selection process of college teachers in Assam. Rules and regulations involved to teacher appointment have been experimented quite frequently. In case of Government colleges the state is strict to selection through the mode of APSC. The experiments mainly persist to deficit colleges in the state. The aim of any selection process should be to select the best candidate; similarly in college also the intention of the administrative bodies at all levels is to select the best teacher. The question now prevails is that with the present set of principles , rules and regulations, process of selection are the education department and college administration selecting the best teachers. So there lies a big question mark on it. The consistent experiments have been remarked by administrators as a way to strengthen the educational scenario

OBJECTIVES OF THE STUDY:

The present study was conducted with the intention to fulfill following objectives:

1. To bring into light the present selection procedure for appointing teachers in colleges in Assam.
2. To focus on ethical issues related to teacher's appointment in colleges in Assam.

METHODOLOGY:

The study was based on both primary and secondary data. Secondary data in regard to present appointment system has been collected through previous literature. In order to find some of the ethical issues; we interviewed 30 college teachers appointed both under earlier guidelines and present guideline for college teacher selection in Assam.

ELIGIBILITY CRITERIA FOR THE POST OF AN ASSISTANT PROFESSOR IN COLLEGE AND UNIVERSITIES IN INDIA:

The Qualifications for Direct Recruitment of Assistant Professor as per the UGC Regulations, 30

June, 2010) in the Department of Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication)

The list as follows:

i) Good Academic Record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale whenever grading system is followed) at the Master's Degree from recognized university. 5% relaxation of marks is given on caste basis.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National

Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC

like SLET/SET;

iii) Notwithstanding anything contained in sub-clause (i) and (ii) to this Clause 4.401. candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (minimum Standards and Procedure for Award of Ph.D. Degree) Regulations,2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions;

iv) NET/ SLET/ SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted;

vi) A realization of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree

holders, who have obtained their Master's Degree prior to 19 September, 1991.

Past Criteria for Appointment of Assistant Professor in Assam as per circular No.G(B)Misc.262/2012/13 Dated Kahilipara, the 25-06-2012.

i. The first step includes the Academic Record of 70 marks which includes HSLC or equivalent examination 10marks i.e. 10% of the total percentage of marks secured by the candidate in exam and hence the maximum is 10 marks.

ii. Secondly the HSSLC or equivalent examination is taken into calculation which includes 15 marks 15% of the total percentage of marks.

iii. Third is TDC/Degree Examination which includes 20 marks from the academic track. Here 20% of the total percentage of marks in Hons/Major subjects for Honors' /Major students. Same is the case with the percentage of marks in General course students without Hons/Major.

iv. Finally the procedure is same in the case of Master Degree Students their marks will be taken as 25 marks. i.e 25% of the total percentage gained in master degree exam.

Again the Selection will be categories on basis of Research Performance and Teaching Skills which includes 30 marks as a whole. The allotted marks are given as under.

i) Ph.D. form UGC recognized/approved university. If the candidate has Ph.D. Degree in addition to eligibility requirement of NET/SLET/SET he/she will be given 7 marks. And there will be no marks for the Ph.D. Degree, if, it is counted in lieu of NET/SLET/SET.

ii) Same is the case with M.Phil. Degree from UGC recognized / approved university will carry only 5 marks for the candidate.

iii) Research paper / article published with ISSN number and research based book with ISBN number will hold 2 marks for each publication subject to maximum 6 marks.

iv) If a candidate holds a Chapter/ article published in research / text book with ISBN number then he/she will carry 2 marks.

v) Same is the case when there is presentation of papers in international/national Seminar, Workshop etc 2 marks is allotted for each paper subject to maximum 5 marks) But please note that there shall be no marks only for attending Seminar, Workshop etc.

Teaching Skills will include 5 marks where 1 marks for each completed year of service is an affiliated Govt. degree college subjected to maximum 5 marks.

Positivity involved in the present selection process of college teachers in Assam Strengths:

1. **Less time consuming:** The present selection process is less time consuming

2. **Biasness is removed:** In the process of selection, the discrepancies are totally removed because the candidate who is having higher marks will be selected, whether he/she highest the marks. Here preference is only given on the basis of marks.

3. **More transparent:** The present system is transparent as candidates appearing in the interview can know their total marks.

Opportunity:

Talented candidates are grooming towards this profession: Candidate who are having a good academic career have set up their mind for the profession of teaching. Coming up of good candidate towards this profession has not only made contribution in the field of teaching but also resulted in a change of development in every parameter.

Negativity involved in appointing college teachers in Assam:

Weaknesses:

1. **Lack of initiative to assess cognitive and psychomotor Domain:** As already stated, more interest is given in higher percentage of marks and certificate and there is no oral presentation of marks so the efficiency of the candidate or his

cognitive domain cannot be traced. Again psychomotor domain of candidate can not be known.

2. **No expert opinion:** In this interview method, where the parameter of selecting candidate is on the basis of marks, the expert cannot put his opinion about whether the candidate has adequate hold of the subject or he possesses a good communication skill.

Threats

1. **Sufferings of Experience People:** In this new selection criteria, where the marks for teaching experience is very low and even the research experience includes 30 marks which lowers their total in calculation sheet.

2. **Knowledge about the subject:** A candidate may be selected in the desire field only on the basis of high percentage. The expert can't judge his/her knowledge on the subject because there are no oral marks. If the test checking about the knowledge is not done, it may lead to a serious problem in student's career.

ETHICAL ISSUES INVOLVED IN APPOINTING COLLEGE TEACHERS IN ASSAM:

The present selection process is originally introduced to abate subjectivity and to make the system more transparent and vibrant. The present system completely ignores the interview but the question that counts is that can a person with brilliant academic record be a brilliant teacher at the same time and the answer to that is not guaranteed. Because all we need is a good teacher and going by his academic achievements only, not concentrating on psychomotor and affective aspects may be a mistake to judge a good teacher. But it is also true that interview might result in more and more subjectivity on expert members, governing body member, principal et al taking the interview. So there is a dilemma involved in it that what should be the best practice to find out the best teacher for colleges. Still 73.33% of respondents (22 persons) have said that there should be interview in the selection process regardless of other outcomes. 93.33% (28 persons) identified that no matter it is present or past but under the system of appointment takes too much of time to appoint teachers and same number of respondents also believed that because of that they is a problem with getting the initial salary. 100% of the respondents believed that the college administration as well as DPI fails to expedite their appointment process. 50% (15 persons) commented that there is a huge gap between the date of advertisement and date of interview. Under certain circumstances it is seen that under the present selection process because of that gap a person with less number of marks before the advertisement might end in highest number of marks on the interview date.

SUGGESTIONS:

Certain suggestions are put forwarded keeping in view of the responses we obtained:

1. There should be some marks on interview as well as classroom demonstration in the selection process.
2. The interviewers, college administration, DPI and authorities associated with appointment process must perform the job properly so that a deserving candidate doesn't suffer.
3. There should not be much gap between the date of advertisement and the date of interview.

CONCLUSION:

The present recruitment and selection process in degree colleges in Assam is not very lucrative. The education system has always been a factor of experimentation by the government of the state and the recent selection procedure is an instance of it. Although an attempt has been made to overcome subjectivity in selection of candidates through their academic performance but it lacks assessment of candidates' personality and logical ability as it ignores interview and classroom demonstration. The ultimate result of appointing the best teacher in colleges is possible only when all the persons name-

ly college authority, DPI, et al do justice to their role in the selection of best teachers.

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