



BUREAUCRACY AND EDUCATION POLICY MAKING: STAKEHOLDERS PERSPECTIVE

Shabir Ahmad Bhat , Ph.D.

Assistant professor, School of Education and Behavioural Sciences, University of Kashmir

Abstract

Bureaucracy or the Civil Service constitutes the permanent and professional part of the executive organ of government. It is the non-political or politically neutral, permanent, and professionally trained civil service KK Ghai (2016). It runs the administration of the state according to the policies and laws of the government political executive. Upon the qualities and efficiency of bureaucracy depends the quality and efficiency of the state administration. It, however, works under the leadership and control of the Political Executive. A specific decision or set of decisions designed to carry out such a course of action. A government's course of action is usually called a policy. While policy is a blanket term for almost anything that the government may do, there are different types of government policies. Regardless of the type of policy, all affect the people that the government was created to help protect and serve. The Government of India's nation-wide sub-program under the Sarva Shiksha Abhiyan (SSA) called "Padhe Bharat Badhe Bharat" which has been planned in a twin track approach: - (i) to improve language development by creating an enduring interest in reading and writing with comprehension; and (ii) to create a natural and positive interest in mathematics related to their physical and social world. This study is based on how the bureaucracy has helped the education system in helping the SSA to be the main part of education system in the J&K. For this study the methodology adopted is descriptive analysis and the results are concluding with the problems faced by these SSA employees and teachers.

Key words: *SSA, Education , Bureaucracy, Descriptive Analysis*



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INTRODUCTION AND BACKGROUND OF THE STUDY

The Bureaucracy constitutes the educated and professionals which guides the political executive in carrying out its functions. The members for the civil service are recruited with the competitive examinations for which some minimum educational qualifications are required. Special training is given to them before their appointments. orientation and refresher courses are required to attend during the course of their service. According to KK Ghai article 2016, Bureaucracy or Civil Service plays a vital role in managing the Public administration by performing these functions:

1. Implementation of Governmental Policies and Laws:

It is the responsibility of the bureaucracy to carry out and implement the policies of the government. Good policies and laws can really serve their objectives only when these are efficiently implemented by the civil servants.

2. Role in Policy-Formulation:

Though the policy-making is the function of the political executive the bureaucracy plays an active role in the making of policies. Civil Servants supply the data needed by the political executive for the formulation of the policies. In fact, Civil servants formulate a number of alternative policies and describe the merits and demerits of each. The Political Executive then selects and adopts one such policy alternative as the governmental policy.

3. Running of Administration:

To run the day to day administration in accordance with the policies, laws, rules, regulations and decisions of the government is also the key responsibility of the Bureaucracy. The political executive simply exercises guiding, controlling and supervising functions.

4. Advisory Function:

One of the important functions of the Bureaucracy is to advise the political executive. The ministers receive all the information and advice regarding the functioning of their respective departments from the civil servants. As amateurs, the ministers have little knowledge about the functions of their departments. They, therefore, depend upon the advice of bureaucracy. As qualified, experienced and expert civil servants working in all government departments, they provide expert and professional advice and information to the ministers.

5. Role in Legislative Work:

The civil servants play an important but indirect role in law-making. They draft the bills which the ministers submit to the legislature for law-making. The ministers provide all the information asked for by the legislature by taking the help of the civil servants.

6. Semi-judicial Work:

The emergence of the system of administrative justice, under which several types of the cases and disputes are decided by the executive, has further been a source of increased semi-judicial work of the bureaucracy. The disputes involving the grant of permits, licenses, tax concessions, quotas etc. are now settled by the civil servants.

7. Collection of Taxes and Disbursement of Financial Benefits:

The civil servants play a vitally important role in financial administration. They advise the political executive in respect of all financial planning, tax-structure, tax-administration and the like. They collect taxes and settle disputes involving recovery of taxes. They play a vital role in preparing the budget and taxation proposals. They carry out the function of granting of legally sanctioned financial benefits, tax reliefs, subsidies and other concessions to the people.

The Yammie S. Palao (2017) in his paper has discussed that a definite course or method of action selected (by government, institution, group or individual) from among alternatives and in the light of given conditions to guide and, usually, to determine present and future decisions.

A specific decision or set of decisions designed to carry out such a course of action.

A government's course of action is usually called a policy. While policy is a blanket term for almost anything that the government may do, there are different types of government policies. Regardless of the type of policy, all affect the people that the government was created to help protect and serve.

A policy is a deliberate system of principles to guide decisions and achieve rational outcomes. A policy is a statement of intent, and is implemented as a procedure or protocol. Policies are generally adopted by the board of directors or senior governance body within an organization, where procedures or protocols are developed and adopted by senior executive officers. Policies can assist in both subjective and objective decision making.

The Sarva Shiksha Abhiyan(SSA) was conceived as a Centrally sponsored scheme at the end of the Ninth Five Year Plan (1997-2002) to improve the educational status in the country through interventions designed to improve accessibility, reduce gender and social gaps and improve the quality of learning. The SSA laid down a framework for achieving the goals of universal enrolment through time bound targets and was conceived in a mission mode. The objectives of Sarva Shiksha Abhiyan were: All children in school, Education Guarantee Centre, Alternate School, 'Back-to-School' camp by 2003; extended to 2005. Bridge all gender and social category gaps at primary stage by 2007 and at elementary education level by 2010. Universal retention by 2010.

Focus on elementary education of satisfactory quality with emphasis on education for life. Sarva Shiksha Abhiyan (SSA) programme aimed at Universal Elementary Education was

launched in January 2001 to provide useful and relevant education for all children in the age group of 6-14 years by 2010. It is an attempt to provide an opportunity for improving human capabilities to all children, with special focus on bridging social, regional and gender gaps, through the active participation of the community in the management of schools.

OBJECTIVES OF THE STUDY

- 1) To know about the SSA scheme through reviewing the literature.
- 2) To know about the problems faced by the SSA stakeholders like Re.T teachers

RESEARCH METHODOLOGY

Research Design: The present study has adopted the *Mixed Approach Research*. As per the objective point of view, it is exploratory cum descriptive research. The researcher tries to explore the existing literature, in order to know the variables/dimensions which are having association or relationship with the particular research. Under descriptive research, it describe the whole problem in terms of concepts, variables, dimensions, constructs, sub-constructs and relationship between the variables

Data Collection: Data was collected from both primary as well as the secondary sources as per the need of the study. A self-administered questionnaire was distributed to the ReT teachers asking their response based on the Likerts-5-Point Scale in which perception towards SSA scheme launched by the Govt and the problems faced by these teachers. In many cases the respondents were verbally encouraged to participate. In total 118 questionnaires were distributed out of which only 108 were filled by the respondents. 6 Questionnaires were partially filled and 4 were returned unfilled.

Primary Data

Present study is primarily based on primary data which is collected from the target population like ReT teachers and professionals who are working in the academics and the data is collected from these respondents through a self structured questionnaires.

Secondary Data

Secondary data collected from various international as well as the national journals and also obtained by reviewing the articles published in journals of National and International repute, on the internet and various business magazines and also the information is collected from the state and national bodies.

Sample Design

Sample Element: Both the Genders.

Sample Unit: ReT Teachers

Sampling Extent: Kashmir Division, Jammu and Kashmir

Sampling Technique: This study used a convenience sampling procedure

DATA ANALYSIS AND RESULTS

The literature scanning and secondary data enlightens that the SSA scheme is being launched in the state to have following benefits to stakeholders of the society:

- 1) SSA is implemented in the state of Jammu and Kashmir with an intention to universalize elementary and primary education in the state.
- 2) Its main emphasis is on the enrollment retention; enhance the gender based education in terms of increasing both gender enrolments in order to equalize it and enhancement of learning levels of children.
- 3) The SSA scheme facilitates the education sector by providing the drinking water facility in the schools.

To analyze the perception of ReT teachers with regard to SSA scheme and the problems faced by the teachers, the analysis took through the Descriptive analysis i.e. through mean and standard deviation. Likert's-5- point scale was used which enumerates the perception from Strongly Disagree to Strongly Agree.

S No	Questions/ Variables	Mean	Standard Deviation
1	Do you feel that the SSA Scheme helped the society in getting students enrolment to some higher level	3.2	0.02
2	Do you feel that it has helped the poor to get attracted towards education	4.1	0.04
3	Do You feel that the teachers have been benefited by this scheme through vast awareness	2.2	0.3
4	Do you think that the teachers under SSA are always under depression due to non timely disbursement of their salaries	4.3	0.1
5	Do you think that the students enrolled under SSA Scheme has gained mass after launch of it	3.5	0.5
6	Do you feel that the SSA has proper planning scheme in its implementation	3.3	0.6
7	The SSA scheme is under direct control of state administration and bureaucracy has helped this scheme to success and the	4.2	0.7

	teachers are taken into care of.		
8	Do you feel that bureaucracy plays a good role in implementation of SSA scheme	2.1	0.3
09	Do you feel that the teachers under ReT scheme needs high level of training	4.1	0.4

The results of Table reveals that Variable 2 and 7 are professed to be superior compared to other constructs like teacher awareness. Additionally, the majority of respondents tended to be positive (mean = 3.81) towards salary issues of teachers "which illustrates that there is dire need of developing the mechanism for the teachers in SSA scheme for the right time disbursement of their salaries which will enhance their morale and motivation towards their profession. The fact that the majority of respondents in the present research are with this perception that the government is not able to properly track the SSA and its components effectively otherwise the scheme was launched with an intention to create the awareness and enhance the enrolment ratio in the schools.

The study about the perception of the ReT teachers about the launch of scheme indicates that motivation plays a paramount role in teachers job satisfaction, but on the other hand the Govts perception indicates that there is a need of training to the teachers for effective delivery in the education system.

CONCLUSION

The data analysis explains that the if the training is put into the practice it will definitely lead to teachers development and the timely salary disbursement will also act as a tool towards motivation of the employees in which the bureaucracy plays an important role. As per the literature for this study and data analysis the bureaucracy has always tried to implement the SSA scheme of education through the policy of education which has taken a bad shape by not been able to disburse the salary of recruits and in addition to this the bureaucracy has started creating doubt on the capabilities of the SSA teachers which in turn has created havoc across the valley .

In some cases, these images are based on inaccurate information or widespread stereotypes recurrently reinforced by the media and the entertainment industry. The results of this study, for the same problem suggests that the destination bureaucracy should first of all try to address the needs of these Ret Teachers while making any policy for the education sector and should go for the training of these teachers.

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