



A COMPARATIVE STUDY ON MANAGEMENT PRACTICES AT SCHOOL AND COLLEGE LEVEL INSTITUTIONS IN PRIVATE SECTOR

Pankhuri Saxena, Ph.D. & Karun Mehta

*Asstt. Prof. Tantia University, Sri Ganganagar
Research Scholar, Tantia University, Sri Ganganagar*

Paper Received On: 25 APR 2022

Peer Reviewed On: 30 APR 2022

Published On: 1 MAY 2022



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Introduction:

Education plays a vital role in one's lifeline. Education plays a central role in chronology of development. George Washington Carver defined "Education as the key to unlock the golden door of freedom". The main purpose of education is the integral development of a person. Education can contribute to the betterment of society as a whole. It develops a society in which people know their rights and duties. These days' management practices have been implemented in almost each and every field. In this study comparative study on management practices in education institutions in private sector has been carried out. Management Practices are helpful in improving efficiency and effectiveness of an institute. These practices can change an organization's functioning. In this study we have conducted a comparative study on management practices at school and college level institutions in private sector. There are many education institutes in the state of Haryana but there are hardly many schools and colleges implementing management practices. School management practices have massive implications for both school access and quality, ultimately impacting student learning. Following problems have seen in education institutions:

- Most of the educations institutions have hardly vision and mission of their institution.
- Schools have less knowledge of management practices than colleges.
- These practices can help to consult other institute's stakeholders, including teachers and parents, to ensure they are making informed decisions?

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- Effectively manage their annual school budget to ensure they can cover all costs and keep the school open.
- Proactively market their institution to continue offering enrolment opportunities for new students
- It helps to retain their students throughout to upper most level of an institute
- Performance Management can be either made at the both level of education institutes.
- For smooth running of institute, both schools and colleges have a structure and planning for academic and non-academic practices

Review of Literature

Higher Education Standards Panel , (2017) studied *“improving retention, completion and success in higher education”*

Abdul Qayyum Ch., Syeda Mahnaz Hassan, Aneela Sheikh, & Mustafa, N. (2015) studied *“comparative study of teaching effectiveness of trained and untrained teachers at school level*

Anand, (2017) Studied *“role of young private sector in India higher education”*

Dangara,U. (2016) studied *“educational resources: an integral component for effective school administration”*

Dash, M. K. (2011). Studied *“management education in India: trends, issues and implications”*

David Watson, (2000) studied *“managing universities and colleges: guides to good practice”*

Everard, K. B., Morris, G., & Wilson, I. (2004) studied *“effective school management”*

Ficci & Ernst & Young, (2011) studied *“private sector participation in Indian higher education”*

Wörz-Busekros, (1977) studied *“assessment of higher education learning outcomes”*

(Mushtaq, 2011) studied *"analysis of management structures of private sector schools in punjab"*

(Ali, n.d.) studied *"Comparison of Management Practices in Public and Private Universities in Khyber Pakhtunkhwa"*

(Everard, Morris, & Wilson, 2004) studied *"Effective School Management"*

(Directorate of State Education Research and Training, 2012) studied *"Planning, Organization & Management of School/Classroom Processes"*

(Rubab, n.d.) studied "*comparative study of the quality of education in public and private secondary schools*"

(Silman & Simsek, 2009) studied "*A comparative case study on school management practices in two schools in the United States and Turkey*"

Aims and objectives of the study

1. To study the management practices at School level educational institutions in Private Sector.
2. To study the management practices at College level educational institutions in Private Sector.
3. To study the impact of management practices at School level educational institutions in Private Sector.
4. To study the impact of management practices at College level educational institutions in Private Sector.

Population, Sample and Data Analysis

Sample: A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample.

- **Population:** Research is carried in 6 districts of Haryana. The districts are as Sirsa, Hisar, Bhiwani, Fatehabad, Jind and Ambala.
- **Sampling Technique:** Simple Random Sampling
- **Contact method:** Personal interview, Questionnaire in person or by email, A google docs link is shared to get responses.
- **Sample size:** Total sample size is 150 out of which we have taken 100 schools and 50 colleges.
- **Data Collection Method** – Survey method with closed ended questionnaire and technique use is interview Method.
- **Questionnaire:** A questionnaire with both open and closed ended questions is made. It is divided into two sections. Section A is closed ended with Yes or No response whereas Section B is on likert scale 1. Strongly Agree 2. Strongly Disagree 3. Neutral 4. Disagree 5. Strongly Disagree

- **Occupations or status of respondent:** Respondents can be principal/ headmaster or person from school or college management

Correlation Table

			Managerial practices guidelines available	Disciplinary committee exists	Guidance and Counseling committee exists	Vacancies for staff are advertised as per rules of affiliating body	The quality education imparted is reflected in the results of students
1.	Managerial practices guidelines available	Pearson Correlation	1	.950**	.941**	.975**	.947**
		Sig.(2-tailed)		0.000	0.000	0.000	0.000
		N	150	150	150	150	150
2.	Disciplinary committee exists	Pearson Correlation	.950**	1	.921**	.939**	.959**
		Sig.(2-tailed)	0.000		0.000	0.000	0.000
		N	150	150	150	150	150
3.	Guidance and Counseling committee exists	Pearson Correlation	.941**	.921**	1	.939**	.939**
		Sig.(2-tailed)	0.000	0.000		0.000	0.000
		N	150	150	150	150	150
4.	Vacancies for staff are advertised as per rules of affiliating body	Pearson Correlation	.975**	.939**	.939**	1	.943**
		Sig.(2-tailed)	0.000	0.000	0.000		0.000
		N	150	150	150	150	150
5.	The quality education imparted is reflected in the results of students	Pearson Correlation	.947**	.959**	.939**	.943**	1
		Sig.(2-tailed)	0.000	0.000	0.000	0.000	
		N	150	150	150	150	150

****Correlation is significant at the 0.01 level (2-tailed).**

- It was also revealed from the study that availability of guidelines for managerial practices positively correlated with formation and execution of disciplinary and guidance and counseling committees and recruitment with norms and quality of education.
- Quality of education is also positively correlated with existence of disciplinary and guidance and counseling committees and managerial practice guidelines.

Findings:

1. Administration related findings

In the study it was found that About 82% of schools and 56% of colleges have a defined vision and mission for Institution and 87% of schools and 78% of colleges have set their objectives / goals for the future development but only 58% of schools and 66% of colleges had construct or develop a planning and development body in the institute.

2. Sustainability and expansion related findings

It was also found in the study that For efficient and sustain development of institutes only 36% of schools and 56% of colleges have human resource department where as 52% of schools and 56% of colleges have adopted marketing strategies and they had developed a separate department for these activities.

3. Modern Practices related Findings

To compete the global market and modern working conditions 52% of schools and 88% of colleges have adopted IT practices in working of institute.

4. Community representation related practices

As we know that a institute is most important representative of society in terms of reflecting the philosophy of society and helps in attaining the goals of society, hence community representation play a important role in institutions

- It was found that 63% of schools and 44% of colleges have community representatives in their institutes and they also included them in their different bodies too.
- For this 56% of schools and 46% of colleges regularly invite community members regularly in their institutes moreover 76% of schools and 68% of colleges conduct annual

meeting regarding discussions and working, function and future suggestions to the institute respectively.

- Institute also got various favours and contributions from community members for wellbeing of institute. The percentage of this is 54% and 46% for school and college respectively.

5. Academic Practices related Findings

As we know that in an institute teacher is the key element and he/she have to deal with different Academic and co-curricular activities. for a effective and efficient academic performance various practices like micro planning, daily performance record, versatility of teaching methodology and motivational sessions must be performed in an institute.

- In the study it was found that 81% of schools and 76% of colleges have a defined micro planning of academic activities in their institutes and teacher also maintain the subject diary for classes the ratio of this is 88% and 84% for school and college respectively.
- It was also interpreted that 59% of schools and 38% of colleges have freedom in developing teaching methodology which is quite low in case of colleges but colleges have better motivational statues for teachers and students than school the ratio of these are 51 % and 68 % for school and college respectively.

6. Holistic development related findings

- It is also found that 56% schools and 76% colleges conduct various co-curricular and extracurricular activities at Institution for holistic development of students. Here colleges pay more attention than schools.
- It is also found that both schools and colleges are less interested in conducting Various activities like Institution day, anniversary, annual day etc.
- In the study it is also found that both schools and colleges have lack of interest in hosting NCC/NSS or scout units, here percentage of hosting such activity in an institute is 38% of schools and 46 % colleges, both are less than 50% in numbers. Moreover participation in competitions are promoted in 56% of schools and 58 % in colleges which is an average number.

7. Facility Related Findings

- It was also revealed from the study that 44 % of Schools and 82 % of colleges have well managed library facility in the institute which is very good in case of colleges. Where as about

half of the schools and colleges provide recreation facility to staff of the institute

8. Consequence related Findings

- It was also revealed from the study that 75% of schools are quite satisfied with implementation of management practices in the institute and satisfied with its outcomes also but in case of colleges only half of colleges are satisfied with management practices adopted by them as they found a lag between the expectations and outcomes.

Conclusion

- As we know that educational institutes are reformers of society and nation, so it is very important for an institute having a clear vision and objective. In this study, we found that most of the schools and half of the colleges have clear vision of objectives, goals of development, but c. Institutes are also adopting technology for smooth running of institute and reach to society. Colleges are more active in such practices.

- As institutes are part of society and they are in process of prepare pupils for society these institutes involve the social repetitive in institutes with regular meeting and discussions, half of the institutes also got favor and contributions from society. In this inclusion process percentage of schools are higher than colleges.

- For smooth running of institute, both schools and colleges have a structure and planning for academic and non-academic practices, which is more than 75% in both cases. i.e. school and college. Though school provide more freedom to faculty for developing and innovations in academic practices but college provide batter motivational statuary for development.

- It was also found that colleges focus 50% more in holistic development than schools by conducting co-curricular activities, but these activities are not enriched with national and international collaborative activities. i.e., annual days and anniversary. Moreover, both type of institutes has lack of interest in youth welfare activities like NSS, NCC and Scouting.

- As faculty is the key element of an institute, so there must be a regular update/ refresher course. in this study we found that colleges are more aware about faculty development programs and also support the staff for attending such development programs.

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