



# REVIEW OF RESEARCH

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## HUMAN RESOURCE MANAGEMENT IN EDUCATION: ISSUES AND CHALLENGES A CASE STUDY OF S.S.A'S ART AND COMMERCE COLLEGE, SOLAPUR

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**ABSTRACT :**

*The S.S.A's Arts and Commerce college is established and administered by the religious and linguistic minority in Solapur . more than 98% student in the college belongs to minority and are from poor economic and educational background. The college under study is the only old and minority degree college in Solapur. It is the need of the time and community to educate the new generation and bring them into mainstream. College should be the place to understand their needs and problem, and need and work in that direction. Young generation boys and girls are the source and capital of the community, this Human Resource must be pushed for higher education bey creating the healthy, free and frank environment.*

*Admission process, induction to the college, clean and healthy infrastructure of the college, academic excellency of the teachers, library service, gymkhana, NCC,NSS, and cultural activities are the means for the all-round development. This human resource should be protected with rules of discipline, anti-ragging committee, grievance redress committee etc. This human resource should be connected with the community through extension work, learning with community service can make the responsible citizen. Finally the ultimate aim of the education is employment, profession or business, college can invite companies for campus selection, can have competitive exam guidance cell and can give profession training and skill development training to the student. Skillful Human resource management can manage, train and galvanize the student.*

**KEY WORDS:** Human Resource, minority, infrastructure, academic services, mainstream, rules of discipline, evaluation, ragging, services, galvanize

## 1. INTRODUCTION:

Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems.(Collings, D. G., & Wood, G. (2009). Human resource management: A critical approach. In D. G. Collins & G.)HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and employee benefits systems.Pauwe, J., & Boon, C. (2009). Strategic HRM: A critical review. )HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws

The overall purpose of human resources (HR) is to ensure that the organization can achieve success through people.(Armstrong, Michael (2009). *Armstrong's handbook of human resource management practice. Armstrong, Michael, 1928- (Eleventh ed.). London: Kogan* )HR professionals manage the human capital of an organization and focus on implementing policies and processes. They can specialize in finding, recruiting, selecting, training, and developing employees, as well as maintaining employee relations or benefits.

"Human capital management" (HCM) is sometimes used synonymously with "HR", although "human capital" typically refers to a narrower view of human resources; i.e. the knowledge the individuals embody and can contribute to an organization. Other terms sometimes used to describe the HRM field include "organizational management", "manpower management", "talent management", "personnel management", "workforce management", and simply "people management".

Griffin (1997), defined human resource management as the set of organizational activities directed at attracting, developing and maintaining an effective workforce. Human resource management concerns the procurement or recruitment, staffing, welfare, maintenance, training and retraining, placement, promotion, motivation relationship, compensation or rewards, transfer and discipline of staff. It lies at the care of the efficiency of the organization.

## 2. HUMAN RESOURCES MANAGEMENT IN COLLEGES:

The need to apply Human resources management in educational institution is utterly needed today . as we are going through the age of science, technology, individualism, liberty and radical changes hence Human resources in colleges are plenty to work upon. It very important to effectively manage the new generation of students . This is where HR management and practices plays an important role. Human resources management can help in increasing student performance, creativity, student involvement in all activities and good relation between teachers and student . This happens due to the involvement and motivation of the teachers. Furthermore, human resource management also tries to make teachers more efficient. Efficient teachers help in better development of students.Attention is also given hiring and retaining the best principal and Human Resource managers and personnel officers These people are responsible for the administration, training and development

of students in the college. So an efficient human resource management system would mean an efficient administration.

Any problems between students, student and teachers, student and policies of the government are readily met due to human resources management. Proper training of teachers happens due to HRM. Management of Human Resources pays attention to any short-comings of students. The HR team identifies the reason for this. Once identified, trained teachers can then handle the problem.

The paper provides a detailed account of a comprehensive HRM college model, codified by Doug Lemov (2015) and Paul Bambrick-Santoyo (2012), which incorporates students through an intensively-managed, top-down 'student culture'. Their work on student culture, a well-established concept endorsed by Ofsted (2016), is a particularly fully-developed, clearly-articulated example of the corporatised position of the student in the contemporary school. It is also a model that possesses significant international influence.

### **HRM includes:**

- Recruiting new Admissions
- Evaluating student performance
- Ensuring fair compensation and benefits through statutory and non statutory committees
- Training student for supporting education, sports, cultural activities, community service and development
- Protecting the health and safety of all students through safe infra and sanitation

Human resource management in education is a set of practices and methods of integrating and maintaining the students boys and girls plus teaching and other staff in the institution or college so that the institution or school can achieve its purpose as well as meet the goals for which they were established. It is the motivation and coordination of the activities and efforts of teachers and other employees in college in order to obtain maximum output and consequently achieve the goals of education optimally. In other words human resource management is the process of motivating workers students, teachers and allied staff in the organization so as to obtain maximum output from them. A large body of research has identified that institutionalization of a strong human resource department could lead to improved organizational outcomes. If organizations want to develop a competitive advantage, they must have "the ability to acquire and effectively utilize human resources" (Guest & Clinton, 2007, p.4).

### **3. THE S.S.A'S ARTS AND COMMERCE COLLEGE:**

The present study deals with the student respondents in degree level of the S.S.A's Arts and commerce college, Solapur. The invigilator is intending to investigate the Human Resource Management policies and practices being applied to shape the human resource mainly students towards the desired goal and to what extent the personnel practices are active for education, research, innovation, safety, sanity, security, discipline, liberty and all-round development of the student. The Sholapur Social Association's Arts and Commerce College is established and being administered by the religious (Muslim) and linguistic (Urdu) minority in the city hence the college has assigned minority status by the State government. The S.S.A's Arts and Commerce college is situated in the heart of the city mainly the old Solapur thickly populated by the Muslim community. Solapur is the city of Maharashtra situated at the border of Maharashtra, Karnataka and Andhra Pradesh; population in Solapur including Muslims are mainly from these three states. The main occupation of people in the city is beedi rolling, spinning of cotton, power-loom, wet processing, two wheel garages, steel fabrication, paramedical staff in hospitals, transportation, tea stalls, small shoppers, fruit and vegetable sellers, construction sector and very few in government and semi government jobs and government aided and unaided educational institutions. The present educated and uneducated generation is emigrated to Pune, Mumbai, Hyderabad, Bangalore and other metro cities for jobs. The city has 14 traditional degree colleges, 04 Engineering colleges, 02 Medical colleges, 02 Pharmacy colleges, 02 Paramedical college, 04 college of education 02 Law colleges. The college under study is at the 4<sup>th</sup> number in seniority list of the colleges.

With a noble intention to give Higher Education to the Muslims and other communities of Solapur and surrounding; the traders, businessman and educated men of Muslim community established The S.S.A's Arts and Commerce college in the year 1978. it is the fourth college in the city situated at the heart of the town surrounded by Muslim population. The college has its own building situated at Sidheshwar Peth Solapur, admeasuring 2300 square meter i.e. 02 acre land with Survey No. 10659. half portion of the land is used for the construction for class room, library, offices, lab and auditorium and remaining is for the playing ground for basket ball, volleyball and parking lot. The total land is used in the following manner.

**Ground :** The ground of the college consists of

**For Girls:** Ladies Rest Lawn with chair and table for girls female staff.

Open gym for ladies and drinking water taps ,Toilet facilities, vending machine Parking for girls

**For Boys:**Toilet and urinals for boys and men staff

Drinking water taps, parking for teachers

Flag Pole and notice boards

NSS Room and Gymkhana

**Ground:** play ground is adjacent to the college building, volleyball ground and basket ball ground for boys and girls

**Ist Floor :** Room No 1 Geography Department (smart class room) No.2 Geography Lab (all geography equipment, computer and soil testing Lab

**Room No.3** Auditorium or Function Hall: 200 chairs Huge diase and podium, the auditorium has screen, cameras, and smart teaching aids

**Room No. 4** IQAC room and Examination control room (CCTV cameras, High speed zerox machine, computer )

**Room No. 5** Store room for student documents and Junior college supervisor office with computers

**Room No. 6** Principal's Cabin ( computer, printer, CCTV display and AC)

**Room No. 7** college office (08 computers and three printers computer network, Internet service)

**Room No. 8** Health centre ( First Aid Box, table )

**Room No. 9** computer lab 10 computers for girls

**Room No.10: Library:** containing 16000 Books ( Text Books, Reference Books, Encyclopedia, Dictionaries, Theses, Journals, Magazines, News papers)

10 computers and one printer,

**Room No. 11** Gymkhana office containing walker and body building equipments

**IInd Floor:** Room No. 12 Department of Urdu with departmental Library

**Room No,** 13 and 14 Class rooms

**Room No.** 15, 16, 17 class room, (digital class rooms )

**Room No. 18** Staff Room with school of social sciences, commerce department, Urdu department and research centre, English department. Computer and printer, Water filter machine

**Room No.** 19 and 20 (smart class rooms)

IIIrd Floor : Junior college staff room and NCC office with computers

**Room No.** 21, 22, 23, 24, 25, 26, 27, 28and 29 all are class rooms.

**Roof:** water-tanks, solar system

**Affiliation :** Since its inception till 2005 the college was affiliated to Shivaji University, Kolhapur, later it is affiliated to PAH Solapur Univrsity Solapur

**Programme:** Right from its inception the college has two streams i.e. Arts and Commerce, it has honour to have Post Graduation and Research Centre in Urdu, the commerce stream, social sciences, languages and physical education too have the research places recognized by the University Students enrolled in the college are from poor economic and educational background, 95% students belongs to Muslim community, it's a co-education educational institute where in male female student ratio is near about equal. The parents of these students are employed, self employed, professional, owners, artisans and workers in the above occupations, as their earnings are meager they cannot afford to pay tuition fees, books, uniform and other expenses.

**Eligibility:** student clearing std.XII from any stream are admitted to degree classes, besides this diploma in education and engineering too are enrolled. Graduates of any faculty are admitted to Post Graduation in Urdu. Admission for Ph.D. are as per the norms of the University. As the Institute is Religious and Linguistic minority hence reservation quota for admission is not applicable

**The admission status  
2021-2022**

Class	B.A-I	B.A-II	B.A-III	B.COM-I	B.COM-II	B.COM.III	M.A-I	M.A-II
Male	144	72	80	111	70	72	03	04
Female	83	35	45	69	59	41	08	04

Total Male=556  
Total female= 344  
Total Strength = 900

**2022-2023**

class	B.A-I	B.A-II	B.A-III	B.COM-I	B.COM-II	B.COM.III	M.A-I	M.A-II
Male	150	87	57	92	97	65	10	03
Female	80	54	37	49	60	55	10	03

Total Male = 561  
Total Female =348  
Total Strength= 909

**2023-2024**

Class	B.A-I	B.A-II	B.A-III	B.COM-I	B.COM-II	B.COM.III	M.A-I	M.A-II
Male	166	56	73	80	76	86	08	08
Female	74	56	48	40	44	56	09	07

Total Male = 553  
Total Female= 333  
Total Strength= 886

**Indicators of Human Resource Management:** Students are the Human Resource, this resource is to shape and mobilize for personal and social development in all respects; the college through its academic curriculum , extracurricular and extension work is trying to galvanize them through Human Resource policies and practices. The college has statutory and non-statutory committees working for and with the students The Admission Committee, the Examination and Evaluation Committee, the Discipline Committee, Anti-Ragging Committee, Internal Complaint Committee, Student Council, National Cadet Corp, National Service Scheme, Career Guidance Cell, Placement Cell, Minority cell, Special Cell, Grievances Cell, Library Committee, and Cultural Pogramme committee etc. these committees are student-centric and for their democratic participation in academic activities and other committees.

The faculty in the college is qualified, all of them have acquired Master Degree and Research Degree in their respective subject, many of them have cracked qualifying examination SET and NET. Every faculty in the college has written Research Papers and got published in reputed national and international research journals, some of them have edited books, some have authored the text books and reference books. The faculties in the college are members of the Board of Studies, Chairman Board of studies and Dean of the stream, member of academic council and research committee. The Director of Physical Education in the college is the best coach and member of selection committee for University

and State hockey and football team, he is the coordinator and organizer of sports events of the University.

#### 4. OBJECTIVES OF THE RESEARCH:

The S.S.A's Art and Commerce college is established and administered by the Religious (Muslim) and Linguistic (Urdu) minority community in Solapur. The student enrolled here in too are from the same community. The researcher is intending to focus on the human resource policies, actual practices in the college for the educational goal and development of students. The objectives of the researcher for this paper are..... 1) to study the vision and mission of the college. 2) to see the admission process and student admitted in the college with gender and stream classification 3) to study the infrastructure facilities available for the student. 4) to see if the teacher in the college are qualified and are fulfilling their duties. 5) to study the services given by the library in the college 6) to confirm if the college is following the rules of discipline for control. 7) to see if the student evaluation system 8) to see if the college is practicing extra-curricular activities for the all round development of student.9) to see if the college is extending all types of scholarship facilities for the student.10) to study the Memorandum of Understanding the college has entered in with other organizations.

#### 5. SCOPE OF THE STUDY:

The scope of the study covers every personnel and aspect of the college contributing for the management of the human (student) resources. 1] Right from the admission process, counselling of the student for choosing subject, scholarship, medium of learning.2] the physical amenities in the college too matters, they are also to be covered like parking, spacious class room, lavatories, drinking water, sitting plot, canteen, gym and space for yoga etc.3] All the department contributing their best for the management and development human energies; department of Urdu, Geography, English, Commerce and Management, School of Social Sciences, Library, Computer Lab. Gymkhana, NCC and NSS and their role for human resource management. 4]The method of Evaluation of the student through Home assignment, University Exam is also focused in management and development. 5] the extra-curricular activities too are under the scope of study, it includes cultural programmes, field visit, Youth festival, Avishkar, Elocution competition and participation in community services are 6] The statutory and non-statutory committees and activities too are active for management and development of human resources, committees like Anti-ragging committee, Internal complaint Committee, Grievances committee, Minority cell, Special Cell, Placement Cell, Student Council are formed student are involve in controlling and decision making process.

#### 6. MATERIALS AND METHODS:

Human Resource Management in education: Issues and Challenges. *A case study of SSA's Arts and Commerce College, Solapur.* It is a case study of an educational institute in management of human resources. Student are the respondent resources and the entire structure and functions of the college involved in management and development of the student, the historical background, geographical location and category student admitted in the college are under study.

##### 6.1 Data Collection and Study Design:

As the study is based on the Human Resource Management in Education mainly of the student and the contribution of physical and academic sources for student's development. It is decided to record the responses of the respondent student pertaining to role of entire college physical and academic component for their development. The total strength of the college is 800, hence 10% respondent (80 respondents) from the universe are randomly selected. Student are stratified into Humanities (Arts) and Commerce and Management (Commerce) Equal number of respondent from each stream decided to select for responses questionnaire.

**6.2. Inclusion and Exclusion:**

it is decided to stratify the student respondents into Arts and Commerce stream and equal proportion of sample is decided to collect from each stream, the questionnaire containing the questions on the subject is decided to mail or what app the student, the fact is that, commerce student are more regular and have the knowledge to handle the electronic device like whats app and email hence they are ahead in responding us, few Arts student were dormant hence commerce respondents are replaced.

**6.3. Questionnaire Design:**

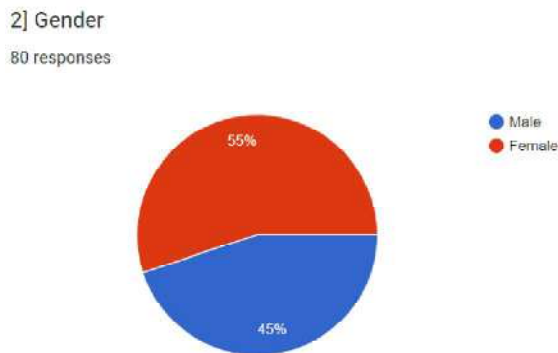
It is difficult to interview all the respondent during the teaching hours, hence it is decided to frame the questionnaire containing the questions of the subject. A Google form of questionnaire is prepared it is mail and What app to the student respondents of both the stream moreover a QR code containing the questionnaire is created and placed at the notice board of the college so as to capture the respondents. The questionnaire contains 86 questions pertaining to admission, physical facilities in the college, contribution of various departments, role of the library, student evaluation process, statutory and non-statutory committees in the college, student participation in various committees, Extra curricular activities, sports NCC, NSS, and community service etc are included in to record the responses of the respondents.

**6.4.Ethical Consideration:**

It is the case study of the Human Resource Management in S.S.A's Arts and Commerce college hence care is taken to follow the ethics of investigation, dignity, liberty and freedom of the nonresidents are to be respected. A pilot study of the Five respondent is conducted to see if the respondents are free to reply. Respondents are given freedom to fill-up the questionnaire at home without obligation, secrecy of the responses is maintained so that the respondent must not be exposed.

**6.5. Statistical Analysis:**

The researcher and his team created the Google form of Questionnaire, the form is mailed and what app the questionnaire to the 80 respondents and requested them to fill-up and send back. In all 80 respondents gave their a pie chart of the responses is aromatically created on the investigator computer. The chart is analyzed in the following manner .



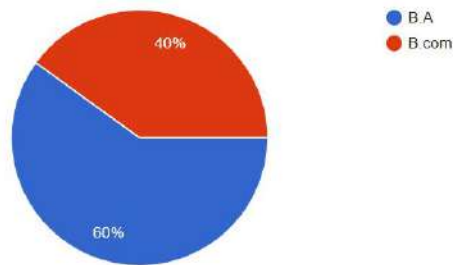
**Sex Ratio of the respondent**

The college admission chart for the Academic Year is Male =553 and Female=333 Total=886

Pie Chart-2 indicates the sex ratio of the respondents recorded their responses. Out of total sampled respondents( 80 respondents) Females constitute 55% and Male respondents constitutes 45%. Female respondents are ahead to attend the Questionnaire where as the males are reluctant.

### 3] Class

80 responses



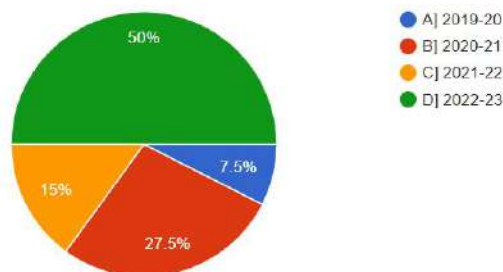
### Stream wise Representation of the Respondents

Pie chart -3 represents Stream wise respondents. It is obvious that, out of total 80 respondents 60% of them are from Arts faculty or Humanities and 40% of them are from Commerce and Management stream. The students from the Arts stream are more open to respond the questionnaire.

### Admissions

#### 4] Your first enrolment in the college

80 responses



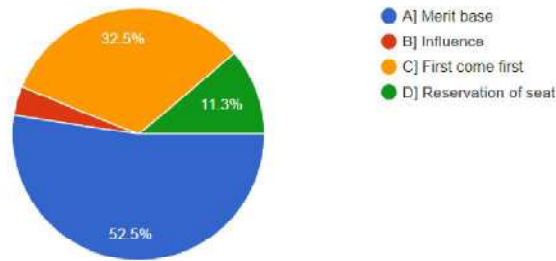
### Year of Enrollment in the College

Chart 4 indicates the year of admission in the S.S.A's Arts and Commerce College, Solapur 7.5% respondents were enrolled in the academic year 2019-2020, 27% of them have enrolled in the year 2020-2021, 15% enrolled in the year 2021-2022 and 50% of them have enrolled in the year 2022-2023. the student in the latest year are ahead to record their responses.



5] What is the base of your admission ?

80 responses

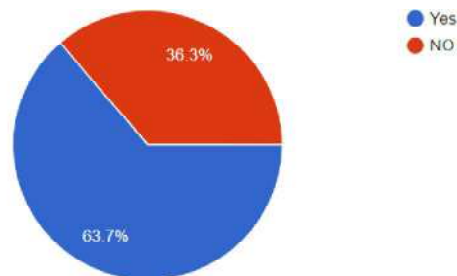


### Source or Base of Admission

The college has a policy of admission applied as the base of admission . For commerce and management the entire list and the first list in art is based on Merit; 52.5% students have got admission on Merit base,32,5% admitted as they first approach the admission committee, 11.3% came on reservation seats like sports quota, handicap quota, ST and SC. Only 3.7% of them have exercise influence to get admission. As the college belongs to minority hence no rules of reservation is applicable here. Generally merit is prepared amongst the minority students and some times first came first is admitted, in rare cases or late admission student brings external influence for admission.

6] Did admission committee help you to fill admission form ?

80 responses

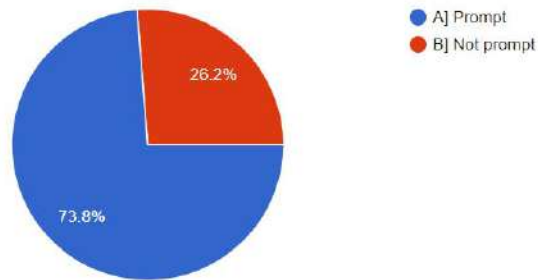


### Admission Committee

The college has constituted the admission committee to guide the student to fill-up the admission form and to choose the subject of their choice. 63.7% student have said that, the committee help the students to complete the admission process while 36.3% student are not helped by the admission committee, student seeking admission through parents or friends are not aware about the work of the admission committee . Beside this the committee help to fill up Life Insurance form, Scholarship form, Freeship form and to secure the identity card too. The attitude of the admission committee is amicable and cooperative, this could create cordial relation between committee and students.

7] Is your college office prompt to do admission process ?

80 responses

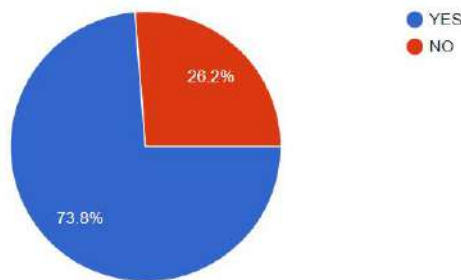


### office work

The students goes to office for admission process, scholarship, bonafide certificate, examination form, results and other work. The office staff attend the students plea and solve it; 73.8% student says that, the office staff is prompt enough to attend their work only 26.2% of them are not heard by the office staff.

8] Were you given freedom to chose subject, NSS , NCC and sports ?

80 responses

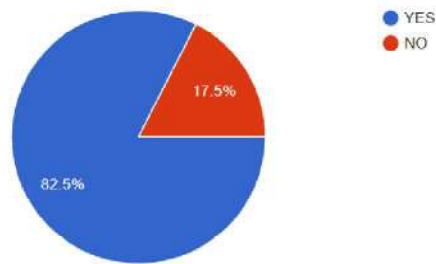


### Freedom to chose the subject

While securing admission in the college, students are serve list of optional subjects and extra curricular activities like NCC, NSS and Sports. Students are at liberty to chose they like. 73.8% students says that, they are given liberty to chose the subject and extra-curricular activities; 26.2% student were deprived of their liberty to chose subjects and extracurricular activities. All subjects in Arts stream and Commerce stream are open for all and students in their respective discipline. Student are at liberty to participate in extracurricular activities like NCC, NSS, Sports, Youth Festival, Avishkar, Study tour, excursion etc. The drive helps the student to learn by choice and to participate with willingness this will help to develop their skill and personality.

9] Was the admission process transparent ?

80 responses

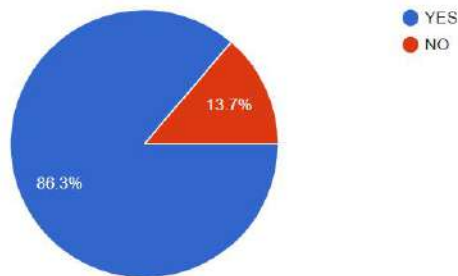


### Transparency of Admission

Admission for Commerce stream are given on Merit Base and Admission for Arts Stream are first come first will be admitted base. Both the methods are open for students and parents. 82.5% says that admission process is fair and transparent while 17.5% don't believe that if there is any transparency. As the institute is religious and linguistic minority there is no question of category wise admission, all students comes from minority background and there is sufficient seats for admission.

10] Is the admission fees charged you is according to the norms of the university

80 responses

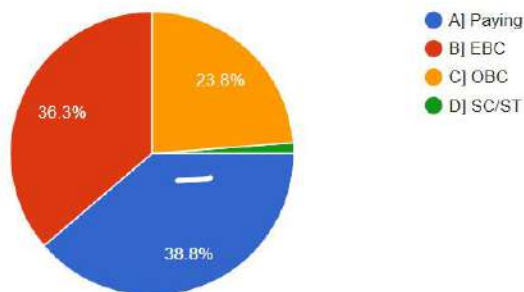


### Fees for admission

The S.S.A's Arts and Commerce College is aided by the government, the Admission fees, Tuition fees, Library fees, Gymkhana fees, University development fees, College development fees, Internet fees, etc are charged according to the fees structure prescribed by the Solapur University. 86.3% student are satisfied by saying that, fees to them is according to the University norms while 13.7% of them are doubtful on fees charged to them. The college and admission committee display the fees chart at admission counter open to see and comment. The chart is as per the structure given by the university

11] What is your category ?

80 responses



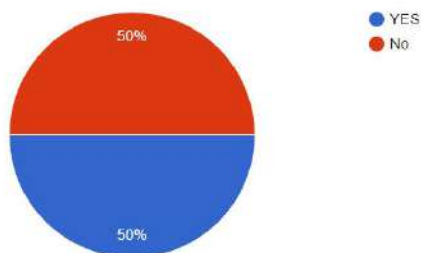
**Category of the student**

Student admitted in the college are from diverse economic and caste background. Religion, caste and Economic status is not the base of admission. Bu the student admitted in the college hails from such background all are given their due status and facilities. 38.8% student are from good economic background hence they are paying tuition fees, 36.3% are from Economically Backward Class. Their EBC status is certified by the competent authority and they are awarded concession in fees. 23.8% belongs to Other Backward Class category (OBC) their status is verified by the government authorities and are awarded scholarships, only 1% student belongs to SC/ST category, their status is verified by the government and are given their due right. Our college is strictly not for the minority students, it is opened for the students of all religions, castes and categories.

**Induction Programme**

12] Do the college conduct induction parogramme at the first day of college?

80 responses

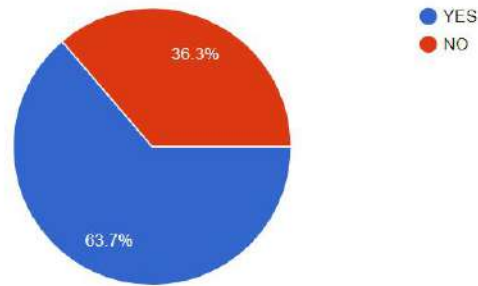


**Induction Programme**

It is the practice and culture of the college that, the newly admitted student are inducted with the infra and working of the college, at the first day of the college the teachers in their respective class introduces themselves, their subject, library, gymkhana, office, scholarships, extracurricular activities and civic amenities in the college. Even the student themselves too introduce themselves to the staff and their class mates. 50% student say that they are inducted with the college while 50% don't know about the induction programme it is because of absenteeism or late admission in the college. Induction programme makes the student feel free and comfortable and they are acquainted with the college and their classmates; healthy relation can be established. Boys and girls have separate civic amenities like drinking water, urinals, parking and sitting arrangements.

13] Do the college introduce you with library , gymkhana, office and extra curricular activities in the college ?

80 responses

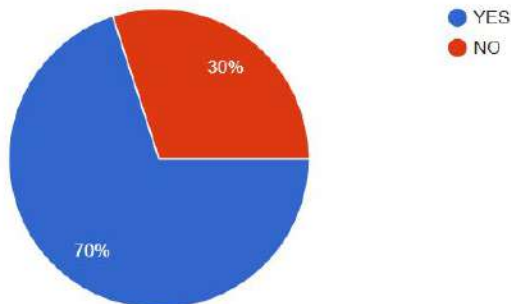


### Induction with other departments

The college and teachers not only introduces with the syllabi and subjects but also introduces with gymkhana, library, NCC, NSS, Office, youth festival, Avishkar etc. Such activities are also necessary for the allround development of the student. 63.7% students says that they are introduced all components in the college while 36.3% don't know this drive of the college. The college acknowledges the students with significance of NCC and NSS, sportsman voluntarily joins gymkhana and team. Several artist student participates in cultural programmes of the youth festival and have won the prizes.

14] Are you escorted to reach your respective class

80 responses

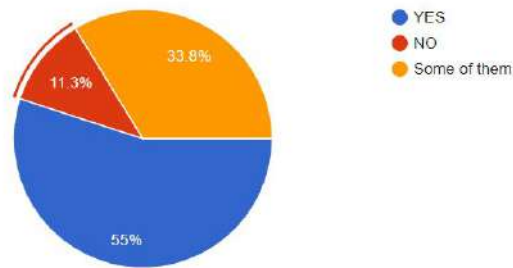


### Students Escorted to classroom

Many of the student enrolled in the college for the first year are from the surrounding Junior colleges, they are ignorant of college building floor plan, class room , departments etc such students are escorted escorted by the peons or sometimes by the teachers. 70% students say that, they are escorted to the respective classroom and department, 30% students are not escorted because they may be senior or admitted late in the college, the college particular to help the student for their easement

15] Do you know the name of your classmate ?

80 responses

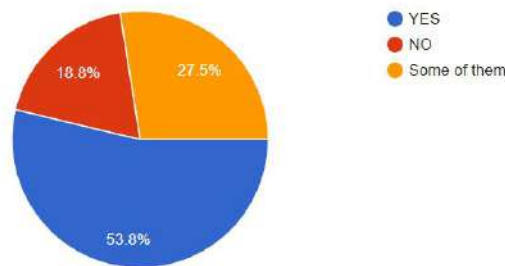


**Student Relation and Interaction**

Student in all classes are in contact and friendly relation with each-other, friendly and healthy environment in classroom and premises is necessary for learning and extracurricular activities. 55% student say that, they know the names of their classmates, 33.8% knows names of the some of their classmates and 11.3% don't know the names of their classmates. Majority of the students are in contact and friendly relations.

16] Do you know the name and eaducation qulification of your subject teachers?

80 responses

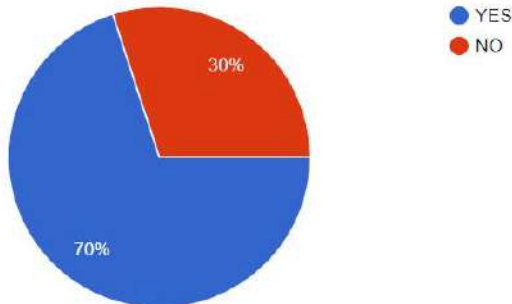


**Teacher Student Relations**

To give personal attention and better education is the aim of the institution. Students are expected to know the names of their teachers and their educational qualification. This may create affinity and academic relation with the teachers. Student teachers personal contact and knowledge of formal qualification of their teachers creates reliability of teaching and learning. This may inspire the students to acquire higher degree. 53.8% students knows the names and qualification of their teachers, 27.5% student know the some of the teachers while 18.8% don't now the names and academic qualification of the teacher

17] Are you informed with the types of scholarships and welfare facilities in the college?

80 responses



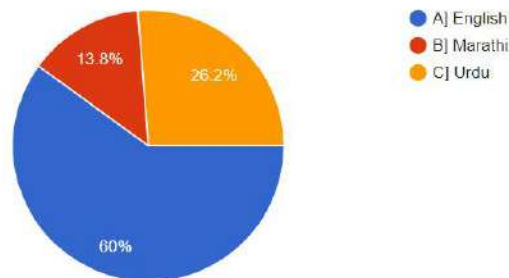
### Information of Scholarships

The majority of the student enrolled in the college belongs to minority community some of them have OBC status in minority; very few i.e. near about 1% students are from SC and ST; these students are informed about the types of scholarship they are eligible. 70% student says that, the college is informing them about the types of scholarship while 30% don't know if the college is informing. Scholarship to monitor help the needy student to bear the expenses of education. The college has the provision of Poor Boys Fund and Social Kanya scheme to give financial support to the student.

### Teaching and learning

18] What is the medium of your learning ?

80 responses

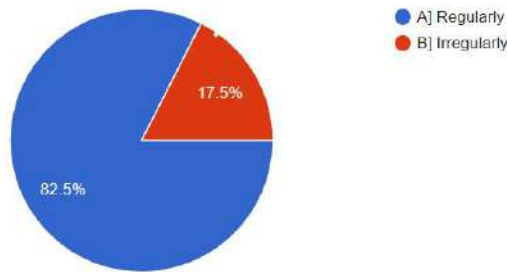


### Medium of Instruction

As the college is established and managed by the religious and linguistic minority community, it has liberty to choose the language of instruction. The college adapted English and Marathi as medium of teaching, Urdu as one of the compulsory and optional subject at Humanities and commerce. Urdu is being taught at Post Graduate level. 60% student have preferred English as medium of learning, 13% have preferred Marathi medium and 26% student have offered Urdu as optional subject at Degree level and Post Graduate level

19] Do you attend the classes regularly ?

80 responses

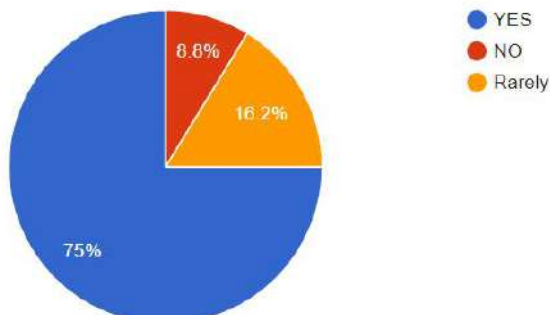


### Attendance in the class

The college is regular and run in day time' lecture method and PPT method is adapted for teaching. Students are bound to attend the class for lecture and Home Assignments. In response to the question on attendance 82.5% student says that they are regular in the class room while 17.5% are not regular. Regularity and punctuality of the student is the only way for academic and extracurricular development of the student.

20] Do your teacher timely attend your class ?

80 responses



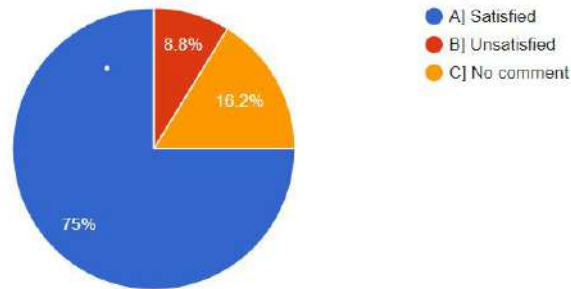
### Teachers attendance in the class

Teacher in the college is an important ingredient for teaching, tutorials, discussion, tutorials and tutorials. His in-time presence in the class is necessary for everything. 75% student says that their teacher timely attend the class, 16.2% says teachers rarely attend the class in time. And for 8.8% student teacher never attend the class in time.



21] Are you satisfied with your teacher's subject knowledge ?

80 responses

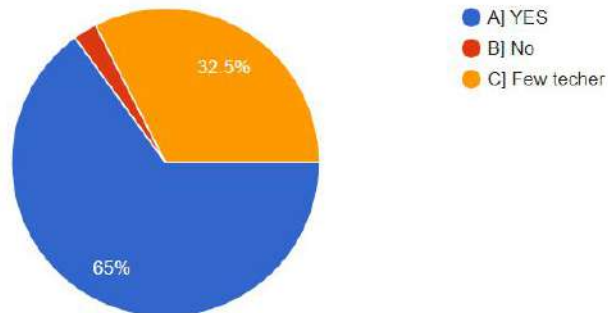


**Teacher's Subject Knowledge**

Teacher in the senior college must be qualified, studied, and must have ample subject knowledge to communicate his knowledge, perceptions before the student. A studied teacher can control the class and galvanize his student. Pertaining to teacher’s subject knowledge 75% student say that, they are satisfied with the subject knowledge of their teacher. 16.2% percent student don’t want to comment on the question, 8.8% student are not satisfied with the knowledge and skill of the teacher

22] Do your teacher teaches you within the frame work of university syllabus ?

80 responses

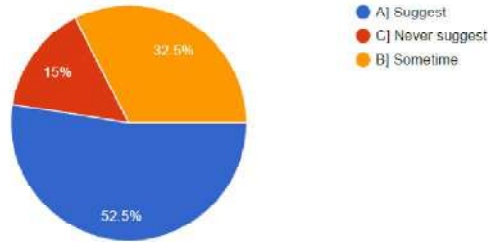


**Teaching of Syllabi**

Any teacher before entering into class prepare himself with books and current affairs, a good teacher never diverts from the subject, he communicate and present the subject by keeping in view the nature and scope of the subject this attitude can give specific subject knowledge and student can secure good marks. 65% student says that, their teacher teaches within the frame line of the university syllabus. 32.5% says that, not all but very few teacher teaches within the tramlines of them syllabus and subject, only 2.5% teachers never teaches within the framework of syllabus, they are diverted to other line and switch to the unnecessary subject.

23] Do your teacher suggest you to refer other sources of study?

80 responses

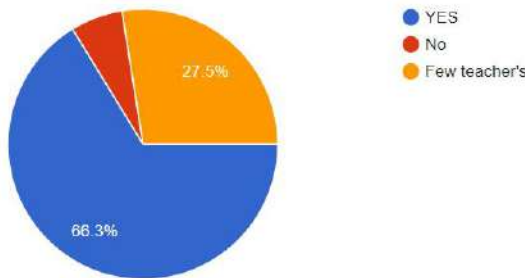


**Knowledge Sources**

Besides teaching in the class room, referring the prescribed text books for studies the teachers in the college suggest the student to refer other sources of knowledge like reference books, journals and projects on the subject. 52.5% student say that, their teacher suggest them to refer other sources of knowledge, 32.5% say some the teachers suggest to refer other sources and only 15% says teacher never suggest them for others sources to study material

24] Do your teacher complete the syllabus with the specified semester

80 responses

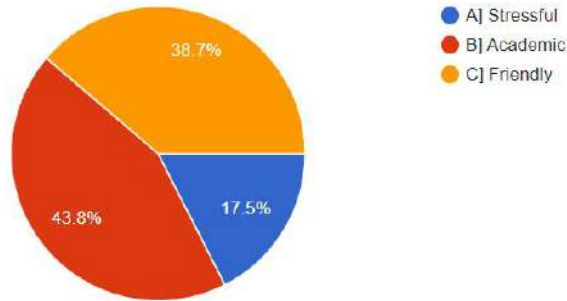


**Syllabus Completion**

To teach within the content of the syllabus and that to finish before the examination is duty of every subject teacher. Near about all the teachers are particular in carry to finish their curriculum before the examination. 66.3% student say that their subject teachers finishes the syllabus before the time, 27.5% student says only few teachers do finish their curriculum within time, 6.2% student complaints that their teacher never finish the syllabus within the specified time.

25] How are your relation with your teachers?

80 responses

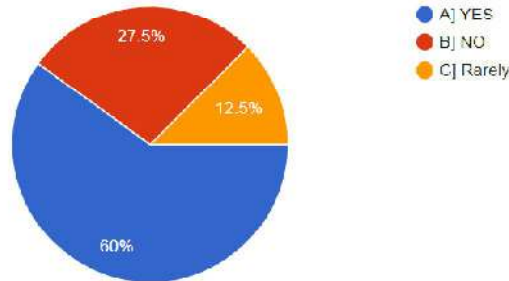


**Student -Teacher Relations**

Healthy Human Resource Management and better organizational relations requires the healthy and cooperative relation between the two ends involve in. In industries and college healthy relation between employer and worker, teacher and student are must. In the college under study 43.8% student says that, they have academic relation with their teacher, 38.7% respondents say that they have friendly relation with teacher. Only 17.5% have asserted that they have stressful elation with their teacher. Students under stress relation must be more absent in the class

26] Do you go to the library to collect the book?

80 responses

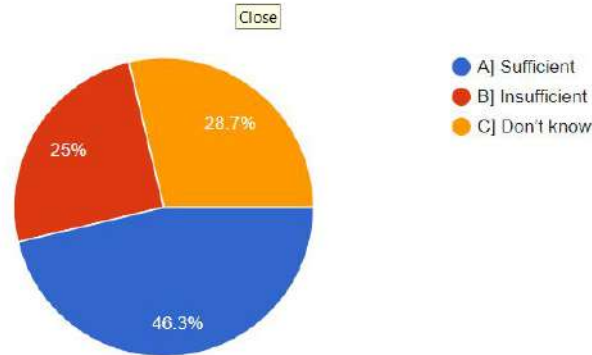


**Library Services**

Libraries are the Sources of Knowledge, a rich library can serve ocean of knowledge to the teachers and students. Having a rich collection of books is part of pride and guarantee of knowledge. Student and teacher regularly visits the library for the transaction of books, journals, magazines, news papers, encyclopedia, dictionaries, E-books and E-journals too. 60% student regularly goes to library 12.5% student never go and 12.5% student rarely goes to the library

27] Do your library have sufficient number of books?

80 responses

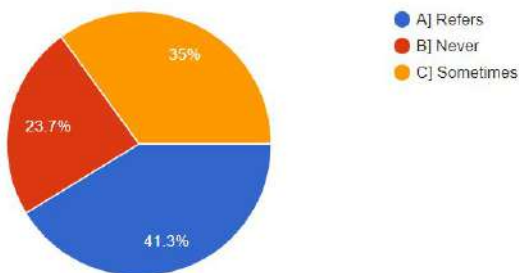


### Number of Books in the Library

Any library is known for the books it has, Reference books, Text Books, Subject dictionaries, Encyclopedia, Magazines, Journals, Project reports, News papers etc are the content of library collection. The study material must meet the demand the students, there should be coordination between demand and supply. For the college library under study 46.3% student say that their library have sufficient number of books, 25% say that it has insufficient s books while 28.7% student have no idea bout the books and student ratio.

28] Do you refer magazines, journals and news papers in the library?

80 responses

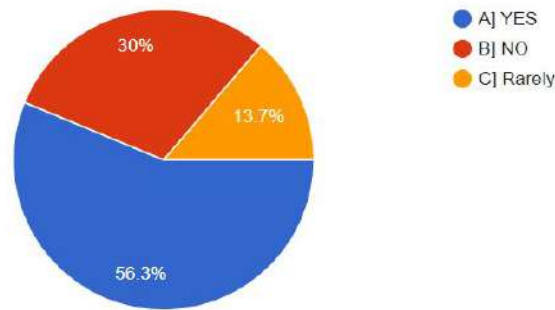


### Extra Reading in the Lib.

Education doesn't mean referring only text book and class room teaching, besides prescribed syllabi one has to refer interdisciplinary books, reference books, encyclopedia, journals, magazines, news papers, e-books, e-journals, and educational DCs this could give you an ample knowledge for university examinations, commutative-exams and can develop a confidence in the student. 41.3% student say that they are referring extra reading material from the library 35% say they sometimes refer extra reading material while 23.7% never go for that.

29] Do you sit in the library for studies?

80 responses

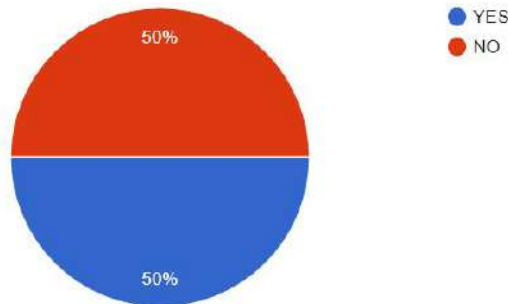


### Use of Lib. infrastructure

Library is knowledge resource centre having thousands of books, with supportive Encyclopedia, Dictionaries, Journals, research papers E-books and journals, news papers etc. Besides the academic material the library has infrastructure facilities like chairs, tables, fans, drinking water, computer and printer student sits in the library for studies majority of the student are availing infrastructure facilities. 56.3% student say that they are availing the library facilities 13.7% rarely sits in the library while 13.7% student never go. Student never going or rarely attending lib have such facilities at their home. Some are attending University sub-centre library and some goes to public library.

30] Is your library remain opened for the whole day and in evening for you?

80 responses

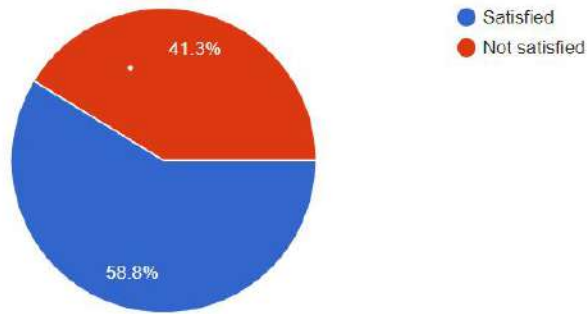


### Working hours of the library.

it is obvious that, library is the knowledge resource centre, students are abound sit in the library for studies; the library remain open between 8.00 a.m to 6.00pm every day. Student are availing the library books and infrastructure. 50% student say that, their library remain open for the whole day while 50% say no.

31] Are you satisfied with the services in the library?

80 responses

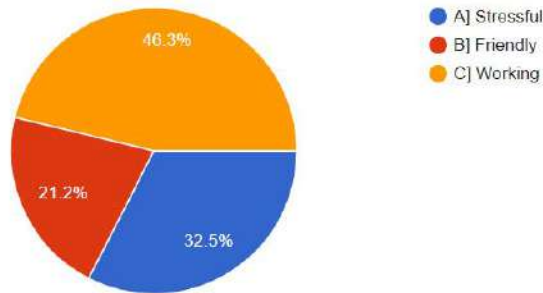


**Student's satisfaction with Lib. services**

Books, infrastructure and services in the library attract the students towards towards the Lib. Students satisfaction graph for library services is linked to the result graph. 58.8% students are satisfied with the Library services while 41.3% student are not satisfied. Student not attending the library may be giving responses of unsatisfactory.

32] How are your relation with your library staff?

80 responses



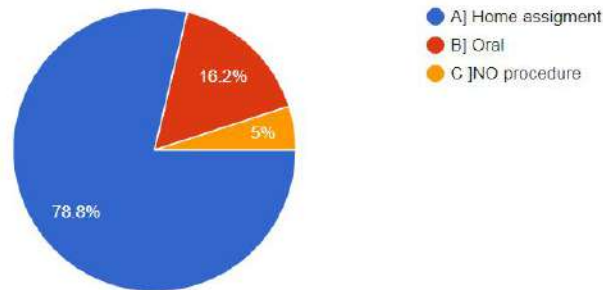
**Student -Lib. staff Relations**

The library staff is in the service of student for Library transaction and study infrastructure; attitude and services of the library staff can attract the student and maintain healthy relations. 46% students say that, they have working relations with the lib. Staff, 32.5% have stressful relations and 21.2% student have friendly relation.

**Evaluation and Promotion**

33] Which procedure did your college apply to evaluate your learning?

80 responses

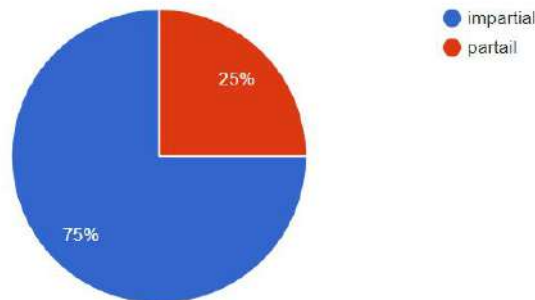


**Student Evaluation Method**

It is necessary to evaluate what student have learned. There are several methods of evaluation like University examinations, oral test, project work, home assignment, tutorials etc. The college is applying Home Assignment method to evaluate the knowledge of the student. 78.8% student say that, Home Assignment is the method to evaluate the student learning 16.2% say they have Oral exam to evaluate and 5% say there is no procedure to evaluate the student in the college.

34] If yes, is the college evaluation process is impartial ?

80 responses

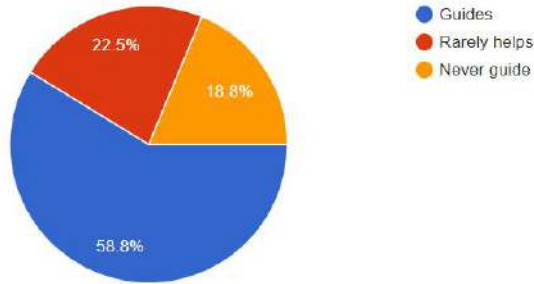


**Reliability of Evaluation Process**

Student must be evaluated to promote in the upper class or to detain in the same class. After teaching, learning and examination students are evaluated to measure their ability, the result reflect the work of teacher also. Majority of the student say that, they are evaluated, Home Assignment is the method of evaluation. Reliability of evaluation process must be transparent and reliable. 75% student say that the evaluation process is Impartial and transparent. While 25% student are doubtful on transparency of the evaluation mechanism.

35] Is your college office guides you for examination forms and fees?

80 responses



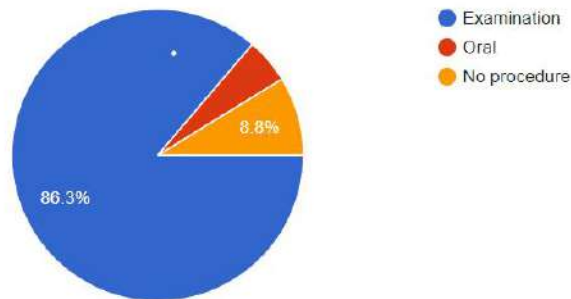
**Guidance for Exams**

The University conducts two examinations in one academic year rules of the examinations, fees and dates are send to the college; it is the responsibility of the college to communicate same to the student 58.8% student say that, the college teacher and office guide them for the extermination 22.2% say, that they are rarely helped in this regard and 18.8% said they are no guided and helped pertaining to examinations

**Evaluation of the student by the University**

36 Which procedure the University apply to evaluate your performance ?

80 responses

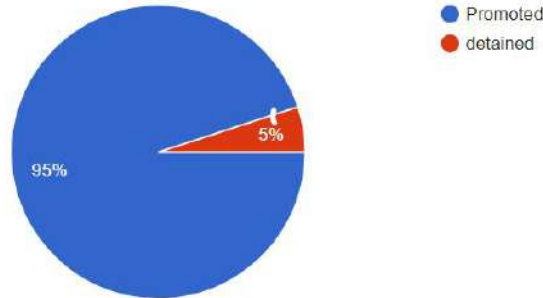


Students are evaluated twice in one academic year, the method of overvaluation is University Examination. All theory papers are assessed by the panel of the examiners appointed by the University authorities. 86.3% student say that, Extermination is the method of evaluation, 8.8% say that oral examination is the method while 94.9% replied that, there is no procedure of evaluation.



37] Are you promoted to the next class after clearing the examinations?

80 responses

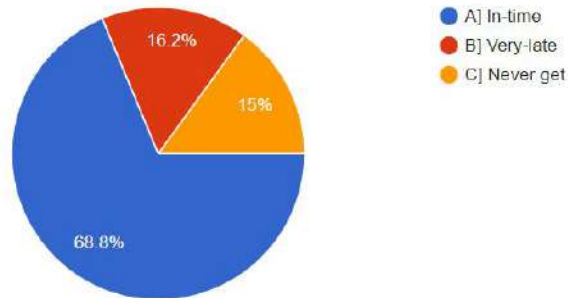


**Promotion of the student in the next class**

Student cracking the university examination must be promoted into the next class. Theory paper and evaluation of paper are the means of evaluation, after evaluation result it is decided to promote or detain. 95% student say that they are promoted to the next class after evaluation while 5% student reply that, they are not promoted to the upper class. Students are detained in the same class when failing to cross the examination.

38] Do you get the mark-sheet in time?

80 responses

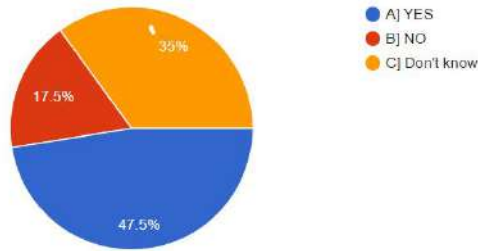


**Mark sheet issue case**

It is on the part of the University examination board to issue the mark-sheet after every examination, a marksheet is necessary to promote or detain the student; marksheet are issued to everyone. 68.8% student say that marksheets are issued in time 16.2% say that marksheet are issued very late, 15% student say that university never issue the marksheet

39] Is there any process to re-assess your exam papers?

80 responses



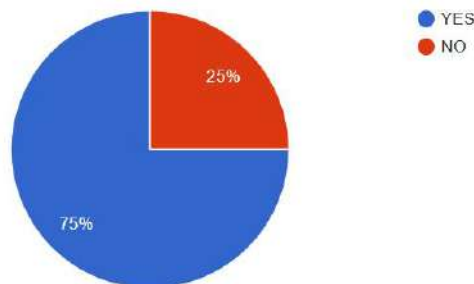
### Revaluation of exam papers

All student appears for the examination, and result are issued to them for promotion or to detain them. Student if not satisfied with the result can ask the University for the revaluation and reassessment of the papers. 47.5% student say that, there is provision of revaluation of the papers, 17.5% say there is no provision of revaluation while 35% student don't know the if there is provision of revaluation and reassessment.

### Personality Development Programme

40] Do your college give equal opportunities to all to participate extracurricular activities ?

80 responses

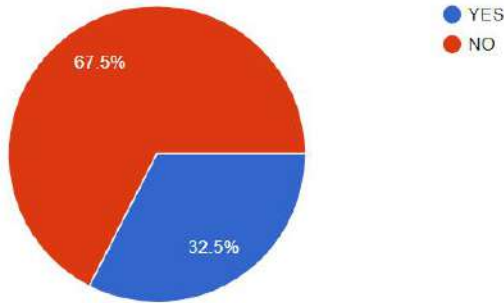


### Extra Curricular activities

Besides academic academic work teaching learning and examinations, the extracurricular activities too are important for the all-round development of the student. Extracurricular includes NCC,NSS Sports, Youth festival, Avishkar, cultural programme in the college. The college generally issue a notice inviting the student to participate in extracurricular events. 75% student say that, college is giving equal opportunities to all to participate in extracurricular acclivities while 25% say that, they cant get opportunity. Student not involved in extracurricular may not be fit to give their performance.

41] Are you volunteer of NSS?

80 responses

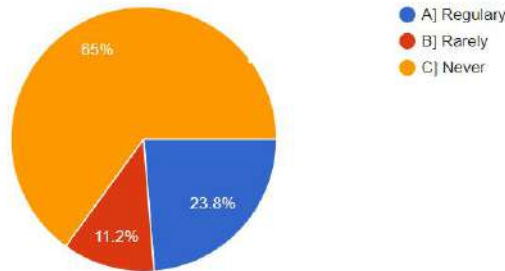


**Volunteer of N.S.S.**

National Service Scheme is one of the best extracurricular activity, it connect the college student to the community, community work through learning. All the student are invited to join NSS. 67.5% student say that, they are invited to join NSS while 32.5% are not the volunteer of NSS.

42] Do you regularly participate in NSS activities?

80 responses

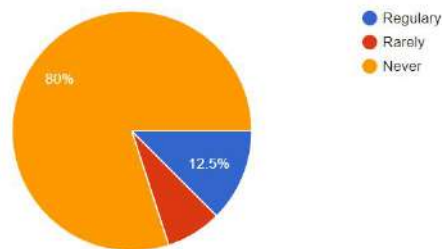


**Participation in NSS activities**

As NSS is one of the best extracurricular acclivity, it connect the volunteer to the society around. All the programmes are implemented as per the time table and norms of the university 65% student never participate in all activities 23.8% regularly participate and 11.2%rarely take part in NSS programmes

43] Do you regularly attend NCC parade and camp?

80 responses

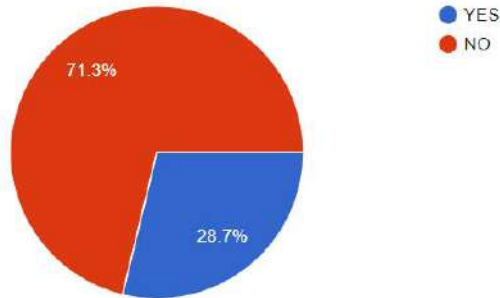


**The N.C.C.**

The college has National Cadet Corp (N.C.C.) too. Unity, discipline is the motto. The activity is necessary to train the student for discipline, sedateness, obedience to law and order and helping the public in times of crisis. All the students are appealed to participate in NSS, selection based on the rules rules prescribed by the battalion. 80% student say that, they are not the cadet of the NCC, 12.5% student regularly participate in all events, 7.5% rarely participate

44] Are you member of college sports team?

80 responses

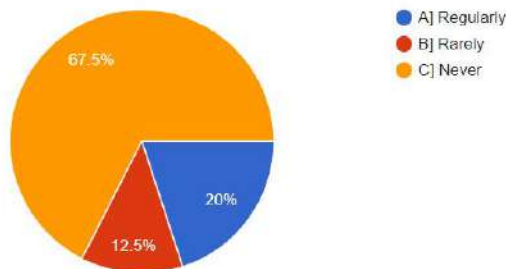


**Sports Team**

The college is known for its sports achievement in Hockey and Football, besides these two specialty the gymkhana has volleyball, basket ball, table tennis, cricket wrestling, boxing, weight lifting, judo, high jump and long jump. Students of all classes are informed to participate in sports. The director of physical education is the selector of the player, the elected team members are coached regularly and are enrolled for all levels of sport tournaments physical education, fitness sports is an essential activity to carryout group event, to, to chase success and to develop spirit of sportsmanship .

45] Do you regularly practice and play the matches?

80 responses

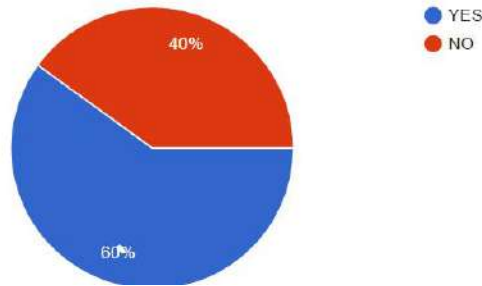


**Daily Practice**

Sports is an essential activity in the college to enhance the game skills, to develop team spirit and to win over the odds, this is a attempt for the all round development of the student. Every game event require regular practice under the supervision of expert coach. Out physical director is coaching the team regularly. 67.5% student never attend practice because they are not the member of team 20% student who are the member of the team attend coaching regularly and 12.5% student rarely attend coaching.

46] Do you participate in cultural events of the college?

80 responses

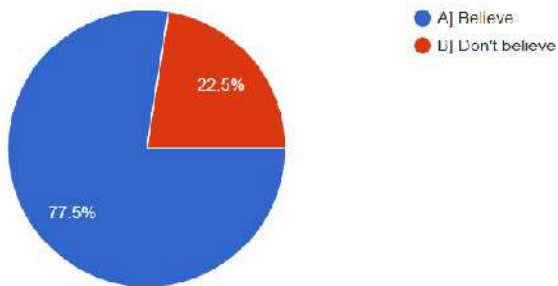


### Cultural Events

Education, art, skill, singing, painting, writing, oratory, dance and music are the elements of culture. The college arranges cultural programmes to encourage the student to develop their skill, ability, creativity, and artistic presentation. Students are encourage to participate in college level cultural events, Youth festival and Avishkar. The cultural programme committee guide and encourage the ability in the student to profess and present the at in them. 60% student say that, they re participating in cultural programmes, 40% student are not interested.

47] Do you believe if the extracurricular activities are necessary for the development of personality?

90 responses



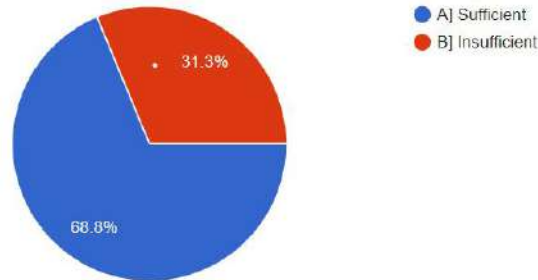
### Necessity of extra-curricular activities

Besides academic (teaching, learning, writing) activities the extracurricular activities like sports, NSS,NCC and cultural programmes are necessary for the development of personality. Extracurricular activities gives opportunities to develop potential talent, skill, power, imagination and art of presentation. It develop sportmanship, decision power, team work and also leadership in the student 77.5% student believe that, extracurricular activities are essential for the ali round envelopment of students while 22.5% student never believe in.

### Statutory Welfare Facilities

48] Is there sufficient number of toilets and urinals for you in the college ?

80 responses

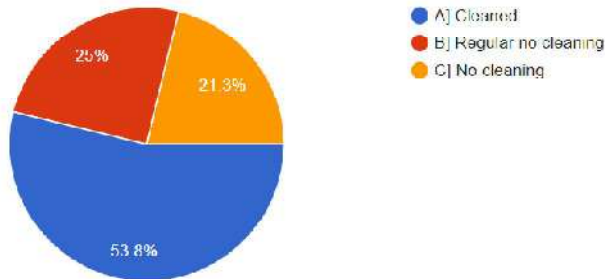


### Statutory Welfare Facilities

Getting satisfied with toilet needs with respect is the basic need and human rights of the students. The college has a provision of toilets and urinals for the student, the number of both the units are sufficient in number. 68.8% student say that, the number of toilets and urinals are sufficient while 31.35 student reluctant to say that, the number of both the lavatories are insufficient

49] Are the lavatories are cleaned regularly?

80 responses

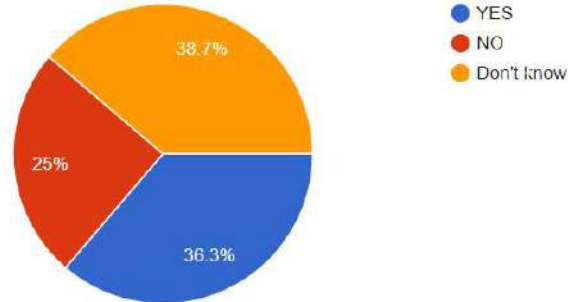


### Cleanliness in Lavatories

Cleanliness of both the lavatories Urinals and Toilets are necessary for the public health and hygiene. Use of clean disinfected lavatories is the right of the student. 53.8% students say that, the lavatories are cleaned, for 25% student lavatories are not regularly cleaned 21.3% student are complaining of uncleaned lavatories

50] Is there provision of Vending machine for girls ?

80 responses

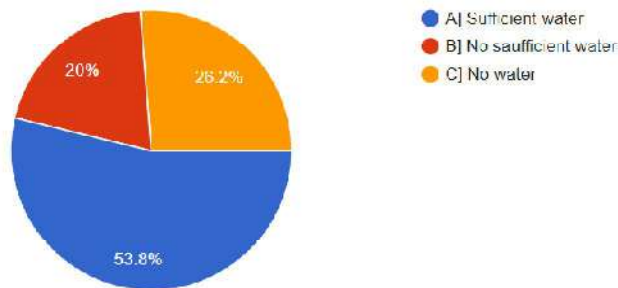


### Vending Machine

Of the total strength of the college near about half of the students are girls, these adolescent girls goes through the menstruation. The college is bound to place a vending machine to get the sanitary napkin and to burn the used one. 36% girls say that, the college has placed the Vending machine 38.7% don't know about the name and use of machine, and 25% student say there is no vending machine in the college.

51] Do the college have sufficient drinking water for all?

80 responses

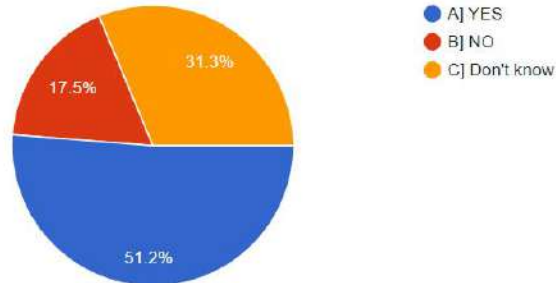


### Drinking water facility

Safe drinking water in the college premises is the right of student, sufficient drinking water in all departments, office and common place in the college is necessary and is made available at reachable places. 53.8% student say that, the college made the provision of sufficient drinking water, 20% say the drinking water is insufficient while 26% say there is no drinking water in the college premises

52] Do the college have fire extinguishing weapon in the premises?

80 responses

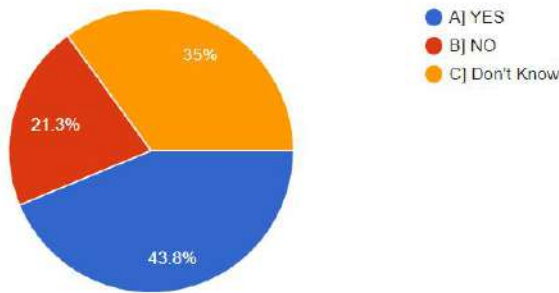


### Fire Extinguishing weapon

The college and its all departments including library and class room must be safe in all respect. As per the norms of the commercial public institution there must be Fire Extinguishing weapon in library and other places. 51.2% student say that, the college have the Fire extinguishing weapon, 31% student don't know about the provision while 17.5% reluctant to say the college has not such safety weapon.

53] Do your college have seperate scholarship for girls students?

80 responses



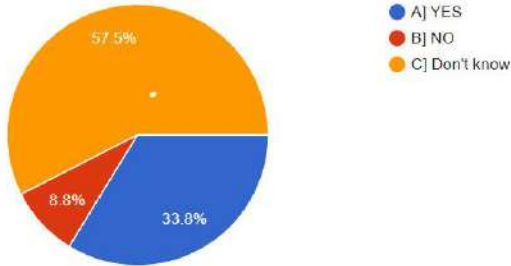
### Scholarship for Girls

Female students are also more in number on the college roll to encourage them for higher education and to give financial the government has introduced scholarship for girls like Begum Hazrat mahal scholarship, Maulana Azad minority scholarship; student eligible for the scholarship are availing it. 43.8% student say that, they are getting scholarship for girls 35% don't know the provision while 21.3% are not getting because they do not fulfill the criteria



54] Do your college have the provision of scholarship for the SC/ST student?

80 responses

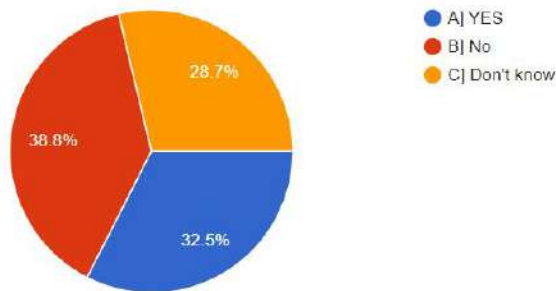


### Scholarship for ST/ST student

The admissions of the college are open for all, only 1% student belongs to SC/ST category, such student too can avail the government scholarship. Other student who know the provisions are giving their responses. 57.5% say that, they don't know about SC/ST scholarship, 33% say that there is provision for them and 8.8% said there is no scholarship for them

55] Is there provision of Life Insurance( LIC) compulsory for every student?

80 responses



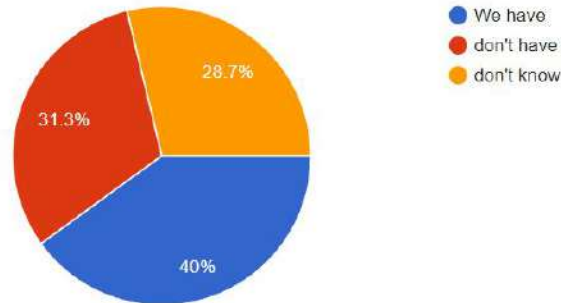
### Life Insurance

Student's life matters be it a boy or girl or from any category, every student enrolling in the college is ensured. The LIC form is attached with the admission form hence it is binding to fill the LIC for. The tenure of the policy is one academic year only , every year a new form is filled.

38.8% say that, there is no provision of LIC, they are saying out of ignorance. 32.5% student say that, they have ensured by the policy while 28.7% don't know about the insurance

56] Do your college have First Aid box, wheel chair, facilities?

80 responses

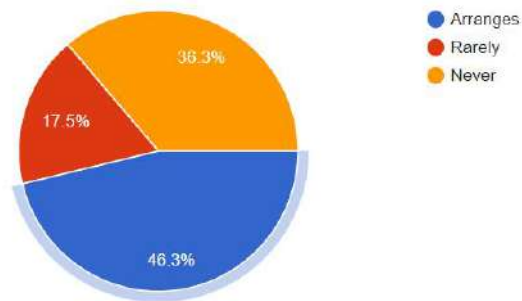


### First Aid Box

College is an institution where in 800 students comes for education and extracurricular activities. It is bound to have First Aid Box in the college to give first aid to the injured student. 40% student say that, the college the provision of First Aid Box, 28.7% don't know about the provision while 31.3% say that, the college don't have such provision.

57] Does your college arrange health check-up camps for the students?

80 responses

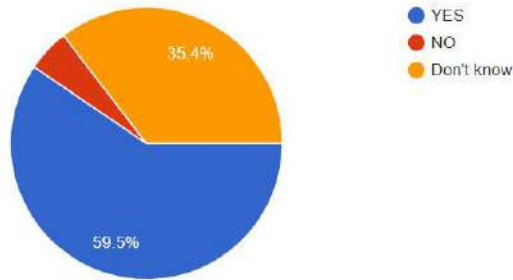


### Health Check-up Camp.

Health of the student matters, it is necessary to check the health of the student with intervals, the college is in MOU with Family Planning Association of India to arrange the camp. Home Globine checkup, teeth checkup camp are conducted, the college under its NSS activities arranges health checkup camp at adapted village. 46.3% student say that, the college arranges the health checkup camp, 17.5% say the college rarely arranges this camp while 36.3% say the college never arrange such camp.

58] Do your college have scholarship for minority students?

79 responses



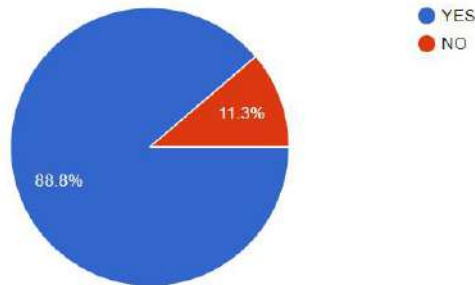
### Scholarship for minority student

The college is a religious minority institution, majority of the student belongs to Muslim religious minority community. There is provision of minority scholarship for eligible minority student. 59.5% student say that, we the provision of minority scholarship, 35.4% student don't know about it , 5.1% student say, there is no provision of scholarship.

### Non-Statutory Welfare Facilities

59] Do your college have parking facilities?

80 responses

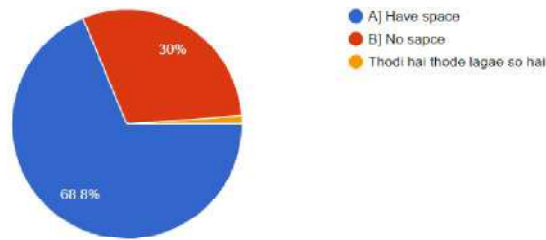


### Parking facilities

Student enrolled in the college comes by motor cycle and bicycles, it is on the college to make the provision of parking for the student in premises and adjacent ground. 88.8% student say that, the college has the provision of parking 11.3% say that, the college doesn't have the provision.

60] Does the college premises have space for greenery?

80 responses

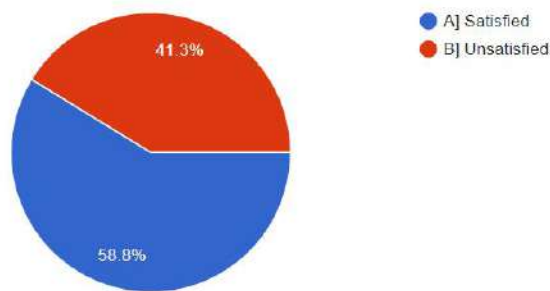


**Space for Greenery**

It is obligatory on every educational institution to plant and maintain greenery in the college premises. Green and clean premises is to maintain. 68.8% student say that, the college have space for Greenery 30% student see no space for greenery while 1.2% student don't know about the space

61] Are you satisfied with cleanliness in the college premises?

80 responses

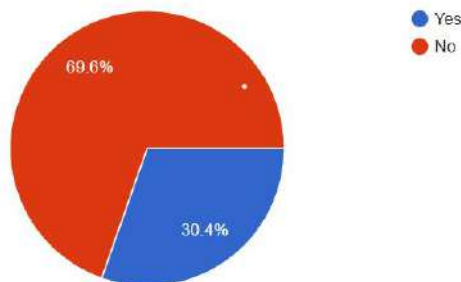


**Clean Premises**

Student and stake holder enter into college building through gate and premises, the peons and other personnel see the yard and keep the premises clean. Student observing the cleanliness of the premises responds that; 58.8% student say that, they are satisfied with the cleanliness while 41.3% student never satisfied with the cleanliness

62] Do your college have canteen facility?

79 responses

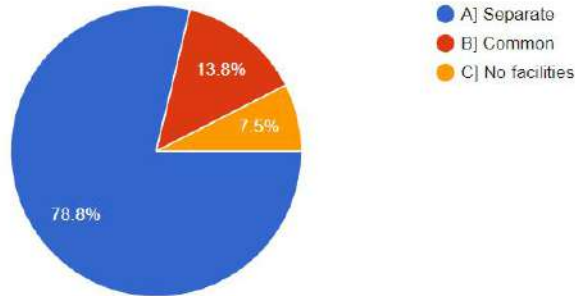


**Canteen facility**

A canteen or refreshment centre is necessary in the college premises, the canteen is run by one of the student. The college starts at 7-30 a.m and continued upto 12-30, boys and girls staying for six hour in the college go to canteen for tea, and breakfast. Besides student the parents and auto driver too go to the canteen. 69.6% student say that, the college have provision of canteen while 30.4% student denies the canteen

63] Is there separate sitting facilities for boys and girls?

80 responses

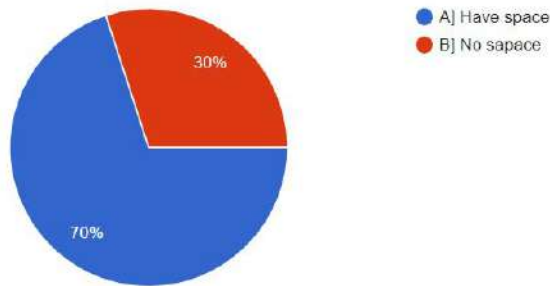


**Separate sitting provision for boys and girls**

The boys and girls and girls in off lecture and leisure hours sits at the plat-form; boys and girls have separate platform to sit and discuss on the syllabic and other issues. 78.8% student say that, boys and girls have separate seating arrangements, 13.8% student say there is common sitting facilities while 7.5% student say there is no sitting facilities for leisure hours.

64] Do you have space for cultural activities?

80 responses

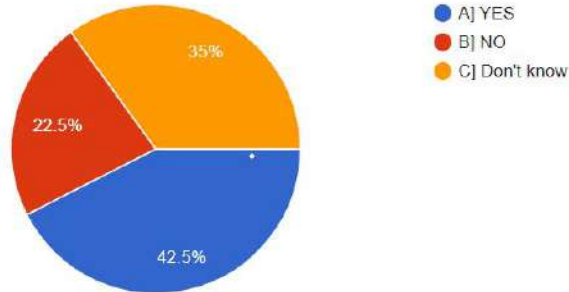


**Space for Cultural activities**

Besides the academic education the college is particular on cultural activities for the student. Extracurricular activities helps to develop personality. NSS, singing, music, elocution, drama painting etc are the cultural activities. The college as an auditorium and an open space on the ground for. 70% student say that, the college have space for the cultural activities while 30% student gave no response.

65] Do you have poor boys fund for the poor student?

80 responses

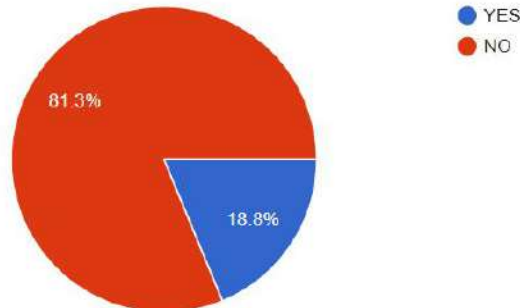


### Poor Boys Fund

The college have provision of poor boys fund, student unable to pay admission fees, examination fees, unable to have dress code, or cannot afford to go for study tour is helped from the poor boys fund. 42.5% student say that, the college the provision of Poor Boys Fund, 22.5% student denied if there is such provision, 35% student are ignorant about the poor boys fund.

66] Do your college have Hostel facilities for the student?

80 responses



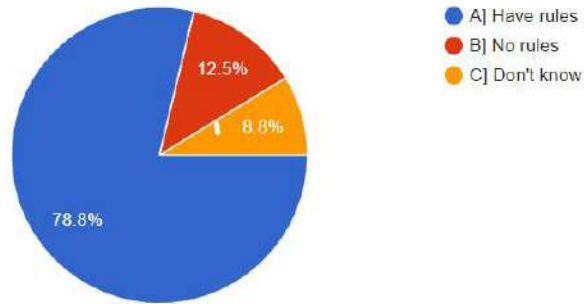
### Hostel facility

Student enrolled in the college are mainly from the Solapur city, very few of them are from the adjacent villages. The college has no provision of hostel for any of them. 81.3% student say there is no hostel facility while 18.8% believe there is provision of hostel

### Standing Order of the college

67] Has your college framed the rules of admission and discipline for the student?

80 responses

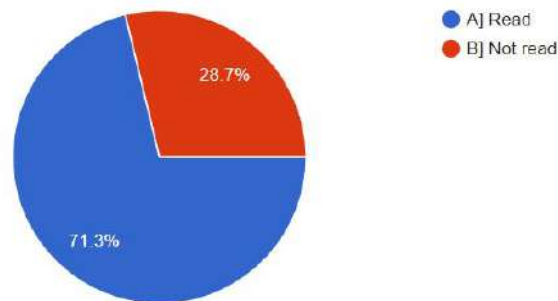


### Standing Order of the college

Standing order the set of norms and laws made the college management for administration and discipline, such standing order never hurt the University Act and UGC recommendations. Our college too have standing order as rules of discipline. 78.8% student say that, the college has its standing order, 12.5% say, there is no standing order while 8.8% don't know about standing order and rules of discipline

68] Have you read and understand the standing order ( rules) of the college?

80 responses

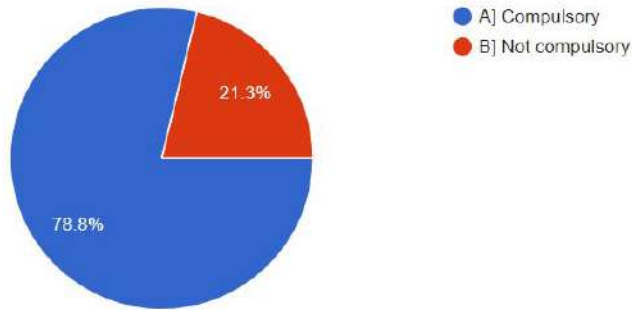


### Reading of Standing Order

Implementation and abiding to standing order or rules of discipline is binding for everyone to follow, rules are published in the Prospectus book of the admission, and also printed on the identity card. 71.3% student have read this standing order while 28.7% student did not read that.

69] Is dresscode compulsory for all student ?

80 responses

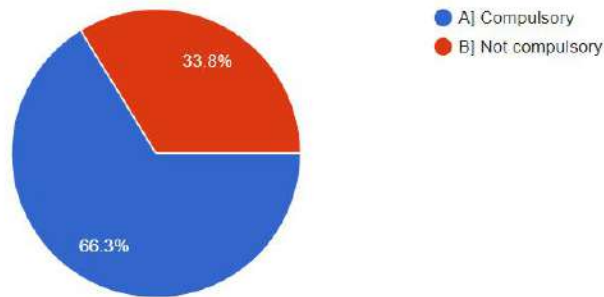


### Dress Code

As part of rules of discipline all the student boys and girls are bound to be in college dress code or uniform for entering premises and class room. Dress code is compulsory for everyone. 78.8% student say that, dress code is compulsory while 21.3% say it is not compulsory.

70] Is it compulsory for every student to possess identity card in the college ?

80 responses



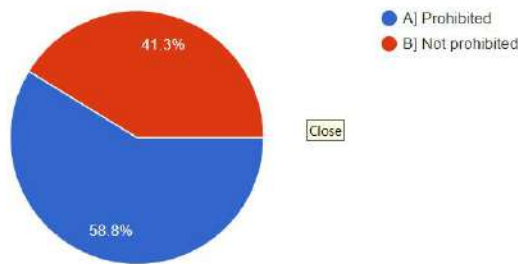
### Identity Card compulsion

Possessing the Identity card is binding for every student; any student attending the class or in library, office, or in computer lab must possess his or her Identity card. 66.3% student say that, Identity card is essential while 33.8% say it is not binding to possess Identity card.



71] Use of cell phone in the college is prohibited or not

80 responses

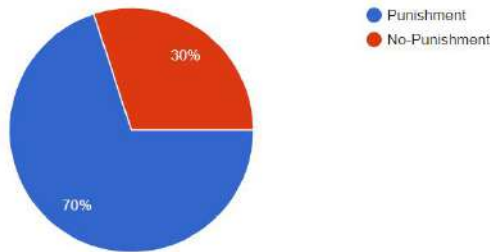


### Prohibition on use of Cell phone

The college is following the rules of discipline and boards of prevention on use of cell is placed on all floors. 58.8% student say that, cell phone is prohibited while 41.3% say it is not prohibited

72] What is the action on spitting and smoking in the college premises?

80 responses

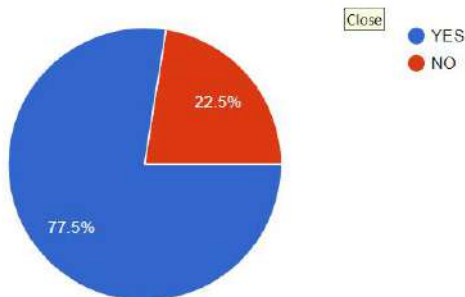


### Action on spitting and smoking

The college premises is academic it is bound to be clean free from pollution and dirt. Spitting and smoking in the college premises is strictly prohibited, sign boards of prevention are placed on all floors. 70% student say that, there is punishment for smoking and spitting, while 30% student say no such action is taken

73] Is your college running as per the time table displayed?

80 responses

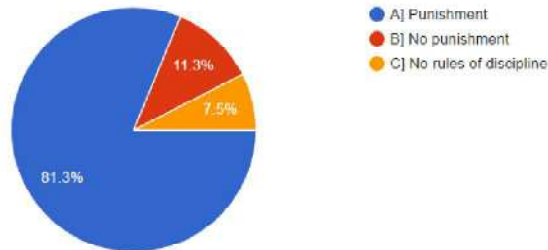


**Working hours of the college**

The college starts at 7:30 in the morning and leaves at 1:15p.m daily, attendance in the classes is compulsory. Regarding the working hours of the college 77.5% student say that, the college is working as per the time table while only 22.5% say it is not working as per the time table displayed.

74] Is there provision of action in from of fine or punishment for the violatoin of the standing order of the college ?

80 responses

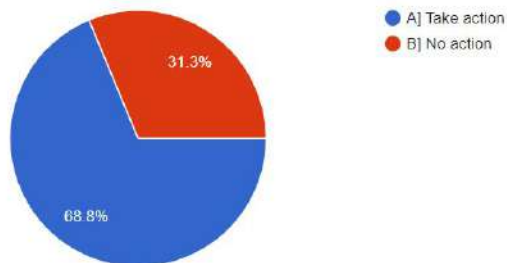


**Punishment for violation of rules**

The college standing order and rules of discipline is binding for all, violation of rules is punished by fine or expulsion from the college, 81.3% student say that, violation of law is punished 11.3% say there is no punishment for any violation 7.5% say that there are no rules in the college.

75] Does your college takes disciplinary action for playing on cell phone?

80 responses

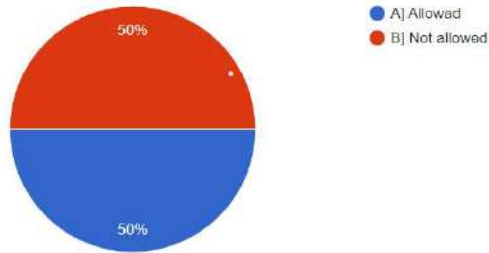


**Disciplinary Action**

Use of cell phone is strictly prohibited in the college premises and class room; sign board of prohibition are placed in the college, rules of discipline are given to the student. 68.8% student say that, action is taken against the student for using cell phone, 31.3% student say, no action is taken for using cell phone

76] Does the student without uniform or identity card allowed to enter in the premises?

80 responses

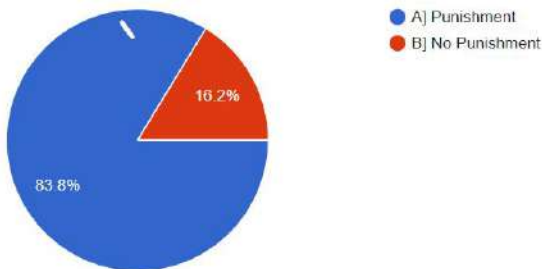


**Without Dress code uniform and I card not allowed**

As per the rules of discipline every student must come in uniform and must possess the identity card. Student without dress code uniform in the class are expelled, a student without Identity card is not entertained. 50% student say that, student are not allowed in college without dress code and Identity card while 50% student say that, there are not such strict rules

77] Is there Punishment for Harassing or teasing the girls in the collage

80 responses

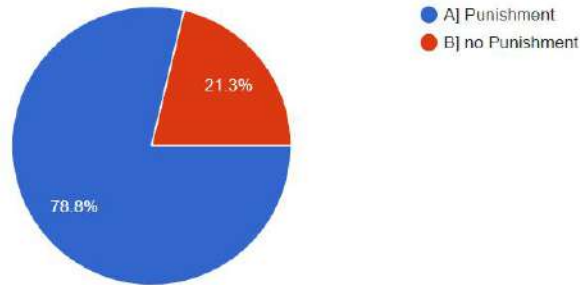


**Punishment for Harassing the girls**

The rules of discipline and anti ragging committee powers are acknowledge to the students; teasing the girls and harassing the boys and girls both are prohibited and punished. 83.3% student say that, teasing and harassment is punished while 16.2% student say there is no provision of punishment

78] Is there provision of punishment for ragging in the collage

80 responses



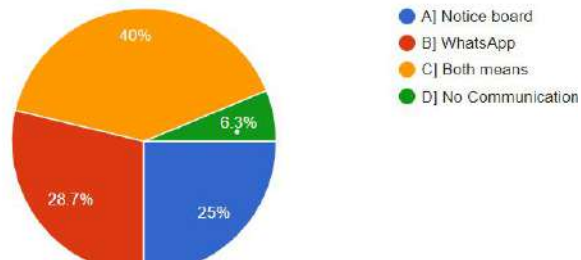
### Punishment for Ragging

Ragging of student in the college premises is strictly prohibited. The college has constituted the Anti-Ragging committee, names and cell numbers of the committee members are displayed, punishment for ragging is acknowledge to all. 78.8% student say that, there is punishment for ragging while 21.3% say there is no provision of punishment

### Communication system

79] What is the means to communicate you the notices of the college and university

80 responses

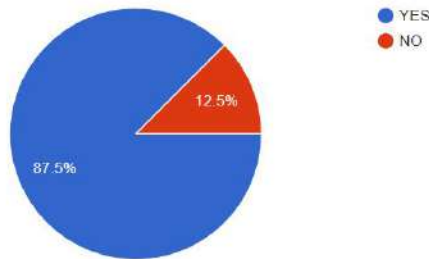


### Communication System

All the notices of the college and letters of the University are communicated to the student. The college as adapted methods like notice board, whats app and both for acknowledging the student. 40% student say that, the college is using Notice board and whats app also for communication, 28.7% say that What app are the means of communication, 25% say that Notice board is the only source while 6.3% say that, there is no communication system in the college

80] Is there internet and wifi facility in the college ?

80 responses

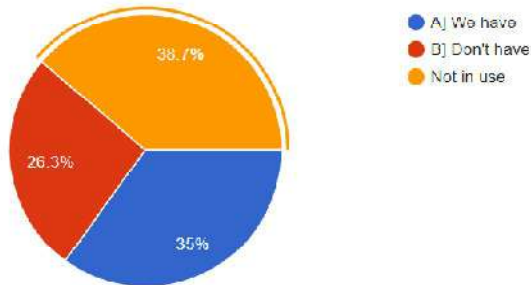


**WiFi facility in the college**

The college has installed wifi facilities for the student and teacher for communication, notices and search for knowledge. 87.5% student say that, the college has installed wifi for all while 12.5% say that, there is no such provision

81] Do you have computer lab to learn and use ?

80 responses

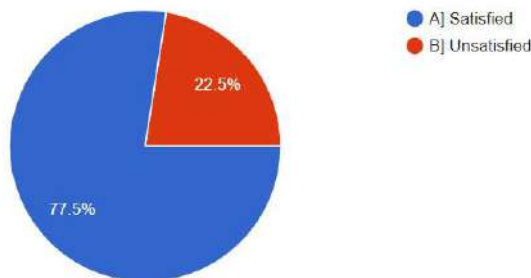


**Computer Lab in the college**

The college has installed two computer labs for the student one for girls and another for boys, each Lab constitute 10 computers. An instructor is called to train the student for computer skill 35% student say that the college has computer lab, 26.3% student say that, We don't have this lab, 38.7% say that, the college has computer lab but it is not in use.

82] Are you satisfied with the communication system?

80 responses



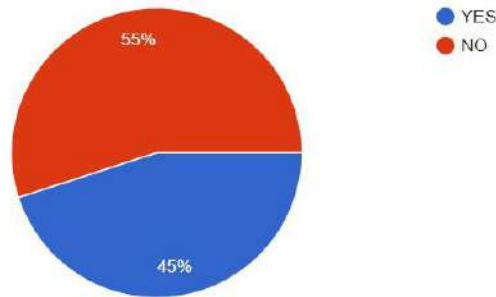
### Satisfaction with communication system

The college is using Notice Board, WhatsApp group and Email as the means of communication to the student, all student are connected to the communication web. 77.5% student say that, they are satisfied with the communication system while 22.5% student are not satisfied with the system

### Unionism

83] Are a member of student union?

80 responses

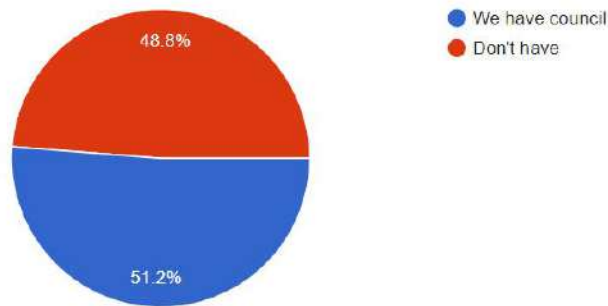


### Student Union

Student in the college are motivated by the politics. There are student groups and organization they are not registered . 55% student say that they have union while 45% say there is no student union in the college

84] Is there student council in your college ?

80 responses

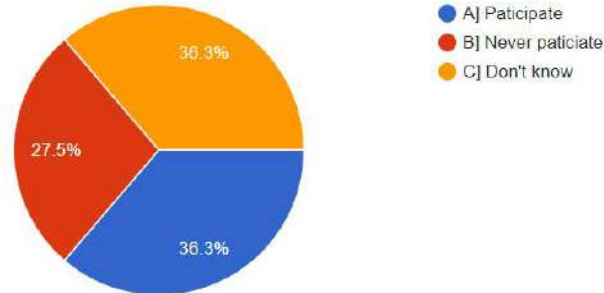


### Student Council

Student council in the college is constituted only by the order of the stat government. There are no student council in any college since Covid-19. 51.2% student say that, they have student council while 48.8% say that, they have no council at all

85] Do you or your counsellor participate in decision Making process of the college ?

80 responses

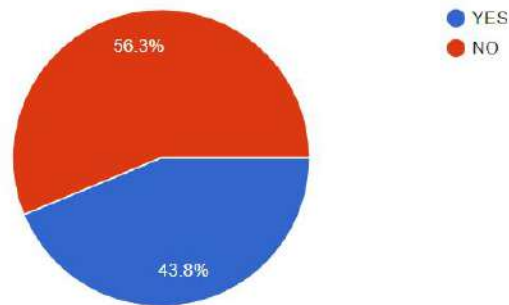


### Student Participation in decision making

Student are included into decision making process through Anti ragging committee, Internal Complaint Committee and discipline committee and National Cadet Corp; student through these committee are involved in the decision making process. 36.3% student say that they are participating, 27.5% say that, they are not involved in decision making, while 36.3% don't now about the decision making process.

86] Did your college include any student as the member of the discipline committee?

80 responses

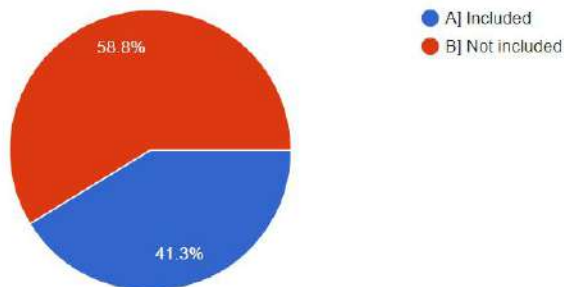


### Student member of discipline committee

To maintain discipline in the college is the prime aim of the college, the college has constituted the discipline committee of teachers including boys and girls student and local police officers. The aim is the maintain discipline in the college and to act on the person violating the discipline. 56.3% student say that, the college has disciplining committee including student representative while 43.8% don't know if the student are the member of the discipline committee

87] Did your college include you as the member of anti-ragging and ICC committee?

80 responses



### Student in Anti-ragging and ICC committee

The college has constituted Anti-ragging committee and Internal Complaint Committee both the committee are statutory and binding to form and act. Students are also included into both the committees. 58.8% student say that, they are not included into both the committee while 41.3% say that, student are also the member of both the committees.

### 7. CONCLUSIONS:

To record the responses of the respondent on the subject the investigator created the Google form and send to the target respondent, in all 80 respondent filled the form and send to the investigating team, the responses were recorded in the form of graph and pie chart; after analyzing the responses the researcher is attempting to draw conclusions.

**Personal information:** The Google form questionnaire contain the name of the respondent, as part of research ethic their names are kept hidden. Out of total sampled respondents( 80 respondents) Females constitute 55% and Male respondents constitutes 45%. Female respondents are ahead to attend the Questionnaire where as the males are reluctant. The reason is females are regular to the college and are more sincere towards assignment of the college and they. Further it is reported that, out of total 80 respondents 60% of them are from Arts faculty or Humanities and 40% of them are from Commerce and Management stream. The students from the Arts stream are more open to respond the questionnaire.

**Admissions:** When we searched the year of admission of the student it is found that, 50% of them have enrolled in the year 2022-2023. the student in the latest year are ahead to record their responses; these students have experienced academic and extracurricular activities in the college. More than 50% student have got admission on the basis of merit, after merit list is completed and the seats are vacant then other eligible candidates are admitted, some times after the closure of admission one or admission are given under influence of locals, the drive does not harm the rules of admission. Majority of the student say that, the admission committee help the student for getting admission, the committee is helping in filling the admission form, selection of subject, insurance guide for category of payment. The office staff is too prompt and efficient to get the student enroll in time. More than 73% student say that they are at liberty to choose NCC, NSS and Sports, respondents are voluntarily willingly taking part into extra curricular units, extra curricular activities must for the all round development of the students. More than 80 student say that, the admission process is transparent. The admission committee and office staff on their part are transparent. The fees charged to the student is as per norms hence 86.3% student are satisfied by saying that, fees to them is according to the University norms. admission committee display the fees chart at admission counter open to see and comment. The chart is as per the



structure given by the university. Student admitted in the college are from diverse economic and caste background. Religion, caste and Economic status is not the base of admission. The student admitted in the college hails from such background all are given their due status and facilities. student belongs to SC/ST category, their status is verified by the government and are given their due right. Our college is strictly not for the minority students, it is opened for the students of all religions, castes and categories.

**Induction Programme:** It is the practice and culture of the college that, the newly admitted student are inducted with the infra and working of the college, at the first day of the college the teachers in their respective class introduces themselves, their subject, library, gymkhana, office, scholarships, extracurricular activities and civic amenities in the college. Even the student themselves too introduce themselves to the staff and their class mates. 50% student say that they are inducted with the college while 50% don't know about the induction programme it is because of absenteeism or late admission in the college. Induction programme makes the student feel free and comfortable and they are acquainted with the college and their classmates; healthy relation can be established. Boys and girls have separate civic amenities like drinking water, urinals, parking and sitting arrangements.

The college and teachers not only introduces with the syllabi and subjects but also introduces with gymkhana, library, NCC, NSS, Office, youth festival, Avishkar etc. Such activities are also necessary for the all round development of the student. 63.7% students says that they are introduced all components in the college Students are ignorant of college building floor plan, class room, departments etc such students are escorted escorted by the peons or sometimes by the teachers. 70% students say that, they are escorted to the respective classroom and department Student in all classes are in contact and friendly relation with each-other, friendly and healthy environment in classroom and premises is necessary for learning and extracurricular activities. 55% student say that, they know the names of their classmates.

As part of induction and to to give personal attention and better education is the aim of the institution. Students are expected to know the names of their teachers and their educational qualification.

Scholarship to monitory help the needy student to bear the expenses of education. The college has the provision OBC scholarship, EBC facility, Minority scholarship, of Poor Boys Fund and Social Kanya scheme to give financial support to the student.

**Teaching and Learning:** As the college is established and managed by the religious and linguistic minority community, it has liberty to chose the language of instruction. The college adapted English and Marathi as medium of teaching, Urdu as one of the compulsory and optional subject at Humanities and commerce. Urdu is being taught at Post Graduate level. 60% student have preferred English as medium of learning, 13% have preferred Marathi medium and 26% student have offered Urdu as optional subject at Degree level and Post Graduate level The college is regular and run in day time' lecture method and PPT method is adapted for teaching. Students are bound to attend the class for lecture and Home Assignments. In response to the question on attendance 82.5% student says that they are regular in the class Teacher in the college is an important ingredient for teaching, tutorials, discussion, tutorials and tutorials. His in-time presence in the class is necessary for everything. 75% student says that their teacher timely attend the class.

Teacher in the senior college must be qualified, studied, and must have ample subject knowledge to communicate his knowledge, perceptions before the student. A studied teacher can control the class and galvanize his student. Pertaining to teacher's subject knowledge 75% student say that, they are satisfied with the subject knowledge of their teacher.

Any teacher before entering into class prepare himself with books and current affairs, a good teacher never diverts from the subject, he communicate and present the subject by keeping in view the nature and scope of the subject this attitude can give specific subject knowledge and student can secure good marks. 65% student says that, their teacher teaches within the frame line of the university syllabus.

Besides teaching in the class room, referring the prescribed text books for studies the teachers in the college suggest the student to refer other sources of knowledge like reference books, journals and projects on the subject. 52.5% student say that, their teacher suggest them to refer other sources of knowledge.

To teach within the content of the syllabus and that to finish before the examination is duty of every subject teacher. Near about all the teachers are particular in carry to finish their curriculum before the examination. 66.3% student say that their subject teachers finishes the syllabus before the time.

Healthy Human Resource Management and better organizational relations requires the healthy and cooperative relation between the two ends involve in. In industries and college healthy relation between employer and worker, teacher and student are must. In the college under study 43.8% student says that, they have academic relation with their teacher.

Libraries are the Sources of Knowledge, a rich library can serve ocean of knowledge to the teachers and students. Having a rich collection of books is part of pride and guarantee of knowledge. Student and teacher regularly visits the library for the transaction of books, journals, magazines, news papers, encyclopedia, dictionaries, E-books and E-journals too. 60% student regularly goes to library.

Any library is known for the books it has, Reference books, Text Books, Subject dictionaries, Encyclopedia, Magazines, Journals, Project reports, News papers etc are the content of library collection. The study material must meet the demand the students, there should be coordination between demand and supply. For the college library under study.

Education doesn't mean referring only text book and class room teaching, besides prescribed syllabi one has to refer interdisciplinary books, reference books, encyclopedia, journals, magazines, news papers, e-books, e-journals, and educational DCs this could give you an ample knowledge for university examinations, commutative-exams and can develop a confidence in the student.

Library is knowledge resource centre having thousands of books, with supportive Encyclopedia, Dictionaries, Journals, research papers E-books and journals, news papers etc. Besides the academic material the library has infrastructure facilities like chairs, tables, fans, drinking water, computer and printer student sits in the library for studies majority of the student are availing infrastructure facilities. 56.3% student say that they are availing the library facilities. it is obvious that, library is the knowledge resource centre, students are abound sit in the library for studies; the library remain open between 8.00 a.m to 6.00pm every day. Student are availing the library books and infrastructure.

The library staff is in the service of student for Library transaction and study infrastructure; attitude and services of the library staff can attract the student and maintain healthy relations. 46% students say that, they have working relations with the lib. Staff.

### **Evaluation and Promotion of the Students:**

It is necessary to evaluate what student have learned. There are several methods of evaluation like University examinations, oral test, project work, home assignment, tutorials etc. The college is applying Home Assignment method to evaluate the knowledge of the student. 78.8% student say that, Home Assignment is the method to evaluate the student learning.

After teaching, learning and examination students are evaluated to measure their ability, the result reflect the work of teacher also. Majority of the student say that, they are evaluated, Home Assignment is the method of evaluation. Reliability of evaluation process must be transparent and reliable. 75% student say that the evaluation process is Impartial and transparent.

The University conducts two examinations in one academic year rules of the examinations, fees and dates are send to the college; it is the responsibility of the college to communicate same to the student 58.8% student say that, the college teacher and office guide them for the extermination .

Students are evaluated twice in one academic year, the method of overvaluation is University Examination. All theory papers are assessed by the panel of the examiners appointed by the University authorities.

Student cracking the university examination must be promoted into the next class. Theory paper and evaluation of paper are the means of evaluation, after evaluation result it is decided to promote or detain.

### **Personality Development Programmes:**

Besides academic academic work teaching learning and examinations, the extracurricular activities too are important for the all-round development of the student. Extracurricular includes NCC,NSS Sports, Youth festival, Avishkar, cultural programme in the college. The college generally issue a notice inviting the student to participate in extracurricular events. 75% student say that, college is giving equal opportunities to all to participate in extracurricular acclivities.

**NSS :** National Service Scheme is one of the best extracurricular activity, it connect the college student to the community, community work through learning. The college has two NSS units admitting 200 volunteers. All programmes directed by university and government are observed in the college and in community. Some of the activities are International Yoga Day, Shiva Rajabhishek Day Ceremony,Tree Plantation Programme,Organ donation day, Seminar on International Literacy Day,Mahatma Gandhi Birth Anniversary,Reading Inspiration Day, National Unity Day and Sardar Vallabhbhai Patel Birth Anniversary,World Human Rights Day,National Education Day, COVID-19 vaccination, Constitution Day,Minority Rights Day, Blood donation camp completed in Social, Azadi Ka Amrit Mahotsav celebrated in Social College,My Vasundhara oath, Faculty were present.Savitribai Phule Jayanti and Balika Din Youth Day, National Voting Day, Health check-up camp,International Women's Day, Special Camp at adapted Village

**NCC :**The college has National Cadet Corp (N.C.C.) affiliated to 9 MAH BN NCC Solapur

Both male and fe male students are the NCC candidates in our college. We recruit the NCC cadets through physical fitness and written examination. It's a two year programme for *B* and *C* certificate. Our cadets have attended the Army attachment camp also. The regular activities are parade on every Sunday, Independence Day and Republic Day parade, participation in college extracurricular activities. Cadets attended the Camp H.D.College Solapur Unity, discipline is the motto of the NCC. The training is necessary to train the student for discipline, uptodateness, obedience to law and order and helping the public in times of crisis.our major activities are , NCC Day Celebration ,Blood Donation camp ,Republic Day parade, and Tree Plantation Swatch Bharat Abhiyan , Combine Annual Training Camp at Soalpur. Development of leadership qualities, dignity, self-confidence, nationalism, patriotism various types of social service activities undertaken for NCC cadets through.

**Sports :** The college is known for its sports achievement in Hockey and Football, besides these two specialty the gymkhana has volleyball, basket ball, table tennis, cricket wrestling, boxing, weight lifting, judo, high jump and long jump. Students of all classes are informed to participate in sports. The director of physical education is the selector of the player, the elected team members are coached regularly and are enrolled for all levels of sport tournaments physical education, fitness sports is an essential activity to carryout group event, to, to chase success and to develop spirit of sportsmanship .

**Cultural Events** Education, art, skill, singing, painting, writing, oratory, dance and music are the elements of culture. The college arranges cultural programmes to encourage the student to develop their skill, ability, creativity, and artistic presentation. Students are encourage to participate in college level cultural events, Youth festival and Avishkar. The cultural programme committee guide and encourage the ability in the student to profess and present the at in them .

### **Statutory Welfare Facilities:**

Getting satisfied with toilet needs with respect is the basic need and human rights of the students. The college has a provision of toilets and urinals for the student, the number of both the units

are sufficient in number. 68.8% student say that, the number of toilets and urinals are sufficient Of the total strength of the college near about half of the students are girls, these adolescent girls goes through the menstruation. The college is bound to place a vending machine to get the sanitary napkin and to burn the used one Safe drinking water in the college premises is the right of student, sufficient drinking water in all departments, office and common place in the college is necessary and is made available at reachable places.

The college and its all departments including library and class room must be safe in all respect. As per the norms of the commercial public institution there must be Fire Extinguishing weapon in library and other places.

Female students are also more in number on the college roll to encourage them for higher education and to give financial the government has introduced scholarship for girls like Begum Hazrat mahal scholarship, Maulana Azad minority scholarship; student eligible for the scholarship are availing it.

The admissions of the college are open for all, only 1% student belongs to SC/ST category, such student too can avail the government scholarship.

Student's life matters be it a boy or girl or from any category, every student enrolling in the college is ensured. The LIC form is attached with the admission form hence it is binding to fill the LIC for. The tenure of the policy is one academic year only, every year a new form is filled.

College is an institution where in 800 students comes for education and extracurricular activities. It is bound to have First Aid Box in the college to give first aid to the injured student.

Health of the student matters, it is necessary to check the health of the student with intervals, the college is in MOU with Family Planning Association of India to arrange the camp. HB checkup camp, teeth checkup camp are conducted, the college under its NSS activities arranges health checkup camp at adapted village.

#### **Non-Statutory Welfare Facilities:**

- Student enrolled in the college comes by motor cycle and bicycles, it is on the college to make the provision of parking for the student in premises and adjacent ground
- It is obligatory on every educational institution to plant and maintain greenery in the college premises. Green and clean premises is to maintain.
- Student and stake holder enter into college building through gate and premises, the peons and other personnel see the yard and keep the premises clean.
- A canteen or refreshment centre is necessary in the college premises, the canteen is run by one of the student. The college starts at 7-30 a.m and continued upto 12-30, boys and girls staying for six hour in the college go to canteen for tea, and breakfast
- The boys and girls and girls in off lecture and leisure hours sits at the plat-form; boys and girls have separate platform to sit and discuss on the syllabic and other issues.
- Besides the academic education the college is particular on cultural activities for the student. Extracurricular activities helps to develop personality. NSS, singing, music, elocution, drama painting etc are the cultural activities. The college as an auditorium and an open space on the ground for.
- The college have provision of poor boys fund, student unable to pay admission fees, examination fees, unable to have dress code, or cannot afford to go for study tour is helped from the poor boys fund.
- Student enrolled in the college are mainly from the Solapur city, very few of them are from the adjacent villages. The college has no provision of hostel for any of them.

#### **Standing Order of the college:**

- Standing order the set of norms and laws made the college management for administration and discipline, such standing order never hurt the University Act and UGC recommendations. Our college too have standing order as rules of discipline.

- As part of rules of discipline all the student boys and girls are bound to be in college dress code or uniform for entering premises and class room. Dress code is compulsory for everyone.
- Possessing the Identity card is binding for every student; any student attending the class or in library, office, or in computer lab must possess his or her Identity card.
- The college is following the rules of discipline and boards of prevention on use of cell is placed on all floors
- The college premises is academic it is bound to be clean free from pollution and dirt. Spitting and smoking in the college premises is strictly prohibited, sign boards of prevention are placed on all floors
- The college starts at 7:30 in the morning and leaves at 1:15p.m daily, attendance in the classes is compulsory. Regarding the working hours of the college
- The college standing order and rules of discipline is binding for all, violation of rules is punished by fine or expulsion from the college,
- Use of cell phone is strictly prohibited in the college premises and class room; sign board of prohibition are placed in the college, rules of discipline are given to the student.
- As per the rules of discipline every student must come in uniform and must possess the identity card. Student without dress code uniform in the class are expelled, a student without Identity card is not entertained.
- The rules of discipline and anti ragging committee powers are acknowledge to the students; teasing the girls and harassing the boys and girls both are prohibited and punished
- Ragging of student in the college premises is strictly prohibited. The college has constituted the Anti-Ragging committee, names and cell numbers of the committee members are displayed, punishment for ragging is acknowledge to all.

#### **Communication System:**

- All the notices of the college and letters of the University are communicated to the student. The college as adapted methods like notice board, whats app and both for acknowledging the student.
- The college has installed wifi facilities for the student and teacher for communication, notices and search for knowledge.
- The college has installed two computer labs for the student one for girls and another for boys, each Lab constitute 10 computers. An instructor is called to train the student for computer skill

#### **Unionism:**

Student council in the college is constituted only by the order of the stat government. There are no student council in any college since Covid-19. 51.2% student say that, they have student council while 48.8% say that, they have no council at all Student are included into decision making process through Anti ragging committee, Internal Complaint Committee and discipline committee and National Cadet Corp; student through these committee are involved in the decision making process.

To maintain discipline in the college is the prime aim of the college, the college has constituted the discipline committee of teachers including boys and girls student and local police officers. The aim is the maintain discipline in the college and to act on the person violating the discipline.

The college has constituted Anti-ragging committee and Internal Complaint Committee both the committee are statutory and binding to form and act. Students are also included into both the committees.

#### **Academic Excellence:**

##### **Suggestions:**

Sholapur Social Association is a religious and linguistic minority educational institution established to give Higher Education to the student of minority and others. The college is located in midst of the city and surrounded by dense population. It is a co-educational, student enrolled in the

college are from Solapur city itself and mofassil majority of the student are from poor economic and educational background.

- 1] The college building is in the heart of the city and surrounded by dense population, the environment is filled with noise and pollution and there is no space to expand the college activities hence it is better if the building is away from the dense pollution with full space, free from noise and sound pollution.
- 2] The college building must be used only for graduate and post graduate classes, premises classes shared with Primary School and High School is causing noise and nuisance, damages to infrastructure and furniture.
- 3] College building should not be given for marriages, parties, political meets, religious meets and other organization not concerned with education.
- 4] As more than 800 student boys and girls are taking education in the college, it is need of the student to have a college canteen run by the student.
- 5] The management of the college should take initiative to make provision of Hostel for the rural students.
- 6] Management and teachers should implement Rules of discipline in the college to deal with incidents of ragging, nuisance, quarrel, teasing, spitting and indiscipline acts.
- 7] The subjects taught and departments in the college are as it were in 1984, being minority institute the college management can introduce new subjects, new departments and new streams like Science, pharmacy and law, engineering and medical.
- 8] As the college belongs to minority, it can avail the benefits of minority status by introducing Civil Services Exam coaching centre and library, skill development courses, physical training camp for recruitment in police and defence.
- 9] Minority student are under the wrong impression that, their candidature is denied in government and semi government jobs. Make arrangement of career guidance cell, job fare, campus interview etc
- 10] The college and its different units and department should be encourage to enter into MOU with other NGOs and colleges in the city to enhance quality of education and community service this attempt may popularize the college and can bring the student into mainstream.
- 11] Teachers should be encouraged for innovations, creativity, research and writing in their respective subject or in interdisciplinary area . Participation in seminar, conferences, workshop and academic meets must be encourage.

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