

Higher education system in Assam: issues and suggestions for developing human resources

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Abstract:-

The current Indian society faces the critical requirement and difficulty of achieving sustained and equitable human development. Even though there have been significant improvements in every aspect of life over the past few decades, a sizable portion of the population in India still lives below the poverty line. This population doesn't have appropriate access to institutions of higher learning, medical care, and other financial resources. Any change to these circumstances requires urgent human resources development in our nation. However higher education has not been able to play its full potential in the direction of the development of human resources in India in general and in Assam in particular. This paper tries to highlight the apparent obstacles to human resources development in higher education in Assam.

Key words:- higher education , human resources development.

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I. Introduction

The process of assisting individuals in achieving their personal and social objectives through maximising their potential is known as human resource development. It is a process that tries to increase people's Competency while also establishing favourable governmental policies, programmes, interventions, etc. Where people can employ these skills for everyone's advantages

The United Nations development programme (UNDP) states that the process of HRD includes the policies and programmes that support and sustain equitable opportunities for continuing knowledge and skill acquisition and application that foster individual autonomy and are mutually beneficial to individuals, the community, and the larger environment of which they are a part. Therefore, the notion of human resource development encompasses all aspects of a person's development including their physical, intellectual, emotional, social, moral, political, economic and spiritual growth of the community or society as well the development of the individuals. The group better functioning and acquisitions of new socio economic competencies are its main goals. As a comprehensive strategy HRD does not target just one group or aspect of society rather seeks to develop all individuals. Though it is crucial for all groups of people, the development of human resources is especially crucial for the illiterate, jobless, poor and socio economically disadvantaged segments of society.

Importance of human resource development

Human Resource Development is the process of enhancing and developing the skills of human resources. It is a people-oriented process and involves providing education and training to employees at work. This overall process aims at the development of people's personal and organizational knowledge, skills and Competencies. Human resource development provides various opportunities such as employee training, performance management, career development of employees, identification of key employees, succession planning, organizational development, etc. It has an important role in improving productivity, maintaining better relations with employees and raising the profitability of an organization. HRD focuses on developing the superior and talented workforce in an organisation so that desired goals can be achieved easily .once people are hired by the organisation, they required for working in accordance with the organisation. It provides training from time to time and all required resources to man forces for carrying out their activities successfully.

Achieving sustained and equitable human development is both a pressing need and a huge problem for the current Indian society. A section of people still live below poverty line, despite the fact that there has been significant advancement in every aspect of life over the past few decades. The world is industrialised countries have shown how spending a training human resources may help individuals overcome obstacles and live better lives. Developing human capabilities for socio economic development is necessary to combat the problems of poverty and under development in our nation. Additionally it must be understood that an equitable distribution of resources, opportunities and benefits ensures that it will enhance people's different skills, working performance and makes life better.

Role of higher education

There can never be any question about the importance of higher education in the development of human resources for a country's development. High-level professionals, technical experts, and managerial staff can be produced by higher education. Research-generated new knowledge can also be disseminated, which will help human resources grow. Only institutions of higher education can offer high degree of competency for problem identification and solution for competitive growth of personnel of a country in a world economy defined by extraordinary technical breakthroughs and cutting edge knowledge development. The Kothari committee noted in 1966 that "one of the primary programmes in reconstruction is development of our human resources and in this there can be no end to the education to be supplied" in recognition of the essential role that higher education plays in the development of human resources. The development of human resources, in the opinion of the Kothari Commission, should be the focus of all educational activities. Similar to this, the national policy on education (NOE-1986) also declared that "Education generates workers for different levels of the economy. Additionally, it provides the foundation for research and development to grow, which is the surest way to ensure national independence. In conclusion, investing in one's education is a special choice for the now and the future. The foundation of the nation's education policy is this guiding philosophy. According to the policy, "Higher education gives people the chance to think on the important social, economic, cultural, moral, and spiritual concerns that humanity is currently experiencing. Through the sharing of specialised knowledge and skills, it aids in the growth of the nation. Therefore, it is essential for surviving. The transition of our economy from an industrial to a service-based, and then to a knowledge-based one, as well as recent international developments like the opening of markets to foreign competitors, a focus on the market, and increased competition between countries, call for developing countries to invest in their human capital by instilling in them traits like creativity, productivity, teamwork collaboration, reflection, adaptability to change, and readiness to meet challenges. All members of the current society, from all walks of life, must have these abilities in order to carry out their duties and take care of their property. In this sense, a vital role is played by higher education. Higher education institutions in India and Assam in particular, haven't been able to play their fullest share in the development of human resources.

Assam's progress towards human resource development

According to the Indian Human Development Report (2011), which was created by the Planning Commission of India, Assam is one of the more economically backward States in India and has experienced low per capita and net state domestic product (NSDP) growth rates over the past ten years, both of which were lower than the national average for those growth rates. In 2007- 2008, Assam's Human Development Index (HDI) was 0.444, placing it at 16 out of India's total of 0.467 "Compared to all of India's States. Assam has a 19 percent literacy rate "place in India with a literacy rate of 73.2%, which is lower than the country's average of 74.04% and compares to 93.9% in Kerala and 91.6% in Mizoram, according to the 2011 Census. Assam's Gross Enrolment Ratio (GER) for higher education is 8.8%, which is lower than the national rate of 10.8% (compared to the global average of 26% and the United States at the top with 83%). Nagaland is at the top of the national list with a GER of 19%, and Kerala is closely behind with a GER of 18.5%. (UGC Report on Higher Education in India, 2008).

Problems of higher education in Assam

Different studies show that still education is not accessible all in Assam. Only some selected students can able to go to the college or universities. Due to lack of seat capacity some students are unable to getting admission because every year hundred and above students go to the particular department from different colleges under the particular university. But seat capacity of a particular department is 40/50. As a result many students are unable to get admission and wastage their time and money.

The problem of research

Research should be a focus of higher education. It aims to identify fresh issues facing society and offer solution but it appears that the higher education system is very bookish. Less emphasize is placed on research activities.

➤ **Privatization:**

The higher and technical education in India is being increasingly privatized in multiple ways. Private institutions are mostly commercial and they are profit oriented. So their cost is very high. Only the elite section of the society can admit their child in private education. Daily wage earner students are unable to get opportunities to see the kind of institution. In this content again a question may be arise regarding equal education to all.

➤ **Value Education :**

Value means worth, desirability. Now-a-day's day by day values among people are decrease. Due to use of power and knowledge they become ego centric and selfish. They forget about values, ethics, morality etc. In

consequences corruption, indiscipline, violence, exploitation, selfishness etc are being increased and the contrary external Human values like truth, beauty, goodness, love, honesty, patience, sympathy etc are being decrease.

➤ **Reservation:**

Reservation itself creates some problems. Due to caste based reservation most of the students belong from rich family having low quality is being able to getting admission in reputed institution, but poor family well talented students are unable to get admission. So, reservation should be there but it should merit based not caste based. Great economist Sam Pitroda also against this caste based reservation system though he belongs from scheduled caste.

➤ **Educated unemployment :**

Unemployment among educated workers is a pressing issue in Assam. A large proportion of educated people are unemployed as a result of higher education. The majority of graduate students are unable to find employment after completing their programme. They consequently become educated jobless. As a result, it intensifies a number of societal issues including drug addiction, substance abuse, poor family environments, etc.

➤ **Overcrowded Classroom:**

It has been observed that some colleges are experiencing a variety of issues as a result of having too many pupils in one class. In recent years, public universities with a large student body have made their education free. It surpassed the standard student-to-teacher ratio, which is 30:1 multiplied by 100:1, making it impossible for the instructor to control the classroom.

➤ **Open and distance learning:**

According to the shifting time and eras, open and distance learning is most appropriate and acceptable. It can meet the needs of many people specially those who are unable to complete their education for various reasons. However, its ineffective management leads to various issues that may serve to enhance quantity while lowering quality.

➤ **Infrastructure:**

The majority of colleges in rural areas have terrible infrastructure. These institutions lack the necessary physical amenities, such as an indoor stadium, a fully computerised library, reference books, national and international publications etc. The need of the young generation cannot be meeting by such educational institutions.

➤ **Financial issues:**

In Assam, financial issues have consistently hampered the desired advancement of both quantitative and qualitative higher education. Nearly 70% of Assam's population depends on agriculture and related industries, making the state predominantly an agrarian economy. With a per capita income of Rs. 30569 and a mere 65 % adult literacy rate, the government estimates that 34.40

% of the population lives below the poverty line, cannot afford to make the significant investments necessary for the proper expansion of higher education. Even while the government claims that higher education is of a high calibre, it has never been able to allocate the necessary budgetary funds for this.

➤ **Neglecting the traditional field of knowledge:**

The enrolment of students in traditional fields of study, such as elementary science, classical language and literature, art, etc., has been adversely impacted by the growing popularity of professional courses with the promise of quicker and better employability. The enrolment registers of Assam's colleges and universities bear witness to this. After completing senior secondary school, the majority of gifted students leave the state in search of good professional and technical colleges like those for medicine, engineering, and management, leaving only a small number for Pure and fundamental fields of knowledge. Declining enrolment in B.Sc. and M.Sc. courses attests to this fact.

Recommendations for overcoming the problems of higher education in Assam

1. For young people to compete in the competitive job market, our higher education must offer skill oriented vocational training.
2. The development of technology and research go hand in hand in any University. In addition to providing the researcher with personal recognition, research initiatives also help to create resources, improve infrastructure and increase academic resources for the benefit of students.
3. Bias should no longer be allowed in college or universities internal evaluation.
4. We anticipate increased support from the UGC and the government for institutions that are struggling with funding in order to strengthen the Higher education landscape in Assam.

5. The primary work culture, which is rapidly disappearing among Assam's youth, need to be taught to them specifically. This can only be accomplished by offering them through educational system that meets all of the young people's demands including their physical, mental, emotional, social requirements. Only then we can confidently claim that our education system has successfully filled its mission as serving developing nations.

6. For higher education in Assam, entrepreneurship development courses are a requirement. Students will benefit from these courses by gaining practical understanding of future fields in both agricultural and non agricultural areas. This will provide students with the necessary knowledge of market dynamics and enable them to start earning money as soon as they graduate from college.

II. Conclusion

With the need to compete with the global players, higher education in Assam is facing significant difficulties, particularly since education has become a market for foreign competitors. However, Assam's higher education institutions, which urgently lack basic amenities and infrastructure, are hardly prepared for this international competition. Bright students leave the state every year in quest of a better education, which is one sign that Assam's higher education institutions are failing. Only a carefully considered higher education policy, along with sufficient government money, appropriate monitoring and control over higher education standards can bring about the much needed change in Assam and prevent its human resources from becoming a burden on the state's economy.

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