



## A Comparative Study On The Eligibility Criteria For The Selection of Assistant Professor (Management) in Higher Educational Institutions of India

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**ABSTRACT**

The workforce in higher education is going to be an important contributor in enhancing the skills and empower youth for a young nation like India. The recruitment, selection and training of teachers are some of the priority segments where our country need to focus on, more specifically. There has been research and development on the selection procedures but the eligibility conditions in Assam and more specifically in the field of commerce has some lacunae which require some serious attention. This paper tries to draw out a comparison between the eligibility criteria given by various State Governments with respect to that of Assam, and whether it meets the guidelines drawn out by the country's highest decision making authority i.e., UGC for teaching Management courses or not.

**KEYWORDS**

Management, Eligibility, UGC

**1.0 Introduction**

Methods and procedures of selection or to determine the eligibility of candidates for the post of a teacher will change as the world changes to environment factors. Time has come to relook in this platform for recruiting eligible candidates without any discrimination whatsoever.

**2.0 Objectives of the paper**

2.1. To find out the prevailing minimum eligibility requirements of an Assistant Professor in the higher educational institutions of Assam and some states (including Union Territories) in India .

2.2 To compare the existing criteria for eligibility for the post of Assistant Professor as per the guidelines stated by the Directorate of Higher Education, Assam and UGC Regulations June, 2010.

2.3 To do BOW Analysis to find the prevailing Barriers, Obstacles and Weaknesses in the recruitment process.

**3.0 Methodology**

Descriptive research has been considered for the purpose of the study and relevant secondary data has been collected in the form of electronic documents.

A total of five states/union territories have been considered for the present study.

**4.0 Analysis and Interpretation**

As stated in the UGC Regulations on Minimum Qualifications for appointment of teachers published in June 30, 2010 and as per Section 4.4.5 of the same –

4.1 MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES - MANAGEMENT/BUSINESS ADMINISTRATION:

**I. ASSISTANT PROFESSOR**

**Essential:**

a. First Class Masters Degree in Business Management / Administration / in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

OR

b. First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secre-

tary of the concerned statutory bodies.

**Desirable:**

c. Teaching, research, industrial and / or professional experience in a reputed organization;

d. Papers presented at Conferences and / or published in refereed journals.

4.2 While AICTE guidelines for the post of Assistant Professor in Management is similar to UGC and have been stated as:

First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant Experience is desirable.

It means that for any Higher Education Institution whether being a College or an University an Assistant Professor must have a First Class Full Time Degree or Diploma accredited by UGC/ AICTE and if PGDM it must be declared equivalent by AIU.

Though, Universities under the State Government of Assam, oblige by the same guidelines, the Commerce colleges in Assam has been directed by the Directorate of Higher Education, Assam that the candidate applying for the post of Assistant Professor must have a degree in B.Com and M.Com respectively with remaining criteria being the same as per UGC guidelines declared on June 30, 2010.

**Table 4.3.1 Details of Subjects/ Qualification in Colleges as per prescribed for Management discipline in various States/Union Territories of India:**

Sl No.	State/Union Territory	Subjects	Eligibility
1	Karnataka	Management	BBM/BBA/B.com with MBA along with pass in NET/SLET/Ph.D through course work in Management.
2	Tamil Nadu	Management	PG Degree in concerned subject along with pass in NET/SLET/Ph.D through course work in Management.
3	Delhi	Management Studies	Same as UGC guidelines along with pass in NET/SLET/ equivalent test.
4.	Assam	Management	B.Com and M.Com (Management) along with pass in NET/SLET/Ph.D through course work in Management.
5.	UP	Management	Same as UGC guidelines.

The above table clearly states that candidates having Masters degree or diploma in Management (as per AIU) are not considered to teach undergraduate BBA programme in Colleges under Govt. of Assam.

**Table 4.3.2 Details of Subjects/ Qualification in Universities as per prescribed for Management discipline in various States/Union Territories of India:**

Sl No.	State/Union Territory	Subjects	Eligibility
1	Karnataka	Management	BBM/BBA/B.com with MBA along with pass in NET/SLET/Ph.D through course work in Management.
2	Tamil Nadu	Management	PG Degree in concerned subject along with pass in NET/SLET/Ph.D through course work in Management.
3	Delhi	Management Studies	Same as UGC guidelines along with pass in NET/SLET/equivalent test.
4.	Assam	Management	First Class Post Graduate degree/diploma (Full Time) along with pass in NET/SLET/Ph.D.
5.	UP	Management	Same as UGC guidelines.
6.	Meghalaya	Management	Same as UGC guidelines.

The above table clearly states that candidates having Masters degree or diploma in Management (as per AIU) are considered to teach undergraduate BBA programme in Universities under Govt. of Assam.

#### 4.4 BOW Analysis Barriers

1. The DHE, Assam is not able to monitor and find out the gaps that exist in the present recruitment system for the post of Assistant Professor under Management discipline.
2. Government inability to regulate the recruitment process.
3. Perception of the administration is that a candidate having professional qualification may not do justice to academic courses.
4. Change in policy matters may take days to materialise in general as Management being a new discipline in the colleges of Assam offering academic courses.

#### Obstacles

1. Management being a professional course, there is less number of people willing to come into the teaching job at present. Though, Indian Institute Management Ahmedabad has announced a post for people having substantial managerial experience for Professor's post.
2. Less number of posts in commerce colleges in the Management discipline.
3. Job analysis was inadequate to put forward the eligibility conditions for the post Assistant Professor in the Management discipline.

#### Weakness

1. Management is a professional discipline, therefore academicians as well as people having managerial work experience will serve the purpose for the next phase of growth for the state of Assam which is not witnessed in this case.
2. Teaching tools, methods and techniques should be implemented for a professional course like Management, which is not witnessed in this case.
3. The Management courses offered in the colleges lacks dynamism.

#### 5.0 Findings

There are several findings from the secondary sources of data which has been structured in the following order:

- 5.1. For management discipline also Commerce colleges are selecting only the candidates having B.Com and M.Com degree with remaining criteria being the same as per UGC guidelines.

5.2. Teachers appointed in Universities and Private Institutions of Assam to impart education on Management discipline of under-graduate courses have been selected as per UGC/AICTE guidelines of June 30, 2010.

5.3. Candidates having the degree in Master in Business Administration have been subjected to discrimination as they are not allowed to appear for the posts related to Management discipline in Commerce colleges of Assam.

5.4. The recent judgment given by the Honourable Supreme Court of India is yet to be implemented fully not only in Commerce colleges but also in colleges providing Arts and Science disciplines for deciding the eligibility of Assistant Professor.

#### 6.0 Recommendations

6.1. Eligibility should be determined as per the UGC guidelines June 30, 2010.

6.2. Eligibility regarding should be determined by a quality control parameter like UGC-NET/SLET/SET/equivalent exam.

6.3. Post Graduate degree in Management should be considered to select a candidate for the post of Assistant Professor in the Department of Management or to teach Management courses for programmes like Bachelor of Business Administration in Commerce colleges of Assam. Therefore, the eligibility conditions should be equal for all regarding the field in Management.

#### 7.0 Conclusion

The overall scenario of higher education is changing at far more pace than it has in the past decade. Human capital has always been the backbone of every developmental process. A right teacher, whatever may be his/her qualification is can be boon to the students of the state of Assam. As, it has been found that there is no need to bar people from teaching undergraduates in the Management discipline alone in the Commerce colleges of Assam. Government of many states in India has always allowed teachers from management discipline to teach at the undergraduate courses (i.e. BBA, B.Com., BMS, etc.), we can look forward to open the gate and accept their credibility in teaching. University Grants Commission has always permitted post graduates in management discipline to teach in Colleges and Universities, so why we abstain them in the colleges running under Government of Assam?

#### 8.0 Reference:

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