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## **A study on problems faced by Guest Faculties at work place with special reference to physically disabled guest faculties of select degree colleges of Karnataka**

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### **Introduction:**

The fate of guest faculties shined from last year, since then their salaries got hiked, but inspite of hike in the salary, there is more torture, more work extraction, work load put on the guest faculties of Government First Grade Colleges. Here the study is undertaken on handicap guest faculties.

### **Objectives:**

- 1) To study the difficulties faced by physically disabled handicap guest faculties.
- 2) To suggest government to take necessary measures, actions and precautions in helping physically disabled faculties.

### **Research Methodology:**

A Descriptive Research was conducted by taking a sample of 44 guest faculties out of which 15 physically handicapped guest faculties were taken and the data collected through questionnaires. Average percentage method was used.

### **Gist of the Survey:**

#### **Findings:**

- Majority ie 93 percent said travelling or migration from their native place to another is the biggest problem they face in their guest lecturer jobs. On top if they are physically disable then travelling is their biggest hurdle.
- Majority ie 48 percent of them said there is no ramp facilities available for the handicap people in their colleges
- Majority ie 52 percent of the colleges are located in taluqs and distant area, where is no conveyance and of course the present govt make free buses for women, but still this new scheme of the govt is not helping employees who work daily up and down basis.
- Majority ie 96 percent of them feel to get job at gfgc they need to either have ph.D or else NET or SLET certificate.



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- Majority ie 89 percent of them state that govt introduced NEP which is also difficult to perform. As the guest faculties have to search out new books since syllabus is also new.
  - Majority ie 68 percent of them feel that UUCMS and other online methodology used in the teaching for Degree colleges is the biggest hurdle in the path of success running of the course.
  - Majority ie 55 percent believe that there is no standard rules and regulations, but for the disabled person they have very strict rules and for buttering people lot of free facilities and provisions at work will be provided, in fact there are special rules and some job concessions for disabled people, but it is not followed in the degree colleges.
  - Majority ie 63 percent of the disabled guest faculties for disappointed since they don't get any cooperation from their co-workers.
  - Majority ie 56 percent feel they are ill-treated by permanent teachers and permanent teachers put forth all their work on guest faculties and make them work for late hours.
  - Majority ie 49 percent of them feel that every day time-table will be changed and put according to the favour of permanent teachers.
  - In some 15 places there colleges are lady Head of the Departments, but being a lady they too don't cooperate with lady disabled guest faculties.
  - Majority ie 44 percent of them agree that all the able people try their level best to remove disabled person from job or see to that the disabled person leave the job.
  - There is no difference between 12 hours and 15 hours guest faculties all full time and part time have to work equally without equal salaries.

**Suggestions:**

1. Majority ie 53 percent of the colleges are located in taluqs and exterior district area in the outskirts of the city there will be travelling problems and even basic facilities such as toilets are also not available then it is very critical situations for disabled people.
2. Majority ie 46 percent of the colleges doesn't have separate cabins or proper sitting facilities, rest rooms for guest faculties so the management and government should work towards fulfilling these facilities.



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3. Majority 55 percent believe that there is no standard rules and regulations even though there are some special provisions for disabled persons then the government should clearly give instructions and rules for all people and for especially for the handicapped people.
  4. Majority i.e. 93 percent said travelling or migration from their native place to another is the biggest problem, so government should give first preference to disabled people while recruiting guest lecture jobs or prepare separate list for disabled person then second list of selection to other people.
  5. Majority ie 56 percent feel they are ill-treated by permanent teachers and permanent teachers put all their work on the guest faculties and make them work for late hours. Since government is appointing all the guest faculties, so the control of guest faculties should be in the hands of the government and not on permanent teachers.
  6. Majority ie 62 percent of the disabled guest faculties feel disappointed when they don't get any cooperation from their co-workers, even HODs won't cooperate even on the humanity ground also. They are not getting cooperation and coordination from their colleagues and HODs. This lack of cooperation and coordination from colleagues and HODs then it will demotivate them and leads low performance on jobs.
  7. Majority ie 49 percent of them feel that everyday timetable will be changed and put according to the favours of permanent teachers. This will distract guest faculties from their regular performance.
  8. There is no difference between 12 hours working guest faculties and 15 hours working guest faculties, let both of them are paid equally and even we can request some more hike for guests faculties, if they are also asked to work equally with permanent teachers, hence qualified NET/SLET and Ph.D. people to be given permanent faculties equal salary.
  9. There is no regular release of salary every month; this has to be taken care by the government to release regularly salary for guest faculties.
  10. Regarding UUCMS all the teachers whether permanent or temporary full time or part time have to be trained thoroughly.

**Conclusions:**

Whether its government or private, permanent or temporary jobs one should work with all dedication , honesty and efficiency and one to work with all dedication,



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commitment honesty and efficiency to work needs good work environment such as supportive HODs, understanding and cooperating colleagues and even infrastructure such as books, library, sitting facilities, separate cabin , proper and standard rules and regulations for all will make them to work with full dedication and give out their 100 percent efforts on the jobs.