Role Of Higher Education In Human Resources Development

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Abstract
Education is an integral part of life. Development and education are the two sides of a coin and education facilitates development at every stage of life. The essence of human resource development is education, which plays a significant role in balancing the socio-economic fabric of the Country. Higher education has a key role in the development of any nation. This Chapter focuses on the role of higher education in human resource development. It contains the purpose and function of HRD, definition of human development index with global position of India in respect to human development and role of HRD in higher education focusing the human resource development of students, teachers and non-teaching staffs in higher education institutions. The aim of HRD is to improve the performance of the employees. Thus, the purpose of HRD is to enhance learning, human potential and high performance in work-related systems and contribute to sustainable human development. In other words, the purpose of HRD is to provide opportunities for improving skills with the aim of efficient utilization of human resource in order to meet organizational objectives. There are three main areas of human resource development, human resource management, quality improvement and career development. Manpower planning, proper selection of personnel, motivating, training, updating human skills, appraisal of performance, and caring for their welfare are all considered as important aspects of HRD. Education helps to improve all aspect of human life and make the person of resources of country.

INTRODUCTION
Education is an integral part of life, it facilitates learning and acquisition of knowledge and transfer of same from one generation to another.
Education enriches people’s understanding of themselves and of the world, raises their productivity and creativity and thus facilitates various types of development. Thus, development and education are the two sides of a coin and education facilitates development at every stage of life. There are four stages of education. Primary Education, Secondary Education and Higher or Tertiary Education. All stages of education are very crucial in human life but higher education specifically plays a very important role in human development. As per the word bank (2000), 'Higher education simultaneously improves individual’s lives and enriches wider society. Investing in higher education is good for the economy and society’. Higher education performs vital functions as generator of new knowledge. Universities and colleges are the main medium of providing higher education, Marmar Mukhopadhyay (2016) provided a unique concept of the role of the universities in the knowledge based economy, he portrayed university as the melting pot of fresh ideas and innovation remains unchanged. Higher education or a university is a knowledge enterprise; one that not only dispenses knowledge, but also creates, archives and disseminates knowledge. Mitra and Mandke (2003) proposed this knowledge enterprise concept as the ‘theory of higher education’. The essence of human resource development is education, which plays a significant role in balancing the socio-economic fabric of the country. Higher education has a key role in the development of any nation. The success of higher education institutions revolves around the quality of the research, faculty and staff of the organizations, as well as their ability to raise funds for the institution and deliver a quality education to students. The higher education institutions are labour intensive organizations and they depend on people for the delivery of their services. Teachers’ quality plays a vital role in ensuring optimum human resource development. The quality of the staff in institutions of higher education is central to their effectiveness, in the same way that it is to all people-centered organizations. India’s higher education sector is rapidly growing because of commercialization. The Government of India has Ministry of Human Resource Development for the exclusive development of human resource. The Ministry of Human Resource
Development has been implementing various programmes in various sectors including Higher Education for the task of human resource development.

**Purpose Of Human Resource Development (HRD)**

Human resource development is set of planned and systematic activities designed by an organization to provide opportunities to its members to develop skills which are necessary for the present and future job requirements. The process of HRD involves the development of expertise in the employees through organizational development and training & development. The aim of HRD is to improve the performance of the employees. Thus, the purpose of HRD is to enhance learning, human potential and high performance in work-related systems and contribute to sustainable human development. In other words, the purpose of HRD is to provide opportunities for improving skills with the aim of efficient utilization of human resource in order to meet organizational objectives. There are three main areas of human resource development, human resource management, quality improvement and career development. Manpower planning, proper selection of personnel, motivating, training, updating human skills, appraisal of performance, and caring for their welfare are all considered as important aspects of HRD. Education helps to improve all aspect of human life and make the person of resources of country.

**Relationship between literacy rate and human development index:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Human Index Value</th>
<th>Position Of India In HDI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>0.519</td>
<td>119</td>
</tr>
<tr>
<td>2011</td>
<td>0.547</td>
<td>134</td>
</tr>
<tr>
<td>2012</td>
<td>0.554</td>
<td>136</td>
</tr>
<tr>
<td>2013</td>
<td>0.586</td>
<td>135</td>
</tr>
<tr>
<td>2014</td>
<td>0.609</td>
<td>130</td>
</tr>
<tr>
<td>2015</td>
<td>0.624</td>
<td>131</td>
</tr>
</tbody>
</table>

Sources: UNDP REPORTS OF ALL YEAR
“Human development is development of people through building human capabilities. HDI is a complete index, focusing on three dimensions of human development, to lead long and healthy life, measured by life expectancy at birth and ability of acquire knowledge.”(UNDPReport 2015).

The Human Development index is a measure of economic development and economic welfare of any society and nation. Education is an integral component of Human Development Index and is directly proportional to the index and thus development at large. A country which attains high rate of literacy, can only attain high rank in human development index. Educated people achieve their task more effectively and they can contribute in economic growth too. Knowledge based economy and the information society are the basis of the future development. Thus, higher education is widely recognized as a key national asset towards development. Human resources are the only resources which can be developed with systematic efforts and activities. Education and especially higher education is one such active process which can convert a population in to human resources for the society. With the help of higher education, we can develop following qualities in human beings and these qualities can convert them into useful resources.: 

- **Knowledge:** Every aspect of life requires two type of knowledge one is general knowledge and second is specific knowledge regarding one’s domain of career. General knowledge is information regarding one’s surroundings including right from the neighborhood to state, nation and world at large. Every child while growing up attains this general knowledge through his or her interactions with the surroundings and through primary and secondary education. Attaining general knowledge is a continuous process which keep going with time and broadening of interactions and surroundings. Higher Education also plays a very important contribution in developing this general knowledge of any student. Second type of knowledge, i.e. specific knowledge or expertise is specifically developed and imparted by higher education. Higher education provides the individual choice to select his/her area of interest,
choose the related subject and provides specialization in that subject so as to provide the specific knowledge regarding that subject. Through this specific knowledge that higher education provides, the student actually gets to understand the subject and get expertise in that and uses this knowledge in the work environment. The various streams like biotechnology, engineering, medical, finance, accounting etc. are examples of such specific subject based stream options that higher education offers the student to choose from and attain knowledge regarding to it, become experts in the respective fields and contribute to the society.

- **Skills:** Higher education imparts various general and specific skills in students. It plays an irreplaceable role in this process of developing specific skills in the students. Broadly below are the two categories of skills that higher education develops in students:

  1. **Soft Skills:** Soft skills are personal attributes that enable a person to interact effectively with other people. They are a combination of people skills, social skills, communication, attitude, career attributes etc. These include the ability to adapt to the changing environment and the will to learn through experiences. Soft skills play a vital role across multiple disciplines and careers. It becomes important for the students to develop these before entering the work force. Higher education plays a very important role in developing these required skills in the students. The key soft skills that are developed by higher education and are required at work place are:

    - **Communication and interpersonal skills:** As an individual grows interaction with his surroundings becomes very important, specially the work environment these days are very dynamic and demands for individuals with polished interactive skills who can effectively carry on a communication, ask required questions, develop relationships and listens actively and carefully. Higher education provides the student a platform wherein the student gets a chance to interact with other students, professors, alumni etc. and learn the requirements of external environment and develop the required skills.
Collaboration: Higher education teaches the students to work in groups on various studies and projects assigned and function efficiently there. Also through these projects and assessments of these projects higher education teaches the student to understand and accept various ideas and accept constructive criticism when working with others. Various extracurricular activities which are an integral part of higher education teaches students participation and team work, which becomes very important in work environment later on.

Problem Solving: With time, the student faces various unexpected challenges and problems in both personal and professional life and may receive no aid in solving them, thus they should develop skills to solve these problems on their own. The kind of experiential learning that higher education provides through projects, internships, group activities etc; provides students with unfamiliar situations and obstacles and hone their skills to deal with these in creative and effective ways.

Leadership: It is equally important to take the lead as it is important to function in a group. The college as well as workforce both requires ability to assume the lead whenever the situation calls for. Leading the groups in educational projects as well as extracurricular activities in higher education develops the much-required leadership skill in the students.

Area specific Skills: Like the area specific knowledge detailed above, higher education also provides the students the specific skills to impart and use this knowledge in these particular areas. It imparts the specific skills through various practical classes and internships. There are labs, fields, internships wherein student gets to know regarding the practical applicability of book knowledge and learns the skills to use it. For example, various universities make an entrepreneurial course compulsory for students wherein the students have to start some project related to his domain of study and start a short-term business in this project and earn money through that skill. These types of programs not only impart and polishes the specific skills in students but also develop
their entrepreneurial skills and confidence. Also, the compulsory internships required under higher education projects familiarize the student with the corporate world and actual work life situations.

CATEGORIES OF HUMAN RESOURCES IN HIGHER EDUCATION:

In the process of higher education, human resource is involved at various levels or we can say that in the whole process of higher education in any institution, we can divide the involved human resource into three categories i.e., students, teachers and the non-teaching staff.

Human Resource Development of Students:

The main object of HRD policy is to improve the standard of the students. Students are the primary stake holders and they have right to receive the quality education. The world conference on higher education (UNESCO 1998) has rightly stated that Higher Education Institutions should define its mission of providing access to quality education, as the basis of human rights and democracy. HRD in relation to students in college and universities should consist of:

- **Learning Opportunities:** Albert Einstein pointed out that, if a fish is measured by its ability to climb a tree, it will spend its entire life believing that it is stupid. Teachers must provide students with classroom learning opportunities that fit with their unique learning styles in order to help them achieve academic success.

- **Skills for employment:** HRD of students is mostly related to employment, so major objective of our higher education must relate to employability, for that our curriculum should focus on developing and polishing employability skills like communication, decision making, cognitive skills, preparing for interview etc. Same will be of immense help to the student and towards their and society’s economic development.

- **Extra-Curricular Activities:** Going to an educational institute to attain higher education does not make work ready population but it
also provides the student an opportunity to experience a different way of life through their interactions with other people and participation in various activities. Educational institutions should encourage students to organize and participate in various extra-curricular events. These activities have proven to acquire certain skills that will not be attained through class room’s interventions.

- **Internship and live projects:** Doing the same in industries of their choice will help students gain first-hand experience of undertaking tasks in a corporate world.

In today’s scenario, the aim of students in higher education is to get a better job with higher pay. However, only degree does not guarantee a job. Our curriculum should be designed according to the working environment, which will help the students to function in the working condition. Also, effective teaching, personal attention to the students, curricular activities, conduction of preparatory examinations and various competitions amongst the students and providing the minimum required amenities to students are some of important factors which contribute to the development of students in the colleges and universities.

**Human Resource Development of Teachers:**

Teachers are the main elements in any form and stage of education. The quality of education is determined by the quality of teachers providing that education. As stated by NCTE (1998) “the teacher is the most important element in any educational program. It is the teacher who is mainly responsible for implementation of the educational process at any stage”. A good teacher with required skills and ability to disseminate education is an asset to the nation and nations who invest in the education of teachers are the most secured nations. Teachers are required to have adequate knowledge, skills, interest and attitude towards the teaching profession. The teacher’s work has become more complicated and technical in view of new theories of physiology, philosophy, sociology, modern India and materials. The teachers can be made proficient with well-planned imaginative per-service and in-service training programs. The American commission on teacher’s education
rightly observed that “the quality of nation depends upon the quality of its citizens; the quality of citizen depends not only exclusively but in critical measured upon the quality of their education. The quality of their education depends more than upon any single factor, upon the quality of their teachers”. For improvement of HRD of teachers, there is a dire need of training programs. The NPE 1986 has strongly recognized the need for improving quality of teaching and proposed to provide opportunities for professional and career development so that the teachers may fulfill their role and responsibilities within the system of higher education. The UGC proposed to enhance teacher’s motivation, skills and knowledge through systematic orientation in specific subject, techniques and methodology. This initiative by UGC was executed by establishing ACS in various universities throughout the country. ACS identified resource person in various fields of specialization for running the orientation programs and refreshers courses, and familiarize such resource The ACS plays an important role to develop teachers. The ACS plans, organizes, implements, monitor and evaluate orientation courses for newly appointed colleges/universities lectures and persons with the philosophy and guidelines for the courses. Similarly, appraisal programs are also very important for the development of teachers. The purpose of performance appraisal is to evaluate and develop the employee. It is the identification and measurement of human performance. Teachers shall be motivated to perform if they know such efforts shall lead to better performance and shall in turn lead to better rewards. Rewards and incentives are also an important part of HRD of teachers or any employee. The use of rewards increases the productivity and efficiency of teachers. People are usually motivated whey they know their hard work will be recognized and rewarded adequately. It is very necessary if employee meet their target, to reward them as show of appreciation. Reward programs should be properly designed in the organization so as to reinforce positive behavior which leads to better performance.

**Human Resource Development of Non-Teaching Staff:**
Higher education institutions like universities and colleges are labor intensive; they depend on people for the delivery of their services. The
quality of the staff in institutions of tertiary education is thus central to the effectiveness of these institutions and in the same way, it is to all people central organizations. Following are the factors which effect the development of non-teaching staff:

- **Staff training and Development:** Proper training and skill development leads to a competent staff which can meet and deliver performance expectation. Training should be both about the subject and on job. It is further suggested that training should not be done in an ad-hoc manner. This will ensure that after training, the individual should able to apply his knowledge and skills.

- **Work environment facilities:** The employee should be availed with adequate working tools and working space along with conducive working conditions in the campus, this would include office space, machinery necessary for daily operations and other social amenities.

- **Technology development:** Providing the staff with developed technologies make the whole system equipped to provide the students with the latest literary material, easy exchange of information and ideas nationally and globally and interactive discussions

- **Rewards and recognition:** Reward system also influences the development of staff. Timely rewards and recognition keeps the staff motivated to learn and deliver what it expected and more.

**Role Of Higher Education In Capacity Building Of Students:**

With the drastic change in the present-day scenario, increasing pace of knowledge creation and use of information technology is becoming very crucial. This requires accesses to global knowledge and capacity building of human resource at all the levels. Capacity building has been commonly perceived as a basic human resources issue. The purpose of capacity building is to create and implement programs that will enhance the knowledge, skill and abilities of human resource. Higher education, especially research, plays a very important role in skill and knowledge development and thus in turn in capacity building of students. The main aim of capacity building in students is to increase self-reliance which
will be helpful outside the institutions. In the chaining world, there is a need for a new vision and paradigm of higher education, which should be student oriented. Higher education creates following capacities in students:

- **Improve the personal skill and competence:** The goal of higher education should be to assist students to acquire knowledge and develop skills. Education broadens the horizon of knowledge, information and ideas of any individual by familiarizing him with other people and national/international world. It helps to develop the confidence, communication skills along with specific skills and knowledge in the respective field of study.

- **Development of research capacity:** Research is exploring facts and creation of new knowledge and is a very important aspect of higher education. Today education and research are highly interdisciplinary. It is an undisputed fact that research and economic development of a country go hand in hand. The primary mission of higher education is to create prepared minds for research and creation of knowledge and implementation of existing one. It prepares entrepreneurial minds that will convert the innovation created by engineers and scientist into economic prosperity. Neill Armstrong, Apollo astronaut said “research is creating new knowledge; we must give our students the skill with which they find a way through the sea of knowledge that we have created and continue with life-long learning.

- **Higher education makes human being technology friendly:** Use of technology and that too latest one is very crucial in development of any nation. Higher education introduces and familiarizes students with latest technologies and provides them with the skill to use it.

- **Creativity and innovation:** Creativity and innovations are two most important factors towards development of new ideas, creation of knowledge and thus modernization of society. Creativity exists and operates on a continuum from inventions and interventions that change the world, through those that change the domain, to those that have local and personal significance. We need creativity
in the context of other capabilities that are required to develop for working with new, complex and changing problem and situations. (Sternberg and Lubart 1995) argue that we need three abilities to be successful-
- **Analytical abilities** - to analysis, evaluates, judge, compare, and contrast.
- **Practical abilities** - To apply, utilize, implement and activate.
- **Creative abilities** - To imagine, explore, synthesis, connect, discover, invent and adopt.

All abilities come through education. Specially, higher education to encourage students to plan for, manage and reflect their own learning and development. It broadens their thoughts and thought process and thus encourages creative and innovative thinking.

**Leadership and entrepreneurship:** Leadership is very important skill which gives any individual and related parties to execute any task and take the whole team involved ahead in any task. Higher education equips you with desired knowledge, communication, confidence and other skills to take the leadership role in your work environment by developing your leadership skill. Entrepreneurship is a key drive of any economy. It is focused on developing knowledge, skill and understanding of how an innovation and creative idea, product or process can be used to form a new and successful business or to help an existing firm to grow and expand. Higher education institutions play an important role to create an entrepreneurial quality in the students. Higher education institutions enhance innovative capacity and potential of students.

**Role Of Governments In Higher Education In India:**
The quality of education that is available in any country is dependent mostly on the outlook of the government who runs that country. In India, higher education is the shared responsibility of both the center and the state governments. Though, prima-facie education is a state subject, Entry 11 of the list 2 of the seventh schedule to the constitution lays down that education including universities subject to the provision of entries 63, 64, 65 and 66 of the list 1 and 3 should be a State subject.
Central and state governments have following responsibility towards the development of higher education:

- Provide academic inputs to the officials and to the universities, research institutions and other centers of higher education in the state for the formulation and implementation of the policies on the higher education and evolve a prospective plan for the development of higher education.
- Under take independent research for the generation of new ideas for the promotion of social justice and academic excellence in higher education.
- Under take human resources development planning for the state and plan the growth and development of higher education in accordance with such planning.
- Evolve programs in order to promote the relevance of higher education for the economic, social and cultural development of the state.
- Organize short term courses to train and update the knowledge and skill of higher education teaching personnel educational administrators and other similarly situated.
- Evolve schemes for providing equitable opportunities for higher education scholarship and free internship and financial assistance to the needy students and coordinate implementation of SC and ST and other eligible backward class welfare programs of the central and the state government and other central and state level funding agencies.

- Provide common facilities for the entire state by establishing center namely:
  - Center for research on policies in higher education.
  - Curriculum development center.
  - Center for capacity building in respect of facility and educational administration
  - State council for assessment of higher educational
  - Examination reform cell.
  - Human recourse development, employment and global skill development cell.
Promote extension activities in colleges, institutions and universities and encourage their integration into the curriculum so that the students and teacher become sensitive towards social issues.

Promote sports and cultural activities in the colleges other institutions and universities and integrate them with the co-curriculum activities.

Evolve schemes to sensitize the students towards environmental and gender issues.

Facilitates the conduction of workshop and seminars on questions of importance in higher education in different part of state.

Tasks listed above are few of the various duties that need to be performed by governments so as to improve the overall educational outlook of the country. However, in context of India, the education system is not improving with the desired pace due to lack to fulfillment of these duties. India’s colleges and universities, with just a few exceptions, are becoming large, under-funded, ungovernable institutions. There is under investment in assets like libraries, information Technology, laboratories and class rooms. Politics has intruded the campus and is influencing the admission process, regular education, academic appointments and other decisions across all levels. Lack of facilities and proper environment makes it very difficult to provide top quality education and engagement in cutting-edge research. However, the problem is getting identified and there is a continue focus on achieving quality and supporting reforms in higher education and promoting excellence. Efforts are being put up regularly,

India has made enormous strides in achieving these goals in more than six decades since independence. The UGC is major body for the maintaining expansion of higher education. UGC has continue strive to achieve the objectives like upgrading curriculum, introduce semester system, choice based credit system, examination reforms, with an emphasis on consolidation and optimal use of infrastructure already created during 11th FYP and it is proposed to focus on inclusive and
quality expansion of higher education in 12th FYP. The overall budgetary provision in respect for achieving the stated goals is as

Table 1.2: Budgetary provision

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Sector/schemes</th>
<th>Proposed allocation (in Crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Enhancing aggregate access</td>
<td>1,44,350</td>
</tr>
<tr>
<td>2</td>
<td>Equity</td>
<td>16,260</td>
</tr>
<tr>
<td>3</td>
<td>Quality and excellence</td>
<td>11,140</td>
</tr>
<tr>
<td>4</td>
<td>Research project</td>
<td>5350</td>
</tr>
<tr>
<td>5</td>
<td>Relevance and value based education</td>
<td>1,240</td>
</tr>
<tr>
<td>6</td>
<td>ICT integration</td>
<td>4,450</td>
</tr>
<tr>
<td>7</td>
<td>Governance &amp; efficiency improvement</td>
<td>1,950</td>
</tr>
<tr>
<td></td>
<td>Total projected requirement</td>
<td>1,84,740</td>
</tr>
</tbody>
</table>

Source: UGC report.

New constituent colleges to minimize regional disparities under 12th five year plan:-

Table 1.3 New constituent colleges

<table>
<thead>
<tr>
<th>Areas</th>
<th>No. of colleges and universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central India – U.P Bihar</td>
<td>280</td>
</tr>
<tr>
<td>Western-Gujarat</td>
<td>280</td>
</tr>
<tr>
<td>Easter India</td>
<td>100</td>
</tr>
<tr>
<td>North eastern India</td>
<td>100</td>
</tr>
<tr>
<td>Jammu &amp; Kashmir</td>
<td>40</td>
</tr>
</tbody>
</table>

Source: UGC Report

Expected increase in students enrollment in 12th five year plan. Expansion/access scheme is projected to be:

- Target set with increase in capacity of state universities: 2.00
- Target set for anticipated 20,000 colleges to be brought under section 12B of the UGC Act: 40.00
- New model colleges: 374 (Student strength of 500 / colleges): 1.87
- New constituent colleges – 800 with 40 central Universities, to be balance with the population: 4.00
- 20 New universities: 0.20
- 20 Old universities: 0.60
Vocationalization Of Higher Education -

Higher education is very important for the growth and development of human resources which can take responsibilities for social, economic, and scientific development of the country. As per the UGC report ‘the vision of higher education in India is to realize the country’s human resources potential for its fullest with equity and inclusion.’ for the preparation of effective human resources there is a dire need for vocationalization of higher education. Vocationally specialized human contributes effectively in the development of Nations. However, the vocational courses offered by our universities are not fully relevant for the economic roles. Our universities should be holistic, creative, multi-disciplinary and provide the graduates with ability for further pursuits of knowledge. The Radhakrishnan commission (1948-49) observed “welfare and betterment of humanity is the ultimate goal of higher education” India has one of the largest technical manpower in the world, but there has always been emphasis on general education, with vocational education at the receiving end. This has resulted in large number of educated people remaining unemployed. According to NPE (1986) following are the aims and objectives of vocationalization of education.

- To develop the health attitude among students towards work and life.
- To enhance individual employability.
- To reduce the mismatch between the demand and supply of skill and manpower.
- To provide an alternative for those intending to pursue higher education without particular interest or purpose.
- An emphasis in vocational education will also be on development of attitudes, knowledge and skill for entrepreneurship and self-employment.
➢ To give opportunities for professional growth career improvement and lateral entry into courses of general, technical, and professional education through appropriate bridge courses.

**Table: Current Status of Vocational Courses in India**

<table>
<thead>
<tr>
<th>Commerce Based</th>
<th>Engineering Based</th>
<th>Health &amp; Para-medical Based</th>
<th>Home Science Based</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Secretaryship</td>
<td>Electrical Technology</td>
<td>Ophthalmic Techniques</td>
<td>Fashion Design &amp; Clothing Construction</td>
</tr>
<tr>
<td>Stenography &amp; Computer Application</td>
<td>Automobile Technology</td>
<td>Medical Laboratory Techniques</td>
<td>Textile Design</td>
</tr>
<tr>
<td>Accountancy &amp; Auditing</td>
<td>Civil Engineering</td>
<td>Auxiliary Nursing &amp; Mid-wife.</td>
<td>Design Fundamental</td>
</tr>
<tr>
<td>Marketing &amp; Salesman Ship</td>
<td>Air Conditioning &amp; Refrigeration Technology</td>
<td>X-ray technician</td>
<td>Beauty Services</td>
</tr>
<tr>
<td>Banking</td>
<td>Electronic Technology</td>
<td>Healthcare science</td>
<td>Music technical Production</td>
</tr>
<tr>
<td>Retail</td>
<td>Geo Spatial Technology</td>
<td>Health &amp; beauty Studies</td>
<td></td>
</tr>
<tr>
<td>Financial Market Management</td>
<td>Foundry</td>
<td>Medical Diagnostics</td>
<td></td>
</tr>
<tr>
<td>Business Administration</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Role Of Private Sector In Higher Education:**

Now a day’s privatization has a prominent presence in almost all fields of economy. Privatization has been introduced in education sector too. There are many reasons and objectives for privatization and same can have a very strong influence in the field of education. Over the last 50 years, the government of India has provided policy support and funds to create one of the world’s largest systems of higher education, but many government institutions are not able to maintain the standards of education or keep pace with developments in various fields, especially in knowledge and technology. At the same time due to various factors,
private sector has been giving very good facilities to students and to the overall sector. Now it is becoming easy for the students to be educated due to reach of private schools and the facilities provided. In India, there is a wide range of private institutions, colleges and universities, which are providing the quality education. Privatization of higher education is especially noticeable in the quality of education provided. In higher education, professional courses such as engineering, MBA, medical etc. there is rapid expansion and increase in range and ways of imparting knowledge and skills. Quality of services, educational material, equipment to impart knowledge, educational tours, extra-curricular activities etc. all are improving to several in the private institutions. The private institutions are also increasing the national and international interactions of students. They are increasing the scope of educational innovation and initiative. The private institutions have been more responsive to the demand of the economy and industry. “The process of globalization increases the ability of developed countries to compete for talented students and faculty”. Privatization is also making the world economy increasingly competitive and increasingly unforgiving of laggards. The phenomenon of drain, train and retain the best brains also takes place to compete in business in educational field. However, through privatization of higher education. Improvement in standards can be observed for promoting education in the face of global development.”

Advantages of Privatization:

- **Quality of education:** Privatization brings in funds and competition and due to both the quality of education provided by private institutions is improving day by day. Various aids of modern education like smart education via online platforms, improvement in number and quality of extracurricular activities etc. all the aspects are improving which in turns are creating a better and more reinforcing learning environment for students.

- **Increased Interactions:** As mentioned, due to privatization of education monetary aspect for putting in funds to provide facilities has been taken care of. Thus, private institutions are providing more local, national and international interaction platforms to the students. The
Educational tours and trips are also provides exposure to students leading to an improved personality in total.

- **More professional and vocational courses:** Private institutions are providing more focused professional and vocational courses keeping in mind the specific requirement of work environment today.

- **Better infrastructure:** Private institutions provide better educational and residential infrastructure to students where in students do not have to wait for their turn to access facilities like labs, computers, books etc. Also, the quality of residential facilities provided to students is also improved. This overall saves time, efforts, make studying more interesting and improves the quality of life.

- **Better industry experience and internships:** Private institutions arrange more industrial trips and ensure to arrange internships for students which provide the students a better hand on experience of the work environment.

**REPRESENTATION OF PRIVATE SECTOR:**

There are more than 77% colleges running in the private sector (AISHE 2014-15). The private sector penetrated especially the technical and professional streams because of huge demand for them. As a result, recent years have witnessed a massive growth of unaided private higher education institutions and students enrollments in them. Following is the share of private and government colleges in India.

Privatization of higher education however, is not without social costs. In a policy such as Indian’s where structured inequalities have been
entrenched. Privatization is sure to reinforce existing inequalities and to foster egalitarian tendencies. In the higher education the major challenges is to enhance the access to higher education .privatization of higher education was initiated in 1991 with the initiated of LPG policy privatization is now inevitable in every section of economy. We like it or not we have to accept it and equip our self for change.

References

8. American commission on teachers education.