



AN APPROACH TO RESOLVE CHALLENGES IN ENGINEERING EDUCATION IN INDIA

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ABSTRACT

As we know that there are near around 80,000 less seats in engineering in this year. This will lead to around 3.1 lakh seats less in four years including 2018-19 academic year. Don't get alarmed here because actual enrollment has been on decline since 2012-13 coming down by 1.86 lakh. And according to AICTE nearly substandard engineering colleges have applied for closure. One of the main reason of declining admission of engineering day by day is less faculty retention in major of engineering colleges. If we have to improve the admission in engineering, it is possible only when faculty retention ratio is increased. This is what we focus in this paper.

1 INTRODUCTION

As we know that Education is one of main pillar of any country likewise other thing like Farming, Business, Education is one of major pillar that plays vital role to develop any country. India has various stream in education out of which Medical, Commerce, Arts, Science and Engineering are major stream to which Indian are prefer. Beyond this till 2012-13 Engineering is one of the major preferable stream in India but unfortunately importance of engineering from 2013 onwards its declining day by day. It becomes the challenge in Engineering Education of India.

2. WHY IMPORTANCE OF ENGINEERING DECLINED FROM 2013 ONWARDS

As we know that the count of engineering colleges increased by eight times than 20 years back and because of challenges are multiplied.

Challenges are

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2.1 Faculty Shortage : As per TEQIP (Technical Education Quality improvement project) 2009 there is lack of good quality teachers .

2.2 Challenge in Absorbing capacity: As students percentage varies from 40% to 90% obviously it become challenge.

2.3 Challenge of lessor exposure to reality: Technical course require that students to be exposed with examples of use of engineering but this exposure is limited.

2.4 challenge of lessor industry interaction: it is very difficult to remote engineering colleges it interact with industry.

Because of the above challenges there is generation of new challenge that is challenge in employability: only 10-25% graduates are eligible to get job.[3]

By seeing all of the challenges employability decreased and as employability decreases attitude towards the engineering education of the people changed that is importance of engineering decreased.

3. HOW TO OVERCOME THESE CHALLENGES

We are seeing there are number of challenges in engineering education which we are explain above These challenges can be overcome by using only single resource that is Faculty Retention.[4]

4. HURDLES IN RETENTION THE FACULTIES

The major hurdle of retention of faculty is Management of Private Institute Itself .They are always try to keep the faculties on Ad-Hoc and give the consolidate salaries.

5. HOW DO ANY INSTITUTE RETAIN FACULTY.

In india the regulation for the teaching faculties pay scale made by the UGC and by AICTE are best but unfortunately all these rules and regulation are executing only by government and near around 90% private institute violates the rules and regulation. If any Engineering institute follows all the rules and regulation of UGC and AICTE then faculty retention automatically increases.[1,2]



Or

If the management of private engineering institutes are denied to follow pay-scale rule of UGC and AICTE for teaching faculties then the government have to take initiative that it has to do salary of the employees working in private institute as per norms then automatically faculty retention problem will resolved.

6. HOW CAN GOVERNMENT PAY SALARIES OF EMPLOYEE IN PRIVATE INSTITUTE.

Government has to take all the admission fee from the students against of which it has be pay the salary and remaining amount that have to return to the institute for infrastructure development.

7. AGENCIES THAT HELPS TO RETAIN THE FACULTY

There are certain agencies in INDIA like NBA (National Board of Accreditation) if the government make compulsion to Accreditation of NBA to every institute then there might be chances of retaining the faculties.

CONCLUSION:

Thus to improve the quality of Engineering Education government have more focus on Faculty retainion by providing pay scale and other facilities as per the UGC and AICTE norms .Also the government has to appoint agencies that supervise execution of every institute time to time .

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