Semiconductor Optoelectronics

LEADERSHIP CHALLENGES IN PRIVATE HIGHER LEARNING INSTITUTIONS OF MADHYA PRADESH

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Abstract - Students' working capacity, productivity, and employability will increase as long as high-quality, career-focused education is accessible. Madhya Pradesh is one of the states in the country that is growing the fastest, with a growth rate of more than 10%. To sustain and speed up the existing growth pace, the available human resource must get technical training in accordance with market demand. It is commonly known that the technological industry needs skilled, talented, and productive human resources to advance the economy as a whole.

The traditional method of creating universities appears to be vanishing, and with it, the whole base upon which universities were created is undergoing a significant upheaval. Universities served as the foundation for knowledge production in the Indian setting and were seen as the location where morally upright persons prepared for the duty of nation-building. Universities have always been shielded from political and governmental meddling. The administrators of these universities were strict task masters who had a wealth of knowledge in their area of specialization. Above all, they were respected members of society.
Keywords: Leadership, Madhya Pradesh, Higher Learning, Strong Credentials.

1 INTRODUCTION

Currently, a person's political affiliations and how much times they spend walking the halls of the Human Resource Ministry define their leadership in our colleges. Those who deserve and are excellent have no interest in assuming such positions in this process. Another way to look at it is to say that since they are not members of any political lobby, they might not even be given consideration for these jobs. Therefore, the universities are supported by the 20% of professors who still have great faith in the system.[1]

In order to earn additional money, instructors are less engaged in academics and more interested in teachers' associations and coaching classes. Rarely does the teacher's group advocate for a cause that considers the University and the students over the long run. The academic class of individuals have exploited and perverted the idea of academic and intellectual independence as a whole. There is a mutiny among the professors who claim that their intellectual and academic independence is being restricted if measures are pushed to simplify our university system. These words once had a different meaning. The encouragement to have differing views on ideology, philosophy, and the discovery of new information came from academic and intellectual independence. Academics were allowed to support or reject a certain point of view. Public and intellectual disputes were started as a result of this. The new

fields of knowledge and study were developed via these discussions and disagreements. Every department in a university has individuals representing the left, right, and centre with a wide range of opinions and ways of thinking. In order to build a new direction and set newly established private institutions on the path to excellence, it is essential to understand why our colleges began to collapse.

Looking back on the history of Indian Universities, we can be quite proud of the type of leadership that was in place. We should all consider what went wrong and the lessons we may learn from history. It also begs the issue of what kind of leadership we can implement to gradually put an end to the deterioration of our universities. In my opinion, private colleges are better positioned to forge their own path than state universities. Public colleges have such a high level of political intrusion that further harm must yet be done before order can be restored. I am starting to envisage a day when the majority of public institutions in India will have IAS officers serving as vice chancellors and registrars, and the universities would probably serve as a holding area for many ineffective government administrators.[2]

2 CHALLENGE IN HIGHER EDUCATION SYSTEM OF MADHYA PRADESH

Higher education in India has grown quickly and impressively during the past 30 years. However, the expansion of institutions is not evenly matched with the improvement in educational standards. One of the main issues with Indian higher education is frequently cited as accidental over-expansion. Numerous universities struggle with budget issues and substandard quality. Entry into the best schools is therefore quite affordable, which leads to competition for better private coaching facilities and admission exam scores, which is one of the main causes of the rising number of unemployed graduates. The higher education system in Madhya Pradesh is beset with a number of significant obstacles, including:[3]

- **Financing** – Private higher education has rapidly expanded as a result of the state's incapacity to finance the system's expansion. Additionally, the reduced financial support from the government has a negative impact on small and rural educational institutions. More and more public institutions are being driven to use self-financing programmes and expensive fees. The main sources of funding for the private sector are gifts, capitation fees, and excessive charge rates. By solely serving an elite few, this in turn restricts access to higher education on a general level.

- **Accreditation -** Motivated by market opportunities and entrepreneurial zeal, many institutions are operating as fictitious non-profit organisations and offering "degrees" that haven't been approved by Governmental authorities of Madhya Pradesh by taking advantage of the lax regulatory environment. These institutions have also developed sophisticated financial techniques to syphon off the "profits." Private universities that provide courses without affiliation or recognition have been targeted by regulatory agencies like the UGC and AICTE. Students from semi-rural and rural backgrounds frequently become victims of these institutions and universities.

- **Politics-** In Madhya Pradesh, higher education is a crucial concern. Government engagement is significant. Despite the absence of state support for the system, 15.5% of government spending is allocated to higher education. Additionally, a lot of well-known politicians either own universities or serve on their management boards. As a

result, the management of these institutions is under to significant political pressure. While some contend that caste-based quotas are important to address ongoing socioeconomic gaps, others view them as discriminatory toward members of upper castes. As a result, political involvement among students and academic staff is pervasive and ubiquitous.

3 THE LEADERSHIP RESPONSE

On the other hand, private universities have more influence over their course. Over the next 10 years, they can gain an edge over public institutions by utilising their existing position. To do this, they will need to set long-term goals for themselves and properly manage their cost and spending equations. They will need to establish scholarly credibility in an already chaotic market. I believe that in order to establish effective private universities in Madhya Pradesh, the following procedures are essential. The three Ps for creating private universities might be referred to as these. The development of an educational island of excellence depends on each of these three Ps.

1. **Passion:** The passion for inventing something fresh and original is the most crucial component in developing a strong private university. This is valid for in situ academic leadership as well as proprietors and promoters.
2. **Patience:** Have the fortitude to patiently wait for things to calm down over time. You should start anticipating a return on your investments after five years. Universities take a while to develop, thus expecting a return similar to that of a business is not realistic.
3. **Pockets:** Promoters must be financially secure and able to support the initiative for several years. By doing this, it will be ensured that the leadership and professors are more interested in promoting academic achievement than student recruiting.

Private universities in Madhya Pradesh have a bright future if these three elements can be implemented. These three elements were connected to what was required from the promoter's perspective. There are some facets of academic administration that are best left in the hands of individuals who understand how to advance universities.[4]

The academic culture of the university depends on its leadership. Therefore, it is essential to choose the best candidate for the position. In addition to being an academic, he must be able to lead a sizable group of individuals from many backgrounds toward a common goal and establish an academic culture that values excellence in both teaching and research. A long-term advantage of investing in quality professors is its importance. Above all, consider methods for assessing students' qualifications for admission to degree programmes not merely on the basis of their grades or test scores. When hiring academics, take steps to spot individuals with impressive backgrounds in research and publishing. Due to the declining research culture among teachers, this product will be hard to get on the market.

4 CONCLUSION

The academics, staff, and administration must cultivate a culture of trust. An institution with this degree of faith will be very student-centred, forward-thinking, and experimental in its methods. Administrators of private universities should be prepared to take on the challenge of providing their faculty with extensive training in both academic delivery and personal development. It is unfounded to worry that if we spend too much on faculty, they will leave.

We would have produced a group of excellent faculty members regardless of the private university where they would be employed. This, in my opinion, serves the academic community. These actions will help a lot in developing top-notch private institutions.

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