Challenges Faced by Teachers in Higher Education System in India

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Abstract

Higher education instructors constantly strive to improve their students' way of thinking, behaviour, and approaching a subject or practice. Thus, this ought to be the main objective of our instruction as well. This viewpoint holds that teaching entails giving students a variety of experiences that equip them for professions as practitioners. These encounters have to be focused on helping students grasp the field-relevant perspective and deepen the meaning of underlying course material. Every educator faces a range of difficulties in the process of their work. This research paper aims to address issues and challenges faced by teachers in higher education and seek to offer a few remedies as well.

Keywords: Higher Education, Issues, Recommendations, Technology, Inclusive Education

Introduction

In the global network of higher education, India stands in second. In India, after completing twelve years of formal education, tertiary level education begins which is known as "higher education". In India, there are over 42,000 institutions and over 1000 universities that provide excellent education. All of these institutions are within the Ministry of Education's jurisdiction. India's educational institutions are outfitted with cutting-edge facilities, including libraries and classrooms with sophisticated amenities like computers, internet, smart classrooms, etc. All things considered; these excellent resources help students engage in interactive 360-degree learning. **(Sindhu, S. et. al., 2023).**

To each person, higher education holds a distinct meaning. When we talk about higher education in the sense of levels, we mean that we can get more education in higher education institutions like colleges and universities by participating in the method of instruction and learning. Higher education also improves a student's aptitude, provides knowledge, and broadens their point of

view about the world. Through flexible learning options, higher education is perceived as both an opportunity to assist in the industry's progression and as a way to support each person's individual development. **(Barnett, R., 1992)**

Objective of the study

To deeply study the challenges faced by teachers in higher education in India.

Research Methodology

It is a descriptive study. The researcher had collected the required secondary data from different websites including magazines, journals, other publications, etc. The data was analyzed and reviewed to draw the inferences and conclusions.

Common issues that teachers face in Indian higher education system

The destiny of a nation is greatly influenced by its teachers. Even so, there are a number of issues that Indian school teachers frequently deal with, which may have an effect on their general job happiness and output. **(Sindhu, S. et. al., 2023).**

- *Large Class Numbers-* One common consequence of India's high student-teacher ratios is large class sizes. Because of this, it can be difficult for teachers to give each student their whole attention and address their specific learning needs. Thus teachers, creating a dynamic and engaging learning environment become difficult.

- *Insufficient Resources and Infrastructure-* Inadequate labs, classrooms, libraries, and teaching resources are frequent issues in Indian schools. Due to lack of resources and out-of-date materials, teachers typically struggle to offer engaging courses and include students in hands-on learning opportunities.**(Azam, A. & Ahmad, A., 2022)**

- *Lack of Career Development and Instruction for Teachers-* Insufficient initial training and limited possibilities for career growth are common among Indian teachers. Their subject knowledge, pedagogical skills, and understanding of contemporary teaching techniques are all impacted by this. Continuing education courses and workshops are crucial for improving the efficacy of teachers. **(Brownell, E.S. & Tanner, D.K., 2017)**

- *Linguistics Barrier-* India is a nation that is home to numerous regional languages. Teachers may encounter linguistic barriers in the classroom when their pupils are from diverse linguistic backgrounds. A student's inability to understand or participate in the lesson should not be due to a language barrier. To create a more inclusive classroom, educators need to develop effective communication strategies.**(Kumar, D., 2019)**

- *Substandard Behavior of Students-* It can be quite challenging for Indian instructors to keep the classroom in order. Pupils may bully others, exhibit disruptive behavior, or lack

motivation. Teachers need to invest the time and energy required to manage student behavior and create a friendly and courteous learning environment.**(Sindhu, S. et. al., 2023).**

- **Pressure of Assessments-** The Indian educational system places a strong emphasis on grades and examinations. Consequently, there is a lot of pressure on test scores and grades. If instructors are stressed out to concentrate just onexam-oriented education, there might not be enough time for them to promote critical thinking, creativity, and holistic development.**(Kapur, R., 2018)**

- *Work in Administration-* Teachers' time is typically consumed by administrative tasks at schools, such as paperwork, surveys, typing exams, election duty, and admissions. Administrative labor takes up time that could be better spent on lesson planning or reviewing assignments or homework.**(Tiwari, R., Anjun, B., et. al., 2017)**

- *Expectations from Parents-* In India, parents generally hold high anticipations for educators regarding their kids' academic performance and developmental potential. Instructors can experience pressure to meet these expectations, handle parent-teacher conferences, and resolve concerns about bias and student comparisons.**(Sindhu, S. et. al., 2023).**

Some Suggested Measures to Solve these Problems

The challenges of teaching in student-centered classrooms are increasing daily due to shifting educational trends and teacher limits. Teachers may, however, perform as effectively as possible according to their abilities with prompt assistance from the school administration and the collaboration of students and parents. They can more effectively uplift the standard of instruction and the general success rate of pupils with the aid of an effective, adaptable teaching platform. Instructors must work really hard to address each of these classroom difficulties and give the teaching profession their all.

Use of Technology - There are numerous advantages to using technology in the classroom effectively. It will address numerous infrastructure and quality-related issues.**(Aruna &Yadav, S.I., 2021)**

Training for Teachers- Teacher's preparation remains one of the least well-organized, underfunded and inadequate areas of India's vast educational system. Teachers essentially control the fate of the next generation;thus, their training are to be adequately addressed. **(Brownell, E.S. & Tanner, D.K., 2017)**

High Quality Education- Education should be adapted to the pupil's requirement, such as for slow or hearing-impaired learners. They ought to be able to improve their talents and have more

career possibilities as a result.**(Sultana, N., et. al., 2009)**

Educational Policies- Regular updates are required for educational policies. They must be in the favour of students' personality development.The principles of social welfare and culture mustbe deeply embedded in it. **(Archunan, K., 2024)**

Increased Government Expenditure- India intended to allocate 6% of its GDP to the education sector, but its performance has undoubtedly lagged behind. In one wants to invest money on building infrastructure, finance is also required. **(Sindhu, S. et. al., 2023)**

All- Inclusive Educational Framework- Education should grow to include all segments of society, including women from backward strata, the impoverished in villages as well as cities, and others.**(Bajaj, G., 2022)**

Reorganization in Higher Education System

After the independence of India, the universities were only focused to provide knowledge of the degree courses. But, today globally competitive environment requires students with multifaceted personality to cope up with the rapid changes in the global economy. Therefore, the curriculum of higher education must be designed according to the current demand of the nation's progress and it must be implemented also. The curriculum must not be limited to the bookish knowledge, rather it must promote the physical, social, mental as well as spiritual development of the students. The students must be provided with value education, physical training and moral education. Moreover, the students must be enriched with the knowledge of professional ethics. Because without its knowledge professional skill is meaningless.

To effectively accomplish all of these goals, it iscrucial to make sure that the learning assessment and evaluation are suitably governed within educational processes. To make sure that instructional and educational activities go beyond the surface, it is best for teachers and students to collaborate closely for the purpose of evaluating each other's learning progress. **(Agrawat, P., 2019)**

Recommendations for Improving Quality of Higher Education

- There must be a coordinated and organized exchange of information between other universities and institutions and the Centers of Academic Excellence.

- An ideal balance between acquiring academic and practical abilities needs to be createdwhen redesigning the pedagogy and instructional material. The courses ought to be designed in a way that prioritize the application of readings and other skills, actual field work when applicable, and critical reading and interpretation of course content. **(Pandya, J.P., 2016)**

- If audio-visual technologies and the Internet are used extensively and optimally, the standard of higher education can be greatly uplifted. The design of the courses should take use of these modern advancements.**(Owusu, A., 2020)**

- All parties concerned in the reorganization of curricula, including students, instructors, and service users, ought to have been involved. Teachers should, therefore, be allowed some relaxation within the standards and guidelines established by the relevant parties.**(Anshori, M., M., et.al. 2023)**

- Examinations reform should be done gradually, moving away from semester, annual, and terminal exams and toward regular, ongoing evaluation of students' learning performance.

- The incorporation of quality-oriented objectivity in merit-based promotions of teaching faculty can raise the standard of university education. To make this transparent and believable, the weightage for teaching, research publications, and supervision should be specified.

- Reorganizing and integrating different faculties around interdisciplinary/multidisciplinary courses can also aid in improving the caliber of teaching, research, and consulting, particularly in the field of social sciences. Research initiatives that are multidisciplinary or interdisciplinary should be encouraged by UGC, ICSSR, and other research funding organizations.**(Sindhu, S. et. al. 2023).** These organizations should devote a minimum of 50% of the findings of their study to transdisciplinary endeavors. Initiating Centers or Schools to support multidisciplinary teaching and research is another action that UGC could take to uplift quality which is envisaged in NEP 2020.

- To increase credibility and openness in the career advancement scheme's promotion process, Basic Parameters of Academic Merit must be established. Readers and professors hired through open selections and those promoted as per the Career Advancement Scheme should not differ in any way.

- Universities must critically review both their budgets and their programs with the aim to remove the programs that are notapplicable and adopt new ones. To stop the decline in quality caused by the resource shortage, traditional incremental budgeting must give way to performance-based budgeting.

Conclusion

To solve these problems, institutional adjustments and group actions are required. Developing a positive academic culture, and integrating parents in the educational process, as increased

participation of parents in education of the student, results in increased success of the student. This enhances parent and teacher success. **(Bunijevac, M. & Durisic, M., 2017)**. Besides these measures, improving teacher training programs, facilities, and resources are all critical to improve the teaching and learning process in India. This will provide a wide range to educational programs and also will aid to improve the standard of education from basic to higher level in India. It is essential to acknowledge the ideas of educators and to equip them with the tools and the support they need to give every child a top-notch education. The new educational strategies must involve the use of ICT and digital technologies to fulfil the demand of the current digital era. **(Aruna & Yadav, S.I., 2021).** So that in terms of education, we are not left behind other advanced nations. Teachers are the heart of any country, whether it is developed or not. Therefore, it is important to educate the teachers by providing them advanced professional trainings this will improve their instructional skills and knowledge, will boost their confidence and will enable them to integrate in the required educational system. Undoubtedly the best outcomes will be achieved if we successfully address the challenges & issues faced by the Teachers in Higher Education in India.

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