

Challenges Faced by the HEI to Upgrade to Standards of NAAC

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Abstract

Higher education institutions in India are among the largest education system in the world with the explosive expansion about the technology, connectivity increasing, students socializing, there arises numerous challenges for faculty to upgrade to NAAC standards. The present paper deals with various challenges faced by HEI with respect to faculty. The paper revolves on various perspectives of faculty students, Alumni, and parents the four stakeholders of HEI.

INTRODUCTION

Benefits of Accreditation

- Objective data for performance funding
- Institutions to initiate innovative and modern methods of pedagogy
- New sense of direction and identity Institution to know its strengths, weaknesses, and opportunities through an informed review process
- Identification of internal areas of planning and resource allocation
- Collegiality on the campus
- Funding agencies look for formation on the quality of education offered to the prospective recruits
- Intra and inter-institutional interactions
- The society look for reliable information on quality education offered higher education institutions 2011 Census, about 8.15% (68 millions) of Indians are graduates, with Union Territories of Chandigarh and Delhi topping the list with 24.65% and 22.56% of their population being graduates respectively.[4] Indian higher education system has expanded at a fast pace by adding nearly 20,000 colleges and more than 8 million students in a decade from 2000–01 to 2010–11.[5] As of 2016, India has 799 universities, with a break up of 44 central universities, 540 state universities, 122 deemed universities, 90 private universities, 5 institutions established and functioning under the State Act, and 75 Institutes of National Importance which include AIIMS, IITs, IEST and NITs among others. [1]Other institutions include 39,071 colleges as Government Degree Colleges and Private Degree Colleges, including 1800 exclusive women's colleges, functioning under these universities and institutions Undergraduate colleges
- India, hailed as having the world's second largest higher education system, has more than 550 institutions and universities along with 16,000 other colleges offering undergraduate degrees in various academic disciplines. as reported by the

UGC in 2016.[6] Colleges may be Autonomous, i.e. empowered to examine their own degrees Employers look for reliable info

As per the latest, up to PhD level in some cases, or non-autonomous, in which case their examinations are under the supervision of the university to which they are affiliated; in either case, than the college however, degrees are awarded in the name of the university are increasing by around 15% every year.

Within the 20-million student community in India, approximately 85% are undergraduates with enrolments Dr. Nagataihalli Chandrashekar viewed that due to lack of uniformity in higher education the disparities have been developed. HEI's (Higher Educational Institutions) should come forward to enhance the quality in education so as to reach the goals and objectives of higher education in India.

Challenges from HEI

Higher Education Institutions are classified into urban and rural. About 2 lakh students enrol for higher education abroad. With 700 universities and more than 35,000 affiliated colleges enrolling more than 20 million students, Indian higher education is a large and complex system. The structure of degree-granting institutions is cumbersome primarily due to "affiliation" and funding sources

Challenge for training and development

A Lion bridge survey of T&D executives identified the top 5 training and development challenges in corporate learning. Here are the issues and tips for addressing them:

1. Improving learning effectiveness

"Quality is defined by what participants learn and can do after training," notes Ann Gretter, CEO of HEI, a training company in the Washington, DC, area. "Selecting or developing training that is closely aligned with improvement of job performance is crucial to realizing a return on training investment, and a cost-effective training delivery medium that works well for the target audience is equally important." Doing both requires some up-front analysis:

- Articulate learning outcomes you want participants to realize
- Understand the context in which the trainee will perform
- Recommend a delivery method—classroom, web-conference, web-based, simulation, etc.— that best accomplishes the desired learning outcomes

2. Expanding library of content and training programs

Changing skill requirements and new delivery methods can make it difficult to keep up with demand for corporate learning assets. That's why Gretter suggests having an educated instructional systems designer on your team or at your service. A qualified ISD

can procure existing or develop new content and training programs to keep your global workforce primed for maximum performance. “The instructional designer is as important to the development of good training as your subject matter expert,”

3. Delivering consistent service across a global organization

“Analysis of the target audience, the nature of the training content, and whether the training is focused on knowing or doing are some of the criteria to consider when selecting training for a global workforce,” Gretter notes. This ensures that the content is correctly translated and that concepts are appropriately captured regardless of language and cultural differences. Localized web-based or web conference training is the best medium to reach a geographically dispersed target audience.

4. Reducing development cycle times

Getting new programs up and running quickly doesn't have to be so hard. Select a professional translation company with capabilities for quick and easy file exchange, a reputation for predictable and fast delivery, and an established process for change orders. Work with them to develop internal practices so you can create a workflow that improves velocity. According to our poll, T&D managers identify potential vendors through direct contact (59%), industry associations (41.3%), industry-specific social networks and communities (34.5%) and trade shows and conferences (34.2%).

5. Increasing product knowledge amongst employees

If employees don't understand how to use training use tools that they are already comfortable with to develop training,” Greater counseling's, “For example, for several of our clients, that tool is PowerPoint. So we ensure that the training development tool is compatible with PowerPoint.” Speaking of familiarity, don't overlook the value of making learning content available on mobile devices. For new products and technology, be sure to walk employees through the process of signing in, using, and signing out.

Challenges from various stakeholders

- As a under graduate college caters to youth. In a college there exist a mixed type of students, youth. However we find that the age 18 to 20, Youth are yet to focus and set their goals.
- Skill sets introduction into the curriculum.

225 million youth, or 20% of all youth in the developing world, are idle without skillsets. Worldwide, 10.6% of young people² are non-literate, lacking basic numerical and reading skills, and as such lack the means to be able to sustain a living through full and decent employment

- Semester system

The days 90 working days module, limiting hours ,portion completion pressure among the faculty poses a huge limitation among the teaching staff, apart from this conduction of internal exam and valuation too to be balanced.

- Faculty competence

The submission of NAAC defiantly requires a dedicated faculty ,with motivation to carry on the assessment. The sense of responsibility and owning are the qualities required.

- Limitations of infrastructure
- Infrastructure forms the basis of modern functioning in science, technology, industry, culture and media. It facilitates processes to take the form of blooming heights and rise up the ladder of advancement with dexterity and skill. Infrastructure in colleges forms an integral part in the socio-economic fabric of the country. For, good infrastructural facilities inside colleges get embalmed in the educational training of the students. These very students contribute to the production process in future, with all that they have picked up during the learning period. So, the need of the hour is state-of-the-art infrastructure in the various applied fields.
- Community work

For many people, volunteering seems like a waste of time. While it seems like something nice to do for the community, it can be hard to fit volunteering into a student's schedule. While students volunteered at a rate of 31.2 percent in 2004, this number dropped to 26.1 percent by 2010. While most students are not volunteering today, they are missing out on professional, personal and health benefits.

Community work enhances the personality, boosts your resume.it also creates network.

CONCLUSION

However NAAC norms have lots of positive points to share, it acts like a yardstick for uplifting the standard of college. A college which follows the standards of NAAC sees a SEA change in the academics and finds the college moving towards lively atmosphere. The stakeholder's satisfaction also zooms up here. Students participation improves geometrically, college becomes LIVELY.....

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