

Opinion of Gomal University Teachers Regarding Their Selection, Promotion and Training

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Abstract

This article reflects the opinion of Gomal University teachers regarding their selection, promotion and training. The study was conducted to collect the opinions and assess the problems of Gomal University teachers regarding their selection, promotion and training. The data was collected by administering 27 items questionnaire, consisting three sections, promotion and training, to 102 teachers (from 230 teachers) from all the 17 Departments with the ratio 6 teachers from each departments.

The questionnaire was personally served to all the 102 teachers. Despite of paying personal visits to the selected teachers. Only 65 were returned/produced. Reliability and validity of the research tools were obtained. The data represents 63% of the invited sample. The responses of agreed and disagreed teachers were calculated through percentages. The analysis revealed that majority of the university teachers are in favour of the present system of selection as they think it a suitable procedure and most of the teachers are in favour of adopting promotion system in the absence of any special incentives. While majority of the teachers did not ever join in service training programmes. It is recommended that 100% appointments should be made on merit based on length of service. Position holder should be preferred in selection / appointment pre-service and in service training as well as special incentives should be given to university teachers in true sense.

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Introduction

University is a seat of higher learning. It is a nursery wherefrom the intelligentsia of the country such as leaders, politicians, doctors, engineers, professors and the officers in establishment are produced. The economists and the planners are prepared here who are supposed to be the back bone of the national economy.

Human resource Development has occupied a vital place in the management of any given organization. Material resources and finances are the core important elements of the organization. But the core issue is how to manage the resources in order to produce the best and still at a lower cost and fewer time. Personal management or men management whatever the terminology is used refers to the development of personal and investment in human capital.

Gomal University, the University of Southern Districts established in 1974 aimed to disseminate education at higher level to the people of NWFP in general and southern district in particular in various disciplines. The thirty three years old university has produced so far numerous top level executives, rendering services to various organizations. Its graduates have earned a good name for the university and now this university ranks at the twelve positions among to university from public and private sector both.

Selection of competent teachers, hiring the ablest and retention of the efficient ones is almost the motto of each and every university. Gomal University has standard criteria for selection of teachers to each position in teaching.

The criteria have a statutory support. Selection through a competent body called Selection Board gets approval from syndicate, a supreme executive body of the university. The university arranges for

training of teachers from time to time and collaborates with different organization in this respect.

The present study is undertaken to investigate the opinions of university teachers regarding their selection. How do they perceive the criteria for their selection and its execution? What types of managements do exist for their training and how much do they feel the need for in service training? Is there any system of promotion and should there be any such type of system; often and more the selection, promotion and training. The important elements of personnel management are criticized for their objectivity.

The present study is being undertaken in this context to bring various things to the surface which are involved in the growth of human capital.

Literature Review

Selection

“Recruitment is the process of finding and attracting capable applicant to apply for employment. The process begins when new recruits are sought and ends when their application are submitted. The result is a pool of job seekers from which new employees are selected.

Responsibility for recruitment usually belongs to the personnel department.

Recruiters work to find and attract capable applicants. Their methods depend on the situation since there is no one best recruiting technique. Normally, recruiters follow several steps i.e. recruiters identify job opening through human resource planning or request by managers. Then recruiters learn about the job requirements from job analysis information and talks with the requesting managers.

Promotion

A promotion is a reassignment of the individual to a job of higher rank. Ordinary this high level entail more demands on the individual. The scope of responsibility will be greater. Usually but not always, the person lay is raised at the time he is promoted, quite frequently attached to the new position are symbols of higher status, such as a more important job little more authority, a beiger desk, greater freedom of movement around the plant, and less class supervision of one's activities.

Training

Training is the organized procedure by which people learn knowledge or skills for a definite purpose. The objective of training is to achieve a change in the behavior of those trained. In the industrial situation this means that the trainees shall acquire new manipulative skills, technical knowledge, problem solving ability or attitudes. It is expected that the employees apply. This newly acquired knowledge and skills on the job in such a way as to aid in the achievement of organization goals.”

Training is a vital and necessary activity in all organization. It plays a large in determining the effectiveness and efficiency of the establishment.

Sample

Keeping in view the dynamic nature of the study, Gomal University ranks at the 12th position among the universities from public and private sector both.

All the 230 teachers of various departments of Gomal University consisted the study of which a sample of 102 teachers was selected from all the 17 departments (simple random sampling) with the ratio of 6 teachers from each department.

Six teachers selected as sample (From BPS - 17 to 21) Lecturer, Assistant Professors, Associate Professors, A total sample of 102 teachers (6 teachers from each department) was selected in a way that at least, two from senior teachers (With a service more then 15 years) and two from Juniors (with a service less then 15 years).

Questionnaire / Instrument

A questionnaire of 27 items consisting three section selection, promotion and training. This questionnaire deals with selection procedures. Status quo practice of selecting teachers by selection Board, present selection criteria screening test, screening test, single selection board at central level, existing deficiencies / pit falls in current selection system and measures for improvement of selection criteria. Keeping in view the local requirement of teachers during teaching pre-service and in service training. The language and context of the items were changed according to the need of the study. Item members 1, 2, 3 were showing the selection procedures present criteria laid for selecting teachers. Item 4,5,7 showing opinions of screening test and authorization of P.S.C to select teachers for universities. Item 6,8,9,10,11 showing existing deficiencies as / pit falls, improvement and comments of university teachers. Item 12 to 18 showing the promotion criteria and items 19 to 27 showing the training of Gomal University teachers in which pre-service and in-service training and participation in seminars included.

Instrument/Question

Table #1

Showing the suitability of selection procedures for the selection to various teaching positions.

Table1:

Particulars	Yes	No
Do you think that the present procedure of selection to various teaching positions in the university is suitable?	45	20
Percentage	69.2%	30.8%

Table 1 shown that 69% o Gomal University teachers are in favour of the retention of present selection producer while 30% viewed it otherwise.

Table2:

Particulars	Influence of politics	Use of Nepotism	Unfairness of selection board	Provision for personality assessment	Merit qualification	Others	No response
Would you like to pin point some of the deficiencies in the current selection procedure adopted for selection to various teaching position?	12	7	15	9	9	19	12
Percentage	18.46%	10.76%	23.8%	13.84%	13.84%	29.23%	18.46%

Table 2 shows that 18.46% of Gomal University teacher viewed that politics highly influence the current procedure 10.76% teachers viewed that nepotism is a big pitfall to the system.

23% teachers opined that selection board is unfair. While 13.84% teachers expressed that provision are not made for personality assessment in the current selection for selection university teachers.

13.84% viewed that merit and qualifications remained ignored. 29.83% teachers viewed the deficiencies differently 18.64% gave no response.

Table #3:
Showing the opinions of teacher about conquest happing of promotion system.

Particulars	Teacher would become lazy	Nobody will work	Seniority will be preferred	Nothing would happen	Teachers become happy/satisfied create good environment	Other	No response
What would happen if we switch over to the system of promotion instead of selection of teachers?	5	8	4	5	6	38	3
Percentage	7%	12%	6%	7%	9%	58%	4%

Table 3 shows that 7% of Gomal University teachers become lazy if we switch over to promotion instead of selection of teachers .12% apprehended that no body will work .6% preferred seniority to be kept on criterion for promotion. 7% expressed that nothing would happen if we do this. 9% do not it a source of satisfaction for teachers. 58% viewed differently about this system. While 4% gave no response about it.

Table #4 showing the feelings of the teachers about adoption of promotion system.

Particulars	Yes	No
Teachers will feel high of relief if promotion system is adopted	53	12
Percentage	81%	18%

Table 4 that 81% of Gomal University teachers may take high of relief if promotion system is adopted while 18% did not think so.

Table #5 showing the necessary for pre-service training program

Particulars	Yes	No	In b/w response
Like school teachers there should be a pre-service training program for University teachers.	46	15	4
Percentage	70%	23%	6%

Table 5 shows that 70% Gomal University teachers are in favour of the pre-service training program to be started in university like the one prevelment the secondary schools. While 2.3% of the university teachers do not feel any need for it. 6% of Gomal University teachers are not cleared about it.

Table #6 showing particulars of an in-service training program if joined.

Particulars	Name of training	Duration	Inland	Abroad	No response
If answer to question 24 is Yes, please indicate its name, duration and venue. 24 did you ever join pre-service training.	Lunis	2 weeks	Lahore		
	Nuclear reactor course at I.C.T.P				
	HEC	7 days	Gomal University Che: Deptt. Islamabad Peshawar	11 day	7
	UGC				
	NAHE UGH				
	HEC	3 months			
	HEC(DIPTTEL)	7 days			
	HEC				
				1%	1%

Table #6 shows that only teachers joined any training course abroad against seven received it at home country. The duration varies from seven day to three months mostly organized by HEC. While 10% teachers gave no response.

Data and Its Analysis

All the 17 departments of Gomal University were visited one by one for the purpose of data collection. The researcher was approved at their respective departments. 102 questionnaires were administrated to all 17 departments with the ratio of 6 questionnaires to 6 teachers in each department. A questionnaire consisting three sections of selection, promotion and training was developed by the researcher herself. Its judgment validity was obtained after consulting experts of I.E.R (Institute of Education & Research). The questionnaires were personally distributed by the researcher herself to all the 102 teachers selected in the sample. Despite of paying personal visits twice in a week to the selected teachers, only 65 produced / returned the questionnaires. The data representing 63% of the total sample. The data was analyzed with the help of frequency distribution and percentage.

Findings

Major research findings are:

- 69% teachers favour the retention of present system of selection as they think it a suitable procedure.
- 76.92% teachers are in favour of status quo position of selection procedures of university teachers is not impersonal.
- 61% teachers are satisfied with the present criteria laid for selecting teachers while 30% are not pleased with it.
- 61.5% teachers want a system based on screening test besides

interview for the selection of lecturers and Assistant Professors as against 30.5% who don't want such a system.

- 81% teachers favored appointment of referees from abroad to get transparent selection as against 18% who don't want so.
- According to 60% teachers it is not possible to have a single selection board at central level while 40% deem it possible.
- 80% teachers don't want to have selection through NWFP public service commission.
- 23% teachers think that selection board is unfair 18% are of the view that politics is involved in selecting teachers. 11% think that personality assessment is missing.
- 27.6% teachers viewed that merit and qualification should be the criteria for selection 20% think that weight may be given to teaching skills employed by the teachers. 10.7% think that experienced hands should be selected. While 26% expressed differently.
- 52% university teachers want selection but not promotion as against 47% who want otherwise.
- 42% apprehend that teachers would become lazy, they would not work etc if promotion is adopted. 58% say differently 38% as of the view that promotion can be adopted like that is adopted by education department.
- 38% teacher's wants that promotion system should be adopted in universities 7% teachers are against its adoption. 15% teachers viewed university has a different setup while 26% teachers expressed differently. '
- 41% teachers feel that teachers are frightened and are under pressure, by constantly keeping, them on trail through appearing

before selection board. 30% perceive at differently.

- According to 44.6% teachers favour adopting promotion system in the absence of any special incentives for teachers to be selected.
- 50% are of the view that performance of the teachers would accelerate. If they get rid off selection system. However 41% disagree to it.
- According to 76% teacher's promotion can be introduced parallel to the selection system. Those who show extra ordinary performance could be selected out of team but the rest of the teachers should be allowed to get promotion after reaching a fixed period.
- 70% teachers come up with a need in service training to be important to university teachers. 69% teachers favour under going certain type of training in pedagogy.
- 81% teachers think that it would be a cause of satisfaction and the teachers will comfort if promotion system is adopted.
- 76% teachers felt a need for having an academy far in service training. 81% teachers viewed that HEC, must arrange for such type of courses. 61% teaches considered that undergoing in service training should be made compulsory for university teachers.
- 61% teachers viewed that in service training should be compulsory for university teachers. 30% teachers against it compulsion. While 7% teachers gave no response.
- 67% teachers did not ever join in service training.
- 53% teachers participated in seminars more than three times.
- 15% teachers suggested that selection Board should be a

transparent. 32% teachers expressed differently. 29% gave no suggestion at all.

Conclusions

- Majority of the university teachers are in favour of the present system of selection as they think it a suitable procedure.
- A considerable strength of university teachers are in favour of statuesque position of selection procedures.
- Majority of University teaches are satisfied with the present criteria laid for selecting teachers. While few of them are not pleased with it.
- Majority of university teaches favored appointment of refries from abroad to get transparent selection.
- Most of the university teachers do not want to have selection through NWFP Public Service Commission.
- A very simple majority of the university teachers wants selection but not promotion. Few of them not pleased with it.
- Most of the university teachers favour adopting promotion system in the absence of any special incentives for teacher to be selected.
- Majority of the university teachers did not ever join in service training program.
- A considerable number of university teachers participated in seminars more than three times.
- Most of the university teachers suggest that selection should be transparent. Majority expressed differently. A considerable strength gave no suggestion at all.

Recommendations

1. 100% appointment should be made on merit and experience basis.
2. All the promotions should be made on merit and efficiency basis which is the statutory criteria of promotion in Gomal University.
3. Pre-service and in service training should be given to university teachers.
4. Position holders and throughout 1st division should be preferred for selection / appointment.
5. Special incentives should be given to university teachers in true sense.

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