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Faculty should have One's own Room for effective Teaching without Hectic Work Load And Undetermined Hours - A study in a Marxist Perspective

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Abstract: *“Eight hours work, eight hours recreation, eight hours rest” – Robert Owen (1817 welsh mill owner and labor rights activist). The shortening from nine to eight hours, that is, a cutting of more than 10 percent, did not involve a reduction of the day's product but an increase (Ernst Abbe, the head of one of the greatest German company). Henry Ford (founder of ford motor company) found that his workers were actually more productive working 40 hrs per week (1926). People who routinely work extended hours and overtime are less productive than those who work eight hours a day and 40 hours a week (published by CDC, Department of health and human,2004). The working day ranges from 10 to 16 hours at the beginning of industrial revolution. Later with the efforts of many people across the world working hours of every employ in all the sectors shortened to 8 hours per day. It is the common right of every employee and an achievement with the sacrifices and unity of all workers. All the work forces celebrates International workers day (Labour Day).*

I. INTRODUCTION

Teaching is the noblest profession compared any other. Today the lives of the teachers at various levels of education are facing a lot of problems with the rules and regulations framed by private institutions. All the private institutions transformed schools and colleges as industries by making faculty members as labors. There are no specific timings for the faculty members and working hours are extended according to the wish of management. Whenever an inspection comes faculty should work for more than 14 hours per day and it resembles the situation of the labor at the time of industrial revolution. This became a common practice especially in Telugu states. Many faculty members those who are working in non-autonomous and autonomous engineering colleges are well experienced with this kind of situations. This is not only applicable to engineering but also to all the private institutions.

Every person has an intention to prove himself as a professional and to prove that he should have privacy that allows him to create and imagine. In the words of Virginia wolf every woman should have a room and money to explore in the field that she chooses. In the same way every faculty at various levels of teaching should have a room that gives him privacy to think and increase his scope. All the great people in the world did miracles by being alone in their one's own room or laboratory. If Karl Marx doesn't have a room, we cannot imagine his great contribution to the literature that had changed the fates of many people and countries. The person whoever we take as an example had a room that allowed them to think and to contribute services to the area of their specialization. Especially the faculty should have their one's own room. This is already in practice in all top universities and colleges in our country. The professors those who contribute their services at university level has their own room/laboratory and it appears similar to a mini library. When there is a space for the faculty to think and refer, obviously it helps them to gain abundant knowledge. But this is not possible in higher level education with the effect of privatization. Every college should focus in providing this basic facility. In private engineering colleges it's impossible to allot an individual room for the faculty and no one bother about it. There is no provision for spacious classrooms. When there is no required area for the classrooms imagine the situation of the faculty cabins. In few colleges they provide a table and chair by allotting some area in the corridor. Especially we can find this kind of practice in all junior colleges in Andhra and Telangana.

In some engineering colleges they provide cubical blocks that are congested and hardly sufficient for one person. It is hard to believe that there is sufficient space to stand and get their doubts clarified. It's a bitter truth that no one knows the importance of it. Teaching in all private colleges is to come, teach and leave. No one has time to think about this problem. When faculties don't have time or place to think that helps them for an effective teaching its impact will be on the students. Generally private colleges in both Telugu states don't have sufficient area and make students to sit in congested rooms. This kind of classroom atmosphere doesn't allow students to think or to understand better.

In the present globalized and modern world the students and the teachers in India are in the same situation. Even they are getting ready to fight for 8 hours and do protests in getting freedom to escape from stressful teaching and learning. In India education plays a crucial role. It is the platform that has power to transform a developing country like India to a developed country. Education should have a great importance compared to other areas. Conversion of education into a business leads to the downfall of effective and quality teaching. At this point in Andhra and Telangana private institution had created and creating worst situation. Teaching is a noble profession that can only create many other professions it's a well known truth to all. Today it has changed into a field of producing labor force and that dedicates their entire life for the growth of the industry and profits to management. Privatization of education is making faculty as labor and students as slaves of industries without sound knowledge. When students are not fully trained and are of half knowledge makes them to accept whatever the terms levy by the companies. That makes them to work for less pay. It made teachers as neo-labor and students as upcoming labor force. Educated people will not accept this statement but it is cool fact that faculty are feeling a lot of stress and depression. The faculty those are working in private schools and colleges confess the truth. Even a person (prisoner) who is in the jail will have freedom and allowed to spend with family. Here in this privatized Educational market faculty doesn't have any time to spend with their family. Even the working hours in the colleges are not for a scheduled time and it extends according to the wish of principal of the college.

In a private management's view faculty should work for what they being paid. Work is not a problem for any faculty but the problem is the work they are assigned is to create fabricated information that is planned by the management of the institution to satisfy inspection committees is the real problem. Fabricating false records in colleges to get affiliations is one of the biggest frauds done by faculty for college management. To get different affiliations and accreditations by different boards, colleges are choosing a lot of tasks in creating false information to satisfy the inspection teams. Even the inspection teams those visits colleges will not do its duty sincerely and will act according to the management by accepting a huge amount of bribe. There are many genuine institutions but at the same time there are equal numbers of colleges that do false work. Colleges are benefited with all these kind of inspections in increasing the fees for the students in gaining huge profits. The faculty those who works hard by spending number of hours will not have at least recognition and there won't be minimum guarantee for their job. Hence those who inspire students to be honest in their lives are the ones who work for dishonest management.

There are many faculties working in the private colleges in Andhra and Telangana those who don't get minimum pay and the pay that credits in their account will not be the same what they really receive. People think that government doesn't have any idea about this but the truth is they are well known. The majority of private colleges belongs the politicians of the Telugu states. When the educational institutions belong to politicians, what kind of action can be expected to make progress in education?

There are many faculties those who are terminated from the services according to the wish and interests of the management without any prior information. With this kind of tensions and worries how a faculty can give his best services to the students when he don't have minimum time for sound preparation? A faculty accepts teaching as the profession that creates the other professions. But today it changed and it should be said that teaching is the profession which creates the world of torture and tortures the students. Colleges start in the morning at 5a.m and closes at 11pm. The faculty members those are working in all private colleges were keep on changing their jobs. Everywhere they go they face different levels of torture on the basis of the college rules and regulations.

Faculty working in all private colleges in all streams of higher education doesn't have enough time to prepare for an effective class with different works that are assigned to them by the college management. They don't have minimum leisure time to go through the recent trends in English language teaching and as well as in learning. One of the major reasons for passive teaching in all the private colleges that is opposed and objected by thousands of students is lack of enough time to refer. A faculty that teaches English in private colleges restricting to the given content and never teaches beyond the syllabus. Especially when it comes to theory they focus only in teaching and making students to by hard. Even it is not up to the mark because it failed to satisfy all the areas of English. Engineering colleges have both theory and lab syllabus that helps faculty to happy that they are doing minimum justice to the students. Those who objects and say that they and their institutions are doing 100% justice to the students should tell how many students published research articles in different journals.

The perfect language teaching at engineering colleges should inspire students to prove themselves in all areas. Teaching English language in engineering colleges is only restricted and bound for completing the syllabus in the given time. Even if we consider the number of research articles published in national and international journals by faculty members of all the engineering colleges it will help us to understand in a better way about the problem. Colleges made it compulsory to publish at least 2 papers per year and made it as one of the main criteria for increments as well as for promotion. This kind of targets given by the institutions along with different regular tasks is not allowing faculty members to produce sound publications. Even with lack of time majority faculty are failed to publish research papers and there are many language professionals with zero count. Summer vacation for the students will

be for minimum 45-70 days but holidays for faculty are less than 24 days according to the HR policies of the colleges. Even during summer holidays faculty members should attend college without fail. The situation of faculty in many colleges can be understood with the number of casual leaves that are allotted per year by an institution in a better way. Loss of pay is the weapon of management used in most of the colleges to make faculty to work. When they won't have any time for literary survey to improve or to gain knowledge on a particular area or to get creative ideas they should have an environment that allows writing a good research paper. The reasons are many for a faculty's inability to produce good number of research papers. For instance,

- 1) Class work
- 2) NAAC and NBA work,
- 3) Autonomous work,
- 4) Mentor work,
- 5) Department duties and etc,

In view of management, college should get NBA, NAAC and other accreditations without maintaining the minimum standards and facilities colleges are forcing the faculty to create fabricated information on papers. In view of many colleges, results are important but not the quality. If a student absents to the classes faculty is responsible and proper explanation should be given to the higher authority.

Teachers of private institutions should make advertisements, conduct road shows and work as a call receptionist. Running a family only on the salary of a teacher makes them work petty things. Such works effects sound teaching. It is baseless to make a faculty to work for college or school management works. Its impact is seen in present situation of thousands of unemployed graduates. Most of the faculties those who are working in engineering colleges don't have time for library. Even if they go to library there won't be any book that helps them to know the new trends and improvements in language teaching and literature. Finding a literary book in majority engineering college libraries is an illusion. Even though there are, those restricted to double digit. There is possibility to find contemporary fiction novels but not real literature that helps faculty and students to improve their literary knowledge. If a faculty of engineering is facilitated with cabins, they don't get time to prepare or refer any literature.

The situation of English faculty in private schools in Andhra and Telangana is so pathetic that their situation cannot be compared with any other. They are restricted to the syllabus and they should not waste their time and should focus only on improving student marks. In most of the schools teachers are not provided cabins to sit and prepare for the class. They just come to the school and teach. Even they are restricted to interact with the students. The classes that are allotted to English will be enough to make students to practice worksheets and faculty work is to monitor it. Teaching English in private schools stands as perfect example for passive teaching and learning that is spoiling the entire future of the student. Private schools are not only spoils the students career but also the faculty. English language teaching in private schools focuses only on marks and considered as a good subject to gain good marks. Language skills and language teaching is least bothered in all private schools. When teachers don't have enough time to prepare and follow the present trends of language teaching whatever they teach it remains useless.

A good knowledge on language will be able to choose the methods according to the needs of global market. If not it makes students to feel bore of listening the same sort of topics that lacks resourceful information. To teach well and to learn well both the student and teacher should be allowed to mould themselves in acquisition of language skills. Such environment should be created by the schools and colleges. But it is lack in all the levels of education in India. When faculty is free from all unnecessary works that are assigned to them they can perform well and the results will be an eye opening. All the educational institutions know the need and importance of English language teaching and learning but for their personal benefits they are spoiling the career of the students. The negligence by the institutions towards English language teaching and learning is one of the major reasons in increase of unemployment in India. Especially the impact of the negligence is more in both Telugu states and it can be seen in all the levels of education. Thousands of graduates with an engineering degree are failed to speak English fluently. Major reason to fail in interviews for many engineers English is one of the major reasons.

Students who commit suicide are mostly from Andhra and Telangana and especially from +2 level who are unable to bear the stress of competing for marks and ranks. Every student in both the Telugu states at a certain level confess that they don't need this type of education and they don't want to study in private schools and colleges but parents never try to understand their feelings. The extremity of stress that students face is very high when compared to the situation of faculty. In a sarcastic way teachers are jailors and students are prisoners. These prisoners get holidays and Students will have minimum freedom but faculty when they join they should forget the word and meaning of freedom. Faculty, they may get good pay but not good days. According to the demand of the core area, the salary of the faculty will be decided in the engineering colleges. In the name of the OBE (outcome based education) management of engineering colleges in Andhra and Telangana choosing the methods of teaching which benefit students a lot. But

many colleges fail to implement. The standards of schools and intermediate colleges are decided by the ranks and marks secure by the students. In engineering colleges the standards are decided on the grounds of number of placements. Many colleges fail to assure that they can make their students to get a campus placement. Few colleges advertise with fake information that all their students get placements to attract the parents but in reality the number will be shocking. Colleges can assure good placements to the students if they are well trained. Its responsibility is to train the students to get campus placements but even for that, college collects separate fee in the name of CRT. Majority of the students lack of communication skills and they fail to get campus placement. Aggregate of the student is a major criterion for attending campus drives. Language teaching plays a key role in making students to get ready to face the interview and to present well. But the importance for English is very less during the period of training given to the students.

II. CONCLUSION

Lack of privacy and hectic schedule are restricting effective language teaching. Language faculty should have good literary knowledge and sound vocabulary. Without literature knowledge having good vocabulary is impossible. The faculty who are not exposed to the literature uses regular vocabulary and vernacular language. This method also helps faculty to know the recent trends and can habituate good strategies in teaching according to the needs of present generation. Majority faculty with stressful workload and extended time hours making faculty to follow old methods of teaching that makes students to equip updated techniques. All the institutions should provide a spacious room for all the faculty members and the workload should not be exceeded more than the norms as per UGC and AICTE at higher level education. Even government should take responsibility and monitor schools and colleges regularly. During the period of inspections, institutions should not through huge burden on the faculty that damages productive teaching. If institutions need the presence of the faculty extra pay should be given. Working hours of the institutions should not exceed more than 8 hours per day which kills effective teaching skills of the faculty. Regulatory boards of education system should focus on all the aspects to safeguard the rights of the faculty that helps to create good environment that benefits both the students and faculty.

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