

Convener's Note

Dear readers,

The importance of holding seminar on the topic "Quality Enhancement in Higher Education: A National Challenge". can never be over emphasized . Our honorable Prime Minister Dr. Manmohan Singh's concern about the deteriorating state of affairs of education system compels all the stakeholders to relook into all the aspects, to judiciously use surgeon's knife to remove dead woods, to let new plants grow.



The holding of 2 Day Seminar in the college on 5th and 6th of February, 2010 i.e. aims at holding thread bare discussion on various aspects viz;

1. Quality improvement of Life at work place.
2. Usage of the modern teaching, research and learning methodologies.
3. Higher Education : generating employability
4. Teacher and Taught : a step towards excellence.

It is expected that the august gathering of educationists of eminence on the campus during their two days will not only benefit all the stake holders but also help us to replace what is obsolete with that what is demanded by the consumers of our product.

As, Educationists, the intellectuals are the salt of the society. It has to be ensured that salt does not lose its taste. Quality enhancement is a continuous process to ensure both way improvement-for the teachers as well as for the taught. We know a person cannot give what he does not have. Therefore, quality of the teachers is a pre-requisite for ensuring the quality of the taught. The present seminar is one small step in that direction and your cooperation is solicited to make us fulfill our obligations.



HISTORY


Sri Pratap Memorial Rajput College of Commerce, a prestigious name in the discipline of commerce was founded in the year 1955 to keep alive the memory of **Late His Highness Maharaja Pratap Singh** of Jammu and Kashmir State. The commerce stream was introduced for the first time in the State by Dr Karan Singh, the then visionary, Sadar-e-Riyasat in 1955.

The college, in its infancy, was housed in the Ajaib Ghar building behind the new secretariat and at later stage it was shifted to the then Police Complex near Jogi Gate, where it functioned till 1962-1978. Owing to paucity of suitable accommodation, it was again shifted to its present premises—the sprawling complex constructed for various teaching departments of the University of Jammu, now known as the Old Campus, with its majestic trees and lush green lawns. Further the Govt of Jammu and Kashmir has given Rs. 1,00,00,000/- through the cheque to the Registrar to the University of Jammu for part of the old Campus of the University of Jammu. The process of handing over and taking over could not materialise due to migration from the valley. But its possession will soon be taken by the college authorities.

The State Government took over the college on September 30, 1974 and rechristened it as Govt. SPMR College of Commerce, Jammu

The college has been fortunate enough on account of being headed during its all round development from infancy to adulthood by an array of illustrious Principals. **The first Principal of this College was a renowned teacher of Sri Ram College of Commerce, New Delhi, Professor M. L. Shandilya. He was at the helm of affairs from June 1, 1955 to Feb. 2, 1959. Thereafter, Prof. G.P. Singh took hold of the reins of this college and made it a seat of genuine learning during its formative and developmental phase.**

Of late, this college has been given the 21st century look to keep pace with the changing scenario in the business studies and can boast, without exaggeration, to offer the best academic and vocational fields in the state.



Govt. S.P.M R College of Commerce; which is affiliated to the University of Jammu, is proud of its alumni who are now faces in the crowd by their sheer dedication and dint of hard work in their respective fields, thereby serving as a beacon of light for the present generation of youth for whom this college offers a variety of career opportunities. The college is committed to preparing young managers for facing the inevitable challenges arising from the advent of privatization and global liberalization.

Vision

To emerge as an Educational Institution of excellence in the field of Commerce, technology and to promote entrepreneurial skills in the techno savvy competitive era of liberalization and globalization.

Mission

To strengthen economic, cultural and social fabric of the region through education, research and enterprise to elicit tangible results in Business, Industries and Information Technology sectors.

- To provide a vibrant hub for games and sports and co-curricular activities.
- To provide an effective platform for promotion of literary endeavours and activities.
- To strive for technologically equipped campus.
- To produce dynamic entrepreneurs for the emerging India.
- To inculcate the ethical and moral values in our students which is the basis of the human social order.



COLLEGE IQAC

The college has working IQAC the activities of which are a step towards institutionalization and internalization.

OBJECTIVES:

- To make quality enhancement an integral part of institutional functioning.
- To generate good practices, ideas, planning, implementing and measuring the outcome and administrative performance of the institution.

FUNCTIONS:

- To develop realistic and attainable quality bench marks for all academic and administrative activities.
- To fix the standards of curricular and co-curricular activities.
- To keep institution abreast of and abuzz with quality sustenance activities on a wide gamut of pertinent issues through seminars/workshop/demonstrations/case studies/group discussion/panel discussion/role play/symposia etc.
- To strengthen moral fibre of the institution by multi disciplinary and multi institutional activities exposing teachers and students to new frontiers of knowledge.
- Organizing curricular and co-curricular activities at different levels i.e. College, University, State, National or International.
- To generate and promote awareness in the staff and the students about new academic schemes and programmes.
- To interact and collaborate with other institutions of higher learning.
- Preparation of Annual Quality Assurance Report (AQAR) to be submitted to NAAC based on quality parameters.
- Documentation of College activities leading to quality improvement.



SEMINAR

TOPIC:

QUALITY ENHANCEMENT IN HIGHER EDUCATION: A NATIONAL CHALLENGE

SUB-TOPICS:


- Qualitative improvement of life at work place.
- Usage of modern teaching, research and learning methodologies.
- Higher Education: Generating Employability.
- Teacher and Taught: A step toward excellence in Higher Education.
- Student's contribution towards quality enhancement.

BROAD OBJECTIVE:

Creation, Assimilation and Dissemination of need based knowledge.

SPECIFIC OBJECTIVES:

Emphasis on new and innovative techniques of teaching-learning and research.

- Evaluation
 - Redesigning of course contents to match with market requirements.
 - Optimum utilization of resources.
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**PROGRAMME SCHEDULE FOR
TWO DAY NAAC SPONSORED SEMINAR
“QUALITY ENHANCEMENT IN HIGHER EDUCATION:
A NATIONAL CHALLENGE”
Feb. 05-06, 2010**

Day-1: Feb 05, 2010	
09.30 hrs-10.00 hrs	Registration
10.00 hrs-10.45 hrs	Inaugural session
	Rapporteur Prof. Anil Sharma Prof. Jyotsana Mohan
10.45 hrs-11.00 hrs	Tea
11.00 hrs-12.00 hrs	Session –I
	Chairpersons Prof. Neelu Rometra Prof. Veena Gupta
	Co-Chairperson Prof. Geetanjali Rana
	Rapporteur Prof. Anjali Mahajan Prof. Sarab Preet Kour
12.00 hrs-13.00hrs	Session –II
	Chairpersons Prof. Neelu Rometra Prof. Veena Gupta
	Co-Chairperson Prof. Geetanjali Rana
	Rapporteur Prof. Sunil Tickoo Prof. Barbara Koul
	Presentation of Papers
13.00hrs-14.00 hrs	Lunch

14.00 hrs-15.00 hrs	Session –III
	Chairpersons Prof. Indra Rathore Prof. Neetu Andotra
	Co-Chairperson Prof. Sandoor Singh
	Rapporteur Prof. Bharti Slathia Prof. Shivani Kotwal
	Presentation of Papers
15.00 hrs-16.00 hrs	Session –IV
	Presentation of Case Studies
	Chairpersons Prof. Indra Rathore Prof. Neetu Andotra
	Co-Chairperson Prof. Sandoor Singh
16.00hrs-16.15 hrs	Tea
16.15hrs-17.00 hrs	Session –V
	Presentation of Case Studies
	Chairpersons Prof. Vijay Kotwal Prof. Zahoor Ahmad Chatt
	Co-Chairperson Prof. G.R. Sharma
Day-2 (Feb 06,2010)	
10.00 hrs-11.00 hrs	Session –VI
	Chairpersons Prof. Vijay Kotwal Prof. Zahoor Ahmad Chatt
	Co-Chairperson Prof. G.R. Sharma
	Rapporteur

	Prof. S.K. Bhatt Prof. H.L. Bhatt
	Presentation of Papers
11.00 hrs-11.15 hrs	Tea
11.15hrs -13.00 hrs	Session –VII Open Forum
	Chairpersons Prof. Sham Lal Gupta Prof. G.L. Thapa
	Co-Chairperson Prof. Sansar Singh
	Presentation by the Rapporteur Prof. Anita Razdan Prof. Anil Sharma Prof. Shivani Kotwal
	Discussion
13.00hrs -14.00 hrs	Lunch
14.00 hrs- 15.30 hrs	Concluding Session –VIII
	Chairpersons Prof. Sham Lal Gupta Prof. G.L. Thapa
	Co-Chairperson Prof. Sansar Singh
16.30 hrs - 17.00 hrs	Valedictory function

For further Details : Please Contact :
Dr. Yudhvir Singh, Convener IQAC
Mb. No. : 94191-32071, 01925-44321

Seminar Presentations

Title	Author Name & College
Role of NAAC in Quality enhancement in Higher Education	Ms. Reena Rani Assistant Professor Govt. Degree College, R.S Pura & Ms. Reeta Menia Assistant Professor Govt. Degree College Akhnoor
Usage of Modern Teaching Research & Learning Methodology	Lata Sharma Assistant Professor Govt. SPMR College of Commerce, Jammu
Education: now and then	Dr. Youdhvir Singh H.O.D Commerce Govt. SPMR College of Commerce, Jammu
Changing Role: The New Age Teacher –Taught Relation	Pankaj Sharma Assistant Professor (English) GDC Ramnagar
Teacher and the Taught Relationship	Prof. Pawan Gupta Dr. Rakesh Gupta Govt. SPMR College of Commerce, Jammu
Qualitative Improvement of life at workplace	Ms. Nazia Rasool Assistant Professor (EVS) GDC R.S Pura

New PASS Methodology: A step toward Quality Assurance and Accountability in Higher Education

**Prof. Zahoor A. Chatt
Principal, GDC, Bijbehara,
Kashmir**

Higher Education-generating employability

**Sunil Tickoo
Associate Professor
Govt. SPMR College of Commerce,
Jammu**

Teacher & Taught –A step towards excellence

**Dr. Harmeet Singh Sudan
Associate Professor
Department of Commerce,
GCW, Parade, Jammu**

Striving for Qualitative Improvement of Life at Workplace

**Dr. Farooq Ahmad Peer
Head, Department of English
Amar Singh College, Srinagar**

**Resume of Paper
Higher Education
Focus on Value Added Process**

Dr. Nazir Ahmad Gilkar

**Generating Employability in
Higher Education**

**Ms. Jatinder Kour
Assistant Professor (English)
GDC, Gandhinagar, Jammu**

**Higher Education :
Generating Employability**

**Anjali Mahajan (Associate Prof.) Eng.
Sarabpreet Kour
Govt. SP,R College of Commerce, Jmu.**

**Quality & Performance of work life
in Higher Education Department**

**Gurcharan Singh-Assistant Professor
Suresh Sadotra-Assistant Professor
Late Sharma -Assistant Professor
GDC College of Commerce**



***Role of National Assessment
&
Accreditation Council (NAAC)
in Quality Enhancement in Higher Education***

ABSTRACT


Role of NAAC in quality enhancement in Higher Education

Education is the fundamental right of all human beings. The basic concept of “Education” is to know what we are and where we want to go. It incorporates the removal of the darkness of ignorance and treading the path of light of knowledge. The word “Education” is derived from “Edu” and “Kration” which means “from” and “to”. It is that education which takes you from where you are to the destination where you want to go. It is only education that drastically changes the life of man and makes our life worth living. Quality based education depends on keeping awareness . Positive approach of six components of education are students, parents, teacher, management , society and the Government, National Assessment and Accreditation Council, Bangalore (NAAC) came in to existence to maintain the standard of higher education, to increase the level of education and to cater the needs of students.

In today's knowledge society, all countries, developed and developing are equally concerned about the quality & relevance of higher education. In a broader sense, education is a process of human empowerment; quality pertains to what the learner has actually learned. Quality resides with in the learner but its process, the evaluation system, the institutional structure etc. these outside factors or promoters are very important and play a key role in introduction of quality changes. As such , the factors need to be restructured and modified to satisfy the requirements of 21st Century. The NAAC (National Assessment & Accreditation Council) was established in the year 1994 with the prime task of assessment & accreditation of institution of higher learning. NAAC is working with a mission of arranging periodic assessment and accreditation of institutions for promoting quality of teaching, learning and research in higher education. The development of any nation is directly related to the quality of education which its higher education system imports.

Ms.Meena Rani
Assistant Professor
Govt. Degree College, R.S.Pura

Ms. Reeta Menia
Assistant Professor
Govt. Degree College, Akhnoor



***Usage of Modern Teaching Research
&
Learning Methodologies***

ABSTRACT

The purpose of this paper is to evaluate the traditional methods of teaching as well as multimedia teaching and to suggest other useful teaching methods that can be attempted in imparting knowledge to the students. Basically teaching must include two major components sending and receiving information. Ultimately, a teacher tries his best to impart knowledge as the way he understood it. So, any communication methods that serve this purpose without destroying the objective could be considered as innovative methods of teaching. The use of innovative methods in educational institutions has the potential not only to improve education, but also to empower people, strengthen governance and galvanize the effort to achieve the human development goal for the country.

***Lata Sharma
Assistant Prof.
Govt. SPMR College of Commerce,
Jammu.***



Education : Now and Then

In ancient and medieval India, the teachers were usually men of renunciation. The universities like those at Nalanda and Vikramshila were run by the monastic order.

In ancient India character training was an essential feature of education. The ancient gurukulas would usually be lodged in rural areas. Simple living and high thinking were the basic keynotes of these centres. There pupils would pass their days in communion with nature. Freed from sophistry and urban artificialities they would lead pure and unostentatious lives. Present educational institutions are located in the areas full of dust, smoke, congestion, want of adequate light making the centres unfit for the rearing up of young minds as there are thousands and one causes of distraction.

The modern age is characterized by unprecedented development in almost all walks of life. But all this development has only strengthened material and even some nations are facing the problem of surplus, but this glut of the resources has made man miserable. He has lost his peace of mind. Cut throat competition compels one to resort to even unethical means. Lust and greed are the only motivational forces guiding the men and nations. Modern educational system which ensures 'money making in stead of man making will lead us only towards chaos and destruction.

Dr. Youdhvir Singh
H.O.D Commerce
Govt. SPMR College of Commerce, Jammu



Changing Role: The New Age Teacher-Taught Relation

Pankaj Sharma

If education is a human face with two eyes, it is the teacher and the taught that are its eyes. In the field of higher learning both have an equal share and role matrix. If the teacher is the torch, the taught is the torch bearer, who reflects the knowledge, skill and research paradigms vis-à-vis the quality of the practicum. In the changing paradigms and spaces of the highly connected globalised, Internetized world, the role of the teacher and the taught has been observed evolving from the ancient Gurukula, or a cloistered teaching- learning to the endless space age.

The paper focuses on the need of learning and understanding the changing and jettisoning roles so that there is maximum possible outcome in the fields of research, establishment and academic excellence. There will be an attempt to have a threadbare discussion on understanding of each role.

1. **Pankaj Sharma, Assistant Professor(English).**
GDC Ramnagar.
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Teacher and the Taught Relationship

If the river water held in a dam is given a useful outlet, it can irrigate miles of field all around. Similarly mental energies conserved in students' bosom, if channelised properly through careful and intelligent nursing, can be of great use for the individual, society, country and the world at large. Education must stir up in taught the love for the country and country men.

The teachers, therefore, must be not only efficient in imparting academic knowledge according to modern methods, but also should have the competence of stirring up the nobler instincts of the pupils.

A teacher with blazing character and freed from commercial taint can be expected to command the respect and admiration of the pupils. They are also in a position to inspire in pupils an attitude of voluntary submission necessary for their growth on right lines. The system of exacting submission by coercion has a baneful and demoralizing effect "The true teacher", said Swami Vivekananda, "is he who can immediately come down to the level of the students, and transfer his soul to the student's soul and see through and understand through his mind. Such a teacher can really teach and none else."

The maximum of liberty and the minimum of restraint from outside should be the working formula for ensuring the growth of real manhood. The obedience which is expected of a child both in home and in educational institutions prepare the man to be docile to the blind forces. In most of the cases education is a training for life in a hierarchical militaristic society, in which people are abjectly obedient to their superiors, and inhuman to their inferiors. 'Each slave takes it out of the slave below' as Mr. Aldous Huxley puts it.

Prof. Pawan Gupta
Dr. Rakesh Gupta
Govt. SPMR College of Commerce, Jammu



Qualitative Improvement of Life at Workplace

This paper deals with the qualitative improvement of life at work place. Quality of life is defined as the level of enjoyment in a person's life which is based on many factors. And, quality of work life is specially related to the happiness a person desires from his career. In this paper, emphasis is given on the various factors which affect the quality of life at work place especially in Higher Education. Also, certain measures to improve the quality, which is the core of education, have also been discussed. To conclude, we may say that it is the quality not quantity that can bring a new dawn to learning process. Quantity will make population literate, whereas quality will thrive the nation economically and socially.

—Ms. Nazia Rasool
Asstt. Prof. in EVS
Govt. Degree College
R. S Pura



New PASS Methodology: A step towards Quality Assurance and Accountability in Higher Education.

The quality of teachers associated with any educational system determines *its* success or failure .It has more relevance in the case of higher education system as the students churned out of these institutions are likely to assume various responsibilities in the social settings. Thus, every effort is to be undertaken aimed at making teachers accountable towards all the stakeholders. The teachers of higher education have not only to play a role in the teaching-learning process, but have also to work towards generation of new knowledge based on the research and extension activities pursued by them. Hence, the effective appraisal mechanism of the performance level of teachers is all paramount in the light of making the system more accountable, transparent and responsible towards social development. Accordingly, the University Grants Commission proposed the Academic Performance Indicators (API) and Weightage Points (WP) required to develop Performance Appraisal Scoring System (PASS). In accordance with the above mechanism an exhaustive Academic Performance Indicators along with their weightage points have been proposed. Though, teaching-learning process has been given the maximum weightage points, yet a definite score has been earmarked for other components aimed at personal development of the teachers as also the institutional meaningfulness of the higher education system. The present paper evaluates the proposed APIs and their WP viz-a-viz quality assurance of higher education system.

Prof. Zahoor A.Chatt is the Principal, Govt. Degree College, Bijbehara, Kashmir.

Prof. Zahoor A.Chatt
Abstract



ABSTRACT

Higher Education—generating employability

The growth of higher education in India has been quantitatively enormous with inadequate emphasis on its quality. Due to unplanned growth in the number of universities, colleges, teachers and students the quality of education has been the causality. On the one hand the country does not have adequate quality manpower to carry out developmental work while on the other, there is high incidence of unemployment among the educated. Basic objective of higher education is to prepare students for employment. The content, form and quality of education to be provided are determined by the requirements of the employment. Since the requirements of employment undergo constant changes in an ever-changing sociopolitical-economic-technological environment, the content and form of education requires continuous evaluation and changes to suit the changing requirements. During the past six decades there has been growing mismatch between education and employment, educated and employability. The present paper tries to identify the factors responsible for poor employability generating capacity of the higher education. Rigid, outdated curriculum and its faulty implementation being one of the important factors, a comparative study of the curriculum prescribed for B.Com general course by Jammu university and other universities in the light of guidelines issued by the U G C from time to time, has been made.

Sunil Tickoo
(Associate Prof. Commerce)



ABSTRACT

Teacher & Taught –A step towards excellence

Education, a word of five vowels and sensing perhaps all five senses, the initiator being the teacher and taught at the receiving end, has always remained a topic of hot discussion in the intellectual history of mankind. Gurukul, a place where child was placed till adulthood, no interference was made by parents and the taught would surrender his-self at the holy feet of Guru.


Students were put in three categories, those who grasped lessons quickly like camphor which gets lit when taken near the fire, those who required sometime to assimilate like charcoal which needs blowings or fanning after being placed on an oven and the incorrigible, who will never register any progress like the plantain tree's trunk which will not be affected even by flames.

Likewise, teachers do have three categories, those who are on the search for students, everywhere and anywhere like hunters, unlike those who teach in the classes when given an infrastructure, environment and sometimes under compulsion like the average and finally those who teach only after exhausting all other options are like the shirkers. And its quite incidental as to who meets whom.

Excellence in Higher Education may exist if hunters meet the camphors. The stage of normalcy may exist when average meets charcoal and every effort goes wasted if shirkers strike the incorrigible. Excellence is never by chance. It is the result of continuous, concerted and committed efforts put in with unbiased objectivity and purposeful mind.

Dr. Harmeet Singh Sudan

Associate Professor,
Department of Commerce,
GCW, Parade, Jammu.





ABSTRACT


Striving for Qualitative Improvement of Life at Work Place

All over the world higher education has got expanded and prioritized by all the countries of the world. The role of higher education in shaping the society and future generations has been unimaginable and indescribable.

In the context of global scenario, it has become a compulsion for the developing countries to review their policy on education so that it is attuned to the global standards. Given these circumstances the government of India is serious on resurrection of the educational sector in the country which is evidenced by having declared the 11th plan as plan for education.

The paper deals with opening of new colleges for the purpose, problems and role of stakeholder, financial assistance, role of teacher and conclusion thereof.

Dr. Farooq Ahmad Peer
Head, Department of English
Amar Singh College, Srinagar.



Higher Education
Focus on Value Added Process

- 1) The teaching-learning-evaluation is pivotal as regards process effectiveness leading to excellence in higher education. At each level, process-risk needs to be checked and controlled to result in process value addition.
- 2) The general academic institutions mostly produce goods for jobs to sell their services at the lowest rates. The system move around low value added process. All the stakeholders contribute and are equally responsible for the process-risk.
- 3) The paper in pursuance of certain preset objectives advocates for competition environment, smart study, capacity building talent glomming total preparedness, balanced score card and professional development, so as to focus on value added process in higher education sector.

Dr. Nazir Ahmad Gilkar



Generating Employability in Higher Education

ABSTRACT

The new employability agenda for higher education is a matrix of inter related areas and requires a holistic approach with institutional strategies driving the implementation of employability across the curriculum, making it work oriented and productive for millions of learners who are the real stake holders in Higher Education.

With creativity at its core a new paradigm for creative subjects in Higher Education is emerging that removes barriers between teaching, research, needs of industry and employability of graduates. The boundaries between these areas become more permeable as there is shift towards integration and collaboration.

Further more the liberalization and globalization of the India's economy has thrown up major challenges for the education system to deliver the quality skills and richness of human resources that are going to be in demand in knowledge and skill intensive society. This paper course curricula integrate it with creativity and skill oriented education.

Ms. Jatinder Kour
Assistant Professor (English)
Govt. College for Women, Gandhi Nagar,
Jammu.



Higher Education : Generating Employability

ABSTRACT

“Education is manifestation of perfection already in man”, so says the great saint-patriot Swami Vivekananda. Creation of NAAC as a separate wing of UGC was aimed at ensuring imparting of quality education. NAAC was destined to ensure man making education. The need of the hour is to convert raw student into an asset for the individual himself, for the society, the nature and the world at large. The students to be converted into men with nerves of steel and muscles of iron.

NAAC has set in motion in right direction the educational setup. Now every institution is involved in healthy competition to fulfill its societal expectations.

The grading assigned by the institution is based upon 7 parameters together viz; Curricular aspects, Teacher, Learning and Evaluation Research, Consultancy and extension, Infrastructure and Learning Resources, Student support and Progression, organisation and Management and Healthy Practices. They are aimed at ensuring all round development of the taught in the desired way.

It appears as if Tsunami of reforms has set in by the creation of NAAC and UGC as a special purpose vehicle only to guide and evaluate the institutions and quality parameters.

As we know, the educational institutions are the factories entrusted with the job of converting people into capital assets. Quality education can convert even growing population into the factor responsible for all-round development resulting into gross world happiness.

But unfortunately much still remains to be done as is clear from the latest-world report which says that only 10% of the students who pass their graduation are worthy of doing any job matching their academic qualifications.

The present seminar will help us to introspect and redesign over modus-operandi to ensure imparting of quality education to achieve desired ends.

Assistant Prof. Anjali Mahajan (English)
Assistant Prof. Sarab Preet Kour (English)
Govt. SPMR College of Commerce, Jammu.



Quality and Performance of Work Life in Higher Education Department

ABSTRACT

Quality of work reveal good supervision, Environment, emoluments, benefits and performance. High quality of work is sought through good relationship by the top officials, quality and performance measures by providing more opportunities to teachers that after their job and their contribution towards the institution. Moreover, the increased significance of service sector to the global economy has led to the practitioners to become more concerned about the quality of service, its measurement. The objective of this paper is to analyze the quality of service provided by contractual teachers with respect to financial as well as non-financial matters that directly endeavour the performance of work in higher education sector. The data (primary and secondary) were generated randomly from the various government degree colleges situated in Jammu District only through discussions with the students and college teachers and were statistically analyzed with the help of SPSS. All this findings resulted in identifying the contractual teachers are not provided with the equitable justice spreading over other prevailing problems viz no job security, lack of opportunities for development, no timely salary and extra burden of classes. The study further suggested that higher the degree of quality, higher will be the performance.

Gurcharan Singh

Suresh Sadotra

Lata Sharma

Govt. SPMR College of Commerce.