

Role of IQAC in Quality Enhancement in Higher Education Ways of Enhancing Teachers Motivation for Quality in Higher Education

Case study of B. N. Bandodkar College of Science,
Thane, Maharashtra.

A.M.Deuskar¹, M.J.Gholba², and M.K. Pejaver³

¹College Counselor, ²Associate professor, ³Principal, B. N. Bandodkar College of Science, Thane

The NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC) has been playing a crucial role in assessing and monitoring various institutes for the quality of education that they provide, since its establishment in 1994. The NAAC is an autonomous body established by the University Grants Commission (UGC) of India to assess and accredit institutions of higher education in the country. It was a result of the National Policy in Education (1986) which laid special emphasis on upholding the quality of higher education in India. To address the issues of quality, the National Policy on Education (1986) and the Plan of Action (POA-1992) advocated the establishment of an independent national accreditation body.

After the foremost accreditation the excitement towards the quality and its sustenance may expire; to avoid that and yet continue the maintenance of quality, NAAC urged the colleges to set up Internal Quality Assurance Cell (IQAC).

The basic and primary duty of IQAC is to maintain and enhance the quality of the education and the institution itself. The college planning is yet another aspect of IQAC duties; to facilitate the same IQAC sets the benchmarks and initiates many activities; as a part of this target setting IQAC sets realistic and attainable goals for the institute, the departments and for overall welfare of the students.

At VPM's B.N. Bandodkar College of Science, the Management believes that coming together is a beginning; keeping together is progress; and working together is success.

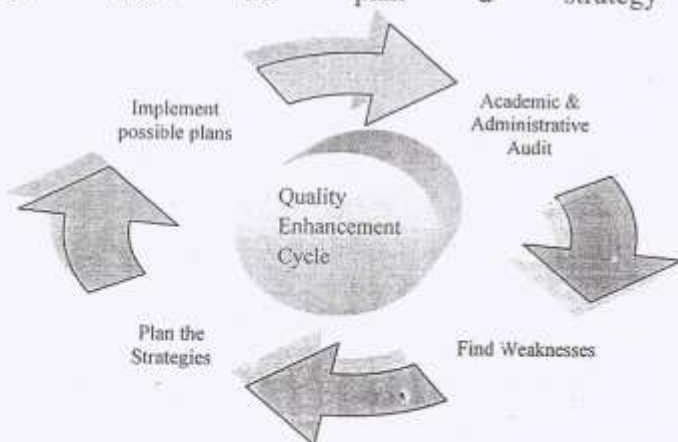
The belief that surges through the institute is that of 'healthy practices lead to healthy institute'. The IQAC of the college has been actively and timely introducing specific measure towards quality sustenance.

As a part of quality sustenance activity, current concerns in the fields ought to be discussed and measures for them to reach the students have to be taken. Thus every year two national conferences are conducted in the college. These conferences are preceded by two preparatory workshops for each of the conference. The workshops conducted ensure the student involvement in the conference which is the focal point of the conference. The student involvement in these conferences ensures a fine research culture being imbibed in the future generation who are the torch bearers.

¹ Source: <http://www.naac.gov.in/>

This research culture is further enhanced by the constant research activities being undertaken by the teachers (major/ minor projects) and encouraging students to take part in competitions like Avishkar. All this is a boon when a **research committee** exists to keep a constant check and motivate teachers and students for the students. Committee organizes lectures of eminent personalities /Seminars to motivate staff and students. From last year it has been decided to publish yearly E-Journal J-BNB.

Another specific measure that is initiated by the IQAC is **Academic and Administrative Audit (AAA)** which is conducted by internal and external agencies. Audit is an important tool in determining the actions to be taken to go one step ahead in improving quality. Through the process of audit the documentation of all the departmental work is achieved and thus we can monitor the continuous progress of the college. The limitations that were seen in the audit were dealt with and the department, the committees were asked to work on them i.e. plan a strategy to overcome them.



Students are the main **stakeholders** of any educational institute. **Involving** these stakeholders in the learning process takes the **teaching learning process** to another level. Hence student centric activities have been commenced. A **digital repository** is another added feather to the colleges cap as this is a necessary measure that ought to be taken in the current times. Students have benefitted immensely because of this initiative.

Application based projects are given to the students where in they can apply the subject matter that is taught to them. Projects like bio-composting pit and vermin-composting pit in the college premises are efficiently managed by the students under the guidance of teachers. Besides this they are taken on different excursion and industrial visits to give them a fair idea of all the happenings in the outside world. Internships are encouraged. These exercise help student acquire hand-on experience.

Hence one of the prime objectives of the college is to send out a well accomplished student, to facilitate the same numerous **value added and skill development courses** are initiated by IQAC. These courses range from short half day to one week long course. Teachers of the college design a programme and then conduct the courses. For some special skill courses experts from the field are invited to guide the students.

Non teaching staff is an undeclared asset of the college and right amount of investment of any kind needs to be done in favour of their development. Keeping this in perspective and majorly for the smooth functioning of the college a **computer training course has been organized for the non teaching staff**; as these are the people who help us in doing the paper work.

Students are direct receivers and participators for the higher education services. Our country is becoming a global supplier of intellectual manpower. There is great demand for education. By demand and supply rule many new colleges are established. But by the rule of survival of the fittest, the survival of the educational institutes depends on the quality of the education given. As the younger generation are the torch-bearers of the century, their generation is the **knowledge generation** and **information generation**. Technology (ICT) have to be fulfilled by the emerging institutions of higher learning. Hence it is essential to think of students' satisfaction Index by studying the facilities provided, efforts taken for students' activities up to their satisfactions. Keeping this in mind **student satisfaction feedbacks were taken online and an index was arrived at**.

The mission of the college is to mould students into rational thinkers, competent workers and socially aware citizens, with this in perspective quite a few **social initiatives** are under taken in association with NGO's like HOPE & HARIYALI. Also the composting pits and other environmental activities help develop the students awareness towards the socio -environmental issues. Other social initiatives take place under the wing of NSS and NCC which are very active in the college and regularly report to IQAC.

A recent addition made by the IQAC is a full time **college counselor**. This step has been taken as a definite measure towards the overall welfare of the student. The counselor looks after the personal, academic as well as career related issues of the students.

All these initiatives that are taken up by the IQAC of B.N.Bandodkar College so as maintain and enhance the quality of the education that is being provided and also to help the institution achieve a stage where all the stakeholders would want to rise above and beyond excellence.

To encourage and augment this attitude all the Heads of the departments along with the Principal attended a 3 day workshop 'Rising Above and Beyond Excellence' this year where in all of them mingled with the members of the other colleges. The idea was to motivate all the teachers to rise above and beyond excellence; as the Best College Award, A grade from NAAC, Fist 'O' level grant is already in our kitty.

Motivation² is derived from Latin word 'movere'³ i.e. to move or be moved. It could be broadly defined as that which moves people to act. Motivation is known to induce goal-

² Motivation is the study of the intrapersonal processes which direct, activate and maintain behaviour (Green, Beatty and Arkin 1984 p 3)

Motivation is a **psychological** feature that arouses an organism to act towards a desired **goal** and elicits, controls, and sustains certain goal-directed behaviours. It can be considered a driving force; a psychological one that compels or reinforces an action toward a desired goal. (<http://psychology.about.com/od/mindex/g/motivation-definition.htm>)

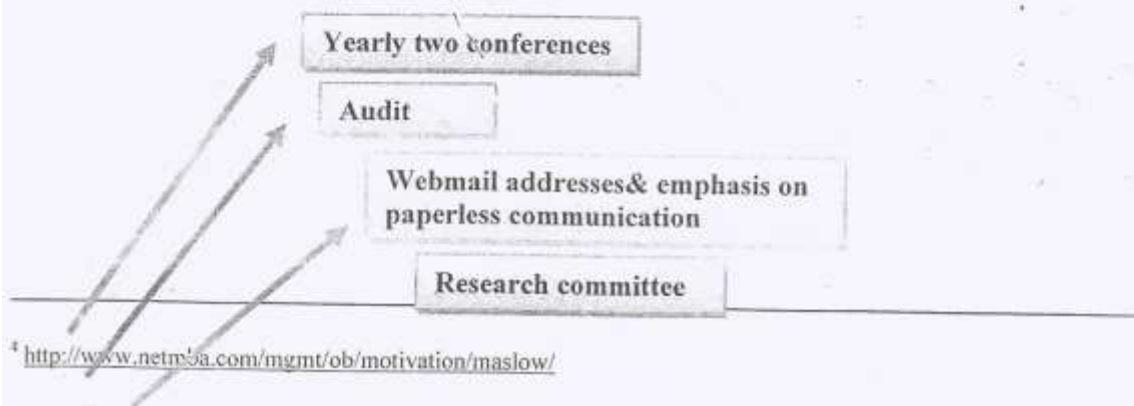
³ Source : <http://www.creativetraining.com.au/documents/Motivation.pdf>

directed behavior which is a pre-requisite in higher educational institutes. This goal directed behavior helps in quality management as well as teaches one to keep on having small-large goals that need to be achieved from time to time.

Higher the motivation, higher is the goal-directed behavior. Significant literature on motivation revolves around goals and how an individual rates his chances of attaining his goals successfully. When individuals or groups are highly motivated to achieve their goals, the realization of such goals can lead to self-actualization.

Self-actualization⁴ is the summit of Maslow's motivation theory. It is about the quest of reaching one's full potential as a person. Unlike lower level needs, this need is never fully satisfied; as one grows psychologically there are always new opportunities to continue to grow. And hence the conference was conducted to motivate teachers to move towards self-actualization.

IQAC at B.N.Bandodkar has been taking these efforts with the same intention of rising and moving above and beyond excellence.



⁴ <http://www.netmba.com/mgmt/ob/motivation/maslow/>

