



## A STUDY OF OCCUPATIONAL PROBLEMS AMONG DEGREE COLLEGE TEACHERS IN NAVI MUMBAI

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### **Abstract**

*Education is one of the significant factors instrumental to the development of a country. It should be transformed to the needs of the time and changing scenario of the world. It provides an opportunity to critically reflect upon the social, economic, cultural, moral and spiritual issues facing degree college teachers. India needs more efficient and educated people to drive our economy forward.*

*This paper is mainly focused on occupational problems among degree college teachers in Navi Mumbai. The researcher has tried to find out the initiatives needed to be taken by the government and Ministry of Human Resource Development.*

*This paper aims to identify emerging issues and challenges in the field of higher education in Navi Mumbai. Finally the paper concludes here is need of plans requires solutions that combine, employers and employees need and how to satisfy expectations of from various stakeholders Students, Industry, Educational Institutions, Parents and Government.*

**Key Words:** *Higher Education, Occupational Stress, Issues And Challenges, Degree College Teacher.*

### **1.1 Introduction**

#### **Gurur Brahma**

Guru (teacher) is Lord Brahma, the Creator. Gurur Vishnu : Guru is Lord Vishnu, the Operator. Guru Saakshaat Parabrahma :: Guru is incarnation of Parabrahma ( the Brahman ). ... A teacher is given an equal status to that of the Tridev (Brahma , Vishnu and Shiva ).

Keeping in mind the above quotes today many Indian women and men are a part of teaching profession by choice and passion. Teachers are regarded as a strongest pillar of the society and mother of all occupations. A teacher is like a potter who delicately shapes our impressionable minds and molds into a vessel that defines our perceptions and ambitions.

Teaching is not easy, because a teacher has to go to the level of the student to teach and each student learns differently. Their needs differ from each other and so is their background. It is difficult to make every student enjoy learning! People join this profession because of good vacations, no pressure to perform, no accountability. Often, only those who do not get placed, opt for teaching profession.

But in today's higher education teachers are not only required to teach apart from it varied activities are also tied to their promotion, growth and survival in the institute in which they are employed.

### **1.2 Review of literature:**

Jenson E. Reiser, Susan L. Murphy, Christopher J. McCarthy. (2016)<sup>1</sup> The present paper reviews research on the sources and manifestations of stress among schoolteachers. Many possible sources of teacher stress have been identified, and some manifestations of stress are described.

Boone, Harry N., Jr.; Boone, Deborah A(2007)<sup>2</sup> The categories included administrative support, discipline, class preparations, time management, paperwork, facilities/equipment, community support, self-confidence, developing a course of instruction, budgets/funding, the reputation of the previous teacher, faculty relationships, undergraduate preparation, student motivation, guidance counselors, enrollment numbers, balancing school and home, university relations, special needs students, multi-teacher issues, image of agricultural education, financial rewards, and changes in FFA and agriculture.

Takbir Ali (2017)<sup>3</sup> In this study documented in detail teachers' voices about their working conditions, professional development needs and opportunities to cater to these needs. The study reported in this paper was conducted as part of a large-scale study that used mixed methods to assess teachers' professional development needs.

Lejandro Gonzalez, Michelle L. Peters, Amy Orange, Bettye Grigsby. (2017)<sup>4</sup> in this paper there is a national survey of 1,201 kindergarten through Grade-12 U.S. teachers focused on three related areas: (1) sources of teacher stress, (2) manifestations of stress, and (3) suggested coping strategies. The survey instrument was adapted from the Teacher Stress Inventory and the Coping Scale for Adults. Results indicated that teachers nationwide are highly stressed, with California



teachers at the top of the list. Differences in reported stress by socioeconomic class and suggested coping strategies are also discussed.

### **1.3 Objectives of the study**

The basic objectives of this paper are to focus on the following aspects:

1. To have an overview of occupational problems among degree college teachers in Navi Mumbai
2. To study various problems faced by degree college teachers in Navi Mumbai.
3. To suggest suitable changes, if required.

### **1.4 Rationale of the study**

Teachers are considered to be great source of nation building in this century so it becomes pertinent to look into the issues concerned with them.

### **1.5 Limitations of the study:**

1. This study is applicable to Navi Mumbai only.
2. This study is covering aided and unaided courses.

### **1.6 Scope for further Research:**

1. This study can be applied to places other than Navi Mumbai.
2. This study can be applied to other problems not covered in current study.

## **2. Research Methodology**

This includes research design adopted in the present study, area, scope and period covered under this study, samples and sample size and determinant procedures, sources of data collection.

### **2.1 Research Design Employed In the Present Study**

This study seeks to explore and investigate the responses of degree college professors of Navi Mumbai towards occupational hazards. For this purpose, a pilot survey was conducted and then questionnaire was utilized. The sample was drawn using the simple random sampling technique.

### **2.2 Area scope and period of the study**

The University caters to the student's spread across 7 districts of the Maharashtra state; namely Mumbai city, Mumbai's suburbs, Thane, Navi Mumbai, Raigad, Ratnagiri and Sindhudurg. Out of 7 districts, colleges in Navi Mumbai are selected as the study area.

### **2.3 Sources of data collection**

This study is based on both—primary and secondary data sources. These secondary data was collected through books, Journals, internet, websites, UGC, University, Government- reports.

#### **2.3.1 Collection of Data through Questionnaire**

The researcher had designed a comprehensive questionnaire, covering problems faced by the degree college teachers and try to assess the impact it among the degree college teachers. The questionnaire was divided into Academic problems, Educational Problems, Social problems, financial problems and health problems.

### **2.4 Sample and sample size of the study**

#### **2.4.1 Sample**

Degree college professors of Navi Mumbai are the sample of the study. There are 15 Colleges where there are more than 4000 teachers which is the Universe of the study. Navi Mumbai degree colleges under University of Mumbai are the study area and unique sample.

#### **2.4.2 Determining sample size**

Out of 4000 teachers Navi Mumbai degree colleges under University of Mumbai 150 teachers were selected as the sample respondents for the present study.



## Findings of the Study

### Academic Problems

1. Out of total 150 respondents 116 were Female teachers and 34 were Male teachers.
2. The main time was occupied in preparing for additional duties other than preparation for lectures in activities like NAAC preparation, CAS promotions, Committees, Academic Audit, ISO certification, Autonomy etc.
3. The teachers were burdened with lot of activities hence less time was left in devoting for self-reading, innovative learning and upgrading themselves.

### 1.2 Educational Problems

1. The teachers are having a state of stagnancy as they cannot get quality time to upgrade themselves on academic fronts.
2. The teachers are upgrading because of some compulsion which they are doing to fulfill compliances.
3. Research has taken a back seat and writings today are substandard.

### 1.3 Social Problems

1. Problems faced by Female professors were more intense as compared to male counterparts.
2. Today students are marks driven and so the teacher. Respect of the students towards teachers is also on declining trend.
3. The graduates churned out by our system are unemployable.

### 3.4 Financial Problems

1. Today teaching profession in terms of salary in most of the unaided institutions and self-financing courses is very pathetic.
2. Many of them have left the jobs and headed towards other better paid avenues.
3. Government has stopped giving grants to higher education institutions.

### 3.5 Health Problems

1. The Professors' main problem was identified as vocal exhaustion especially where the students were in large numbers.
2. The workload given is quite high hence it affects health and gives rise to diseases like hypertension, diabetes, heart issues, loosing voice etc.
3. No much time is left for exercise.

## 4. Suggestions

1. The Government and other Authorities concerned with higher education should try to change the current conditions and problems faced by the teaching fraternity.
2. More importance has to be given for empowering higher education teachers to promote their role as a facilitator for nation building.
3. The students' teachers' ratio needs to be balanced.
4. The teacher should be given more time to focus on academic development and hence it would percolate to the students' level.
5. The ultimate goal should be ushering some innovative practices for teachers to be acquired in new millennium as role of teachers would be of a transformer.
6. The financing of higher education has to be relooked.
7. More importance should be given to research, innovation and extension activities.
8. Insurance facilities should be introduced.
9. Better educational reforms would infuse new life into system which is getting outdated.

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