



Factors affecting the financial efficiency of college teachers

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Abstract

The Indian education sector is consistently growing. It began with teaching of traditional education of Indian religions, mathematics, and logic at Nalanda University in the fifth century CE to c. 1200 CE. The mentoring process continued till date. It was benefited to the development of our country and maintained reputation in literacy in India. In 1947 when British rule ended, the literacy ratio was 12%. After that India has changed socially, economically and globally. In 2011, the literacy ratio found 74%. It was the result of continuous efforts taken by government and teachers. The govt. of India tries to increase ratio of literacy by motivating teachers and students by using different techniques.

Keywords: Pupil-teacher ratio, GDP, enrolment, ESG

Introduction

The education sector is the sector which plays the important role in the development of our country. Education industry is the backbone of every country's development. The Indian government spends a lot of money on the education system. The government is spending near about 4% money on the educational expenses.

Table 1: Public Expenditure on Education

Year	Total expenditure on education by education & other department	Total expenditure on education by education & other department as % of GDP
2010-11	293478.23	4.05
2011-12	333930.38	3.82
2012-13	408421.71	4.10
2013-14	465142.80	4.13

(Rs. in Crores) ESG 2016

In India, to motivate teachers we need to concentrate on the problems faced by teacher and how we are able to motivate them in a proper way by using some techniques.

1. Work Environment

In the institute, teachers need proper work environment. If the institute does not provide them stress-free environment, then teachers are not able to teach students in a proper way. For that reason, the institute needs to provide them a proper classroom, library & internet access. There should not any kind of interference of management in academic activities of the college.

2. Financial Stability

To motivate the teachers, we need to provide them a proper remuneration. If the institute provides them an honorable pay and imparts them job security, the person is able to take more efforts in teaching. Because every teacher has responsibility of their family and he has to maintain their own lifestyle. For that reason, teachers deserve financial stability.

3. Family Support

In every job or business, we want to succeed. So we need family's moral support. If we don't have family support then we are not able to concentrate on teaching. Because in teaching field, the teachers need to keep themselves updated for that reason. We need to spend more time in reading and research. Teaching is the intellectual hard work. Teachers feel more tired mentally than that of physical work.

4. Physiological Needs

Teacher is also one of the elements of the society. They also expect some psychological needs like respect, rewards and right to take decisions. If the institute does not provide these things, teachers will not be satisfied in their jobs. That's why to motivate teachers, we need to be taken care of psychological needs.

5. Moral and Ethics

This is also an important thing which has more impact on teachers. Sometimes we need to encourage teachers by using different ways like seminar, conference, workshops, lectures and speech. It is beneficial to motivate teachers by touching their hearts. That also gives more results than other ways.

To motivate teachers, we also need to reduce their work load. It affects their performances also, so we have to study the following chart.

Table 2: Number of Teachers and the Pupil-Teacher Ratio (PTR) by the types of Institution 2014-15

Types Of Institutions	Number of Teachers	Pupil Teachers Ratio
Primary	2670396	24%
Upper Primary	2559796	17%
Secondary	1346888	27%
Senior Secondary	1984711	38%
Higher Education	1319295	24%

This chart shows the pupil-teacher ratio between faculty and students. If this ratio maintains the proper peroration, it's benefited for students' progress and also help full teachers to get motivated. The government and institute also try to maintain it.

Students Performance

In day-to-day life, it is also necessary to motivate the students for their individual benefit. Teachers need to take extra efforts to motivate students by using different methods. It depends on teacher which methods they use. Teachers, parents and their friends play important roles for motivating students.

It includes some of following factors:

1. Career Guidance

Teachers need to guide students about their future career and show them a larger scope of career. It's also teachers' job to show them diverse career paths.

2. Finds Out Strength and Weakness

Every student has some strengths and some weaknesses. We have to find out their weaknesses and try to convert them into their strength. It includes communication skills, personality development etc.

Now, we will see the last five academic years chart that shows the no. of students got enrolled in different streams.

Table 3: Student Enrolment

Year	Ph.D	M.Phil	Post Graduation	Graduation
2011-12	81430	34154	3367190	23174950
2012-13	95425	30374	3448151	23890309
2013-14	107890	31380	3822219	25500325
2014-15	117301	33371	3853438	27172346
2015-16	126451	42523	3917156	27420450

All India Survey on Higher Education (AISHE) 2015-16

Conclusion

In this article, we discussed about the motivational factors affect the teachers and students. The teachers' training programs required to prepare for motivating the teachers which will develop teachers' thinking. So, they will take more efforts in teaching, upgrading themselves and adopting new teaching techniques. Also, we need to motivate students continually to develop their personality.

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