

Erosion of Intellectual Capital: A study on State Aided College teachers in Government aided colleges in Kolkata, West Bengal, India.

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Abstract: The Government of West Bengal, a province declared a part of divided India since 1947, has recently decided to bring all the College paid Contractual teachers under a canopy, to protect them, as perceived by the former, in order to bring a parity among the teachers hired by the State on a pro rata or ad hoc basis.

The researcher aims to find out whether the teachers are motivated through adoption of such a step.

Keywords: College paid contractual teachers, pro rata or ad hoc basis, motivation.

Purpose of the study;

- a. To find out whether protection of jobs is the only criteria for teachers or there are other factors that influence them.
- b. Is the new system of absorption of Contractual teachers motivating for them?
- c. Whether the teachers are satisfied with their jobs or they are not?
- d. What is the subsequent impact on the overall state for adoption of such a policy?

Sample

A judgemental sampling of 100 teachers were selected for the study. They were tagged by the State as State aided College teachers.

Tests conducted

Paired T tests and Chi Square tests were conducted by the researcher, among other test and the Analysis of Variance of the teachers attributes is being done.

Observation;

1. A mean average of 67.8 teachers stated that they were dissatisfied with the designation as the chances of promotion and remuneration hike is limited.
2. Analysis of Variance sum of square and between the observed frequencies were high as 24.365 and 30.675 respectively, as the remuneration had a significant impact in the State aided College teachers.
3. When probed, they answered that even when they possessed the skills and qualifications for being a College teacher, their chances of growth is limited.
4. 80 per cent of the teachers wanted to change their jobs or the present Organization in search of new jobs with a better designation, even if it was a Private organization with limited pay protection.
5. 20 per cent of the respondents stated that they are satisfied for achievement of a full time position in the organization, but the pay and other parameters like promotion, transfer, growth and development are absolutely not at par with their expectations.
6. Almost 72 per cent of these teachers surveyed stated that the talent management practices adopted by the Colleges they serve are not at par with their experience and expertise.
7. All the teachers surveyed; that is, 100 per cent, stated that, although the same criteria for recruitment; selection and retention is there for absorption of teachers as per the guidelines of the governing body, the University Grants

Commission the teachers being tagged as State Aided College teachers are being deprived of the HR availing such as pay hike, talent management, promotion, job enrichment, job enlargement among others.

Findings

1. There is a tendency among the State Aided College teachers to change their jobs. The hired faculty can be regarded as the produced means of production Schumpeter, 1968, and hence there is a reduction in the produced capital as per resource creation of the organization as a whole.
2. Teachers by majority are dissatisfied with their growth and development aspects.
3. Teachers by majority do not perceive talent management and benefits rendered thereof while they were tagged as State Aided College teachers.
4. Teachers by majority do not avail the Human Resource Management basics for retaining teachers in their jobs.

Conclusions:

As per the study it is clear that a mere pay protection or job protection do not serve the purpose of retaining teachers in Government aided colleges in Kolkata, West Bengal, India.

The alarming aspect is that the dissatisfied teachers might leave their jobs which might create a void intellectual capital in the State aided Colleges in Kolkata, West Bengal, India.

Reference :

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