



CONCEPT OF DISTINCT RULES FOR THE NEUTRAL REMUNERATION (DRNR) FOR THE QUALITY HIGHER EDUCATION

Dr. N. Rajavel

Head, Post Graduate Department of Commerce
J N Government College, Port Blair – 744104
Mobile: 9434281546 Email: drnrhodcom@yahoo.com

Abstract

Higher Education plays a vital role in the development of the different sectors and factors of an economy of any country. The purpose of the Higher Education is providing solutions to the problems of the living beings on the earth. Hence it is the basis for the culture, trade, commerce, industry, agriculture, political, management and administration and quality of overall environment. Hence the quality in the higher education is highly stressed. The quality of the Higher Education is purely and originally in the hands of the teachers. But few teachers are really sincere and hard workers with positive nature, dedicated characteristics. But at the same time there are few teachers after getting appointment they don't take teaching works as their main works and hence they spoil the students life and career and becomes the liability to the country. The quality of the teaching, behaviour, culture, nature etc are depreciating every day and hence the large spending of the government goes unproductive. Hence to find out the problems and to provide suitable suggestions with the new concepts of Distinctive Rules (DR) and Neutral Remuneration (NR) with a view to increase the quality in Higher Education and to make the government's spending on the Higher Education more productive, data has been collected, analysed and interpreted and presented in this present piece of works at the interest of the students, parents, teachers, researchers, administrators, policy makers, and at the interest of the Nation.

INTRODUCTION

Education at higher level is called as Higher Education which is obviously for getting meaningful careers and at the same time for moulding the young minds. Higher Education is supposed to provide suitable measures to each problem of human being, and hence it is the basis for the culture, trade, commerce, industry, agriculture, political, management and administration and quality of overall environment¹. Our youths are to be produced by giving them such quality higher education. So the quality in the higher education is highly stressed.. Majority of the Teachers of Higher Education has the wrong notion about their nature of works and their workload. It is observed, few teachers (some and not all) don't maintain proper records for anything, no planner, no progress report, no register for test, seminar, no proper way of keeping attendance, no proper way or formula for the calculation of internal marks etc. They don't submit their routine documents to their Head of the Departments and Head of the Institution to serve the students academically. Because of the delay produced by the teachers, the ultimate sufferers are the creative students. Due to their delay numbers of unproductive payments are to be made and hence they increase the cost of higher education. It is highly felt that there should be some machinery to stop this delay and to increase and inculcate the system of submission of all necessary academic documents in time so that the office works and academic works should not be struck and hampered so that the students are not to be suffered. Hence it is decided to give a new concept of Distinct Rules for Neutral Remuneration (DRNR) in this present work

MATERIALS & METHODS

Study Area

Andaman and Nicobar Islands by virtue of its strategic geographical location in the Bay of Bengal and rich Natural Resources attracts and receives great attention. The Bay Islands as it is also know, constitute the remotest region of our country. The inhabitants of these Islands are scattered over all the Island for flung and wide over a distance of 720 Kms. The union territory of A & N Islands is a green paradise which stretches its long arm of welcome to the mainland across the sea an outpost pulsating some pioneering activities. A & N Islands is situated in the Bay of Bengal and it is located between 6° and 14° of North

Latitude and 92° and 94° of East Longitudes. It is surrounded by Burma, Thailand, Malaysia and Indonesia, constitutes the most isolate part of the Indian Union. These islands comprise two separate groups, namely, the Andaman Groups, namely, the Andaman Groups of Islands and the Nicobar Groups of Islands are separated from Nicobar Group of Islands by the boisterous 10° channel. The Seat of Administration of this territory at Port Blair, the capital of A & N Islands which is connected with Kolkata by a sea distance of 1,225 Kms. and with Chennai by 1,191 Kms. and with Vishakhapatnam by 1,200 Kms.

Higher Education and Economy

Economic Development of any country is the basis of all developments and the changes. Economic growth and development means the establishment of more number of business units, efficient management, more employment opportunities, increased productivity, high level social welfare, reduction of poverty, increasing per capita income, increasing scientific and technology, and rise in standard of living. To create such an Economy, the basic requirement is the excellent education particularly the higher education with strong base of school education, that is, higher level of literacy among its people and skilled manpower in order to carry out the functions related to the different aspects of Trade, Commerce, Industry and Trade. There cannot be any disagreement on the recommendations made by Kothari Commission, NPHE, MHRD and NKC about expansion of Higher Education to meet the ever increasing requirements and demand especially of our youth to receive quality education in our country². The growth of any country fully depends upon the economic development but the economic development depends upon strong and valuable human resources with knowledge and wisdom in the country. That can be obtained only through the Higher Education. So the quality of economy, growth of economy of any country fully depends upon the quality of Higher Educational Institutions. The main aim of the Higher Education is the development and perfection of industrial, pursuit, and transmission of knowledge and stability and in the society.

Role of Teachers of Higher Education

After independence, the government of India appointed the University Education Commission in 1948 which was headed by Dr. S. Radhakishnan – then Vice Chancellor of Madras University to suggest measures for the development of higher education system³. The

Commission submitted many recommendations including the role of teachers. Teacher is a responsible person who takes the students from the darkness of ignorance to the light of the knowledge. The role of the teachers in the students' life has been well established till date. We have heard that the Vedas have rightly observed as "Guru Brahma", "Guru Vishnu," and "Guru Maheswar" which gives the direct meaning of Teacher is God Brahma, God Vishnu and God Maheswar. Teacher has always been regarded as highest position and status in the society. The Secondary Education commission in 1953 has mentioned as "every Teacher and educationists of experiences knows that the best curriculum and the most perfect syllabus remains dead unless quickened into life by the right methods of teaching and the right kind of teachers" Smti. Indira Gandhi has expressed in 1966, as "Our teachers are the custodians of our future. They are the creative artists"⁴. They play number of roles such as Teachers, Leaders, Directors, Advisors, Supervisors, Coordinators, Guides and Controllers. They are the inventors and innovators. Their roles are absolutely important.

Method

To find out the problems of the development and quality of the Higher Education, the primary data has been collected from the passed out students. These data are grouped, analysed, and interpreted and submitted in this report with the suitable suggestions by introducing new concept of the Distinctive Rules (DR) and the Neutral Remuneration (NR)

RESULTS AND DISCUSSION

Every institution has been facing problem in the controlling function of managing the institution. Majority of the educational institutions fails only due to the inefficient management. Majority of the institutions fail only because of the absence of the work culture on the part of the staff both teaching and non teaching. The staff particularly the teaching staff expects freedom, and in the name of which they commit number of mistakes and they become the examples of future generations to get peril. Generally the teachers are thinking that their duty is only to go the classrooms as per their wish even by making delay of 10 -15 minutes of 50 Minutes period and they can leave the classes as per their wish. Except this they think that there is no work.

But it is totally wrong conception. From the day of inception, his/her duties are tangible, responsibilities are accountable, accountabilities are measurable, his presence in the institutions is countable, and the results produced by him are reportable. They don't take the students attendance seriously, if they take the attendance, they don't account it properly, even if they calculated and accounted, they don't submit to their respective HODs in time. They don't submit the Mark list of the test, seminar, assignments, etc. also they don't submit the syllabus completion report to the HOD and HOI in time. They don't obey for the system⁵

As a result, all works to be performed by the office people, academic wing section, hostel stipend section, scholarship section, calculation of internal marks, preparation of list of students who have shortage of attendance, the decision about who will be permitted to the examination who cannot be permitted to examinations etc. are gets hampered. Sometimes due to these activities of the teachers, many students have lost their job opportunities also. The following table shows the views of the respondents on the activities of the teachers of the higher education.

Table No. 01

Views of the Respondents on the Activities of the Teachers.

Sl. No.	Views of the Respondents & Activities of the Teachers	No. of Respondents Told				Total
		Yes	No.	No Comment		
1.	Teachers come to Classes always late.	87 (77.0)	17 (15.0)	09 (8.0)	113 (100)	
2.	Teachers leave the classes Always early	76 (67.3)	28 (24.7)	09 (8.0)	113 (100)	
3.	Personal Work inside the classes	64 (56.6)	42 (37.2)	07 (6.2)	113 (100)	
4.	No communication about the Classes.	89 (78.8)	22 (19.5)	02 (1.7)	113 (100)	
5.	Talking irrelevant inside the Classes.	69 (61.1)	42 (37.2)	02 (1.7)	113 (100)	
6.	Making comments about the Other Teachers inside the classes	47 (41.6)	39 (34.5)	27 (23.9)	113 (100)	
7.	Teachers do not explain the subjects in the classes always.	62	23	28	113	

		(54.9)	(20.4)	(24.7)	(100)
8.	Teachers do give only notes in the classes always.	69	44	-	113
		(61.1)	(38.9)	-	(100)
9.	Talking too much Personal Experiences in the classes	66	29	18	113
		(58.4)	(25.7)	(15.9)	(100)
10.	Covering the Portions at great speed	91	22	-	113
		(80.5)	(19.5)	-	(100)
11.	Going on writing on the board & irrelevant inside the classes.	76	17	20	113
		(67.3)	(15.0)	(17.7)	(100)
12.	Comparing teachings of other teachers inside the classes	66	29	18	113
		(58.4)	(25.7)	(15.9)	(100)

Source: Primary Data

Table No. 02

Ranking of Wrong Perception about Academic Freedom

Sl. No	Wrong Perception About Academic Freedom	Ranking
1.	Covering the Portions at great speed	I.
2.	No communication in & about the Classes.	II.
3.	Coming to Classes always late.	III.
4.	Always writing on the board	IV.
5.	Leaving the classes always early	V.
6.	Talking irrelevant inside the Classes.	VI.
7.	Giving only notes in the classes always.	VII.
8.	Talking too much Personal Experiences in the classes	VIII.
9.	Comparing teachings of other teachers inside the classes	IX.
10.	Personal Works inside the classes	X.
11.	The subjects are not explained always in the classes	XI.
12.	Making comments about the teachers inside the classes	XII.

Source: From the Table No.1

Table No.01 clearly shows that different types of activities are totally confused with the academic freedom. The teachers expect that they should not be asked for anything including why he has not gone to class. When they reply for these questions, the students showed their feelings by explaining their real problems they face. Some teachers have created such an anti-academic atmosphere inside the class that they (teachers) can whatever they feel to do. Some students do not want to say anything due to the fear of leaking the information. They reluctant to give their opinions in spite of the promise about the data collection i.e “the data collected will be used only for research work and will be kept totally secrete.” It is understood at the time of data collection that the students have more knowledge on the common behaviour than that of some teachers who have wrong perception about the academic freedom.

Table No. 02 is related to the ranking of the wrong perception of the teachers about the Academic Freedom. Generally the teachers do not have the work schedule as far as the planning for teaching is concerned. The teachers do not evenly take the syllabus of the subject for the teaching. During the initial periods of the reopening of the institution, the teachers do take lightly of going to the classes. They show that they are very busy in all things except teaching for which they are appointed. Then at the last moment, they will come to the classes and say the headings of the syllabus of the subject and coolly declare that the portions are over. 91 representing 80.5% of the total respondents expressed that the teachers cover the portions at a greater speed. They cover one chapter in two months and ten chapters in one month.

Another serious problem is that the teachers do not communicate both about the classes and subjects inside the classes. Whether the teachers will come to the class or not, whether the classes will be engaged or not, Tests will be conducted or not and nothing will be communicated to the students. The students will have to sit till the last hour without any work and finally they have to leave the classrooms. 89 representing 78.8% of the total respondents have expressed this problem. While expressing the problems, the student respondents told that the teachers do not come to the classes in time and also they leave the classes well in advance 87 respondents with 77.0% and 76 respondents with 67.3% of the total sample have expressed these problems. 09 respondents with 8.0% have not told anything and they were silent by without giving of their comment. Another misunderstood academic freedom is that their personal works inside the class without teaching, comparing his teaching with other teachers' teaching, giving only notes inside the class without explaining the subjects, and talking irrelevantly like passing comments about other teachers, talking personal experiences inside the class etc.,. Sixty-Four respondents representing 56.6%; 69 respondents representing 61.1%; 66 respondents representing 58.4% of the total sample have expressed that the teachers have misunderstood the above as their freedom.

SUGGESTION

So, It is highly felt that there should be some machinery to stop this delay and to increase and inculcate the system of submission of all necessary academic documents in time so that the office works and academic works should not be struck and hampered so that the students are not to be suffered. It is strongly thought that they should be made aware of their duties seriously and this should be made linked with their salary. Hence it is decided to give a new concept of Distinct Rules for Neutral Remuneration (DRNR) in this present work

What is Neutral Remuneration (NR)?

It is the total amount of wages and allowances to be entitled and to be paid / payable to the workers, employees, officers who have actually discharged their allotted - both express and implied - duties with their accountabilities and responsibilities sincerely, dedicatively, legally, and systematically by keeping and submitting the documentary proof and evidences and records in time to their respective HODs, HOIs and to their Office for future references. This is the definition given by the author of this article. The salary, remuneration, wages, allowances, perquisites etc. payable to the worker, employee, and officers are to be worth oriented, to be paid for the real productive purposes and no part of the remuneration or salary

should be for the un-productive job. So the Remuneration should be “not supporting”, “impartial”, “unbiased”, “without favouritism”, “open-minded”, “non-partisan”, “non-discriminatory”, “disinterested”, “equitable”, “fair”, “fair-minded”, “dispassionate”, “unemotional”, “uncommitted” and “justifiable”, worth-full, and it should not be for the un-performed works.

To clarify, if a teacher has not submitted the important documents or statements to be submitted on the due date, then he will not be paid that month’s salary. Even if he has not submitted the documents in the next month before the due date of the next month along with the next month’s documents, the next month salary will also be not paid. Suppose if he has not engaged any period when he is fully present in the institution and when he is not on any leave, the proportionate amount will be deducted from the salary. If he /she is not submitting the required documents in time, the teacher will be called as default teacher of that month, When that month’s salary is paid to him after receiving the documents, then a penalty of 10% of his total emoluments will be deduct as well as service charge and that will be paid to the government account. This new concept is called Neutral Salary. It is to be valued every month with the **Distinct Rules (DR)** framed for this Purpose. This is more applicable to the school teachers, and the college teachers in the process of valuation of the Neutral Remuneration (NR).

Justification

This new concept will not be freed from criticism. There are teachers (not all only few) who do not like this new concept because their interest will be highly affected. They will have to work as per the UGC Rule. i.e. 40 Hours in a week. Justification for NR is that the Teachers are the base and basis for the growth and development of the Nation. If a country has dedicated, knowledged, productive oriented teachers, then the country will have 100.0% growth and development in each sector of the country. But if the country does not have excellent teachers, then future generation will not be in a good standard and will become sub standard and will have to depend on others. Hence, the DRNR is to be implemented so that the students will be and should be highly benefited and the higher education will be a Problem-less one, will be quality oriented, will bring number of inventions and innovations, will bring the meaningful human resource which is the **ultimate purpose of the Higher Education**.

WHAT IS THIS DISTINCT RULES (DR) FOR NEUTRAL REMUNERATION (NR)?.

Distinct Rules are the Rules specially framed, exclusively framed for the purpose of calculation of the Neutral Remuneration to the teachers of the Higher Education. These DR are to be accepted by all the teacher since we all are fully educated. We are supposed to know these DR. Here nothing is there to criticise or to have any egoism. These NR is only for the benefits of our country. The following are the concepts of the DR.

THE CONCEPT OF DRNR

What is this DRNR? DRNR Means the Distinct Rules for Neutral Remuneration. Then **what is Neutral Remuneration (NR)?** It is the total amount of wages and allowances to be entitled and to be paid / payable for the workers, employees, officers who are supposed to discharge their allotted - both express and implied - duties with their accountabilities and responsibilities sincerely, dedicatively, legally, and systematically by keeping the documentary proof and evidences and records for future references. This is the definition given by the author of this work. The salary, remuneration, wages, allowances, perquisites etc. payable to the worker, employee, and officers are to be worth oriented, to be paid for the real productive purposes and no part of the remuneration or salary should be for the unproductive job. So the Remuneration should be “impartial”, “unbiased”, “without favouritism”, “open-minded”, “non-partisan”, “non-discriminatory”, “disinterested”, “equitable”, “fair”, “fair-minded”, “dispassionate”, “unemotional”, “uncommitted” and “justifiable”, worth-full, and it should be for productive works and should not be for the unperformed works.

It is to be valued every month with the **Distinct Rules (DR)** framed for this Purpose. This is more applicable to the school teachers, and the college teachers in the process of valuation of the **Neutral Remuneration (NR)**.

Justification for NR is that the Teachers are the base and basis for the growth and development of the Nation. If a country has dedicated, knowledged, productive oriented teachers, then the country will have 100.0% growth and development in each sector of the country. But if the country does not have excellent teachers, then future generation will not be in a good standard and will become sub standard and will have to depend on others.

Hence, the DRNR is to be implemented so that the students will be and should be highly benefited and the higher education will be a Problem-less one, will be quality oriented, will

bring number of inventions and innovations, will bring the meaningful human resource which is the **ultimate purpose of the Higher Education**. The concept of DRNR id explained below.

Concept No.1

Every Teacher must understand their Job Description, Job Nature, Job Purpose and their Duties, their Responsibilities and their Accountabilities. They should not be under the thinking that we have to simply go and meet the students and come back. They should teach, clarify the concepts, terms, etc. The teachers should create the creativity of the creative students. The teachers should not simply go and dictate whatever in the books in the name of notes. Today's students are really intelligent; the students require the teachers' assistance in clarifications and concept discussions. So, teachers should teach the students how to think and not what to think.

A College Teacher's Function, Duties and Responsibilities

Function

Faculty member is expected to maintain the highest personal standards of character and conduct, to keep abreast of his or her academic discipline through continuing study, research, and/or participation in the activities of his / her professional organization.

Duties and Responsibilities

1. Report Your HOD / HOI your Presence in the Institution
2. Prepare and deliver lectures to students in crystal Clear Method.
3. Teaching a range of graduate courses including, but not limited to Intermediate Levels
4. Ensuring students reach their full potential through the use of innovative teaching methods.
5. Supervision and counselling of students on theoretical and practical activities.
6. Supervise students' laboratory work and practical work (if required)

7. Evaluate and grade students' class work, laboratory performance, assignments, and test papers
8. Compile, administer, and grade the tests/ examinations for further calculations.
9. Maintain student attendance records, grades, and other required records and the Records are to be kept for future reference.
10. Prepare course materials such as syllabi, topics for homework assignments, and handouts.
11. Keep abreast of developments in their field by reading current literature, talking with colleagues, and participating in professional conferences.
12. Initiate, facilitate, and moderate classroom discussions.
13. Don't repeat and dictate what is written in the Text Books in name of Teaching. Clearly discuss the concepts of the syllabi.
14. Assist the HOD in the department in carrying out the program of the department.
15. Conduct research in a particular field of knowledge, and publish findings in professional journals, books and/or electronic media.
16. Serve on academic or administrative committees that deal with institutional policies, departmental matters, and academic issues.
17. Write grant proposals to procure external research funding.
18. Prepare and submit required reports related to instruction.
19. Act as advisers to student organizations.
20. Provide professional consulting services to government and/or industry.
21. Don't criticise your HOD or Colleagues inside the Class or with other Department Teachers.

22. Regularly submit the Documents related to the Students Attendance, Date of Tests, Assignments, and other curricular and co curricular activities organised in the department.

23. Any other duties assigned by the HOD and HOI

Concept No.2

They must understand and should be made clearly about their workload, work requirements, work procedure, work system, work formalities. The teachers should not be allowed to talk or criticize anything against the Work Load. If they are not interested, they should resign and leave that college and universities at the interest of the students and the Nation. **First the teachers should not interfere in the Time table works and the subject allotment works.** The Heads should not allot the subject of the other department and should not prepare the time table before and beyond the college hours. Once the subject is allotted, the teachers should not say that I cannot teach, this period is not suitable period for me and other lunatic conversations. If a subject is allotted and subject has not been studied by the teacher to whom the subject is allotted but that subject is within the Course curriculum, then the teacher must accept and prepare the subject and go to the class and clearly teach the students in such a way the students should not have doubts and to their fullest satisfaction for which only the teacher takes his Neutral Remuneration.

Concept No.3

Every Teacher must understand the Analysation of the Workload. Teachers are considered as the Gurus. They should be the example for the others. They should not quarrel with each other. Whatever the Head says, the teachers have to listen and do their duties perfectly. (Since it is related to the Higher Education, Calculations have been made only for the College Teachers)

Teaching Workload for the College Teachers as per UGC Norms

1. One Year means	<u>312 Days</u>	<u>52 Weeks</u>
2. Clear Teaching Learning Process	180 Days	30 Weeks
3. Admission, Exams, Functions	60 Days	10 Weeks
4. Vacation	60 Days	10 Weeks
5. Public Holidays (to be Adjusted)	12 Days	2 Weeks
	Total <u>312 Days</u>	<u>52 Weeks</u>

(Clear Teaching Learning Process Should not be disturbed and reduced)

Teaching Workload will be divided into two Major Heads namely

(A)-Working in the Classrooms and

(B)-Working in Department and in College

As per the UGC, the **minimum** teaching work load of a teacher is 40 Hrs a week in 30 working weeks i.e. 180 days. Every College Teachers whether he is a Professor or Associated Professor or Asst. Professor has to be physically present in the college for a period of **07 Hrs daily including 01 hrs for research..**

Teaching Workload in the Classroom is divided into two Parts – **Part I and Part II.** Part I is related to Direct Teaching Work and Part II is related to Conduct of Seminar, Tutorial, and Class Tests etc. For both the Part I & Part II the teachers have to go to class and meet the students and teach and conduct the Seminar, Tutorial and Tests i.e they will have work with the students inside the class. (compulsory)

FOR THE ASSISTANT PROFESSORS

As per the UGC, the Minimum Direct Teaching Hours is 16 Hours for Part I
And + 06 Hrs for the Part –II.

In total 22 Hrs per week.

One Hour Means 60 Minutes.

If it is 50 Minutes Period, then it will be 26 periods per week.

FOR THE ASSOCIATE PROFESSORS & FOR THE PROFESSORS

As per the UGC, the Minimum Direct Teaching Hours is 14 Hours for Part I
And + 06 Hrs for the Part –II.

In total 20 Hrs per week.

One Hour Means 60 Minutes.

If it is 50 Minutes Period, then it will be 24 periods per week.

Distribution of the Workload of 40 Hrs Per Week to the Teachers of Higher Education is given in the following table which will clear all the doubts of everybody. This should be strictly followed by every Asst. Professors, Associate Professors, Professors, HOD, HOI and the Administrators and Policy Makers for the Betterment of the Students Community and in order to follow the Neutral Remuneration.

Table

Workload of the Teachers of the Higher Education Per Week as per UGC

Sl No.	Work (Compulsory for All Curriculums)	Assistant Professor	Associate Professor & Professors
1.	Direct Teaching – Teaching (Classroom)	16	14
2.	Teaching - Seminar, Test, Quiz (Classroom)	01	01
3.	Teaching -Tutorial, Practical Classes (Classroom)	03	03
4.	Teaching – Remedial Classes (Classroom)	02	02
5.	Total Teaching Workload in Classroom (per Week) - A	Hrs.22	Hrs.20
6.	If it is 50 Minutes Period then, (Per Week) Periods	26	24
7.	Mentoring/Doubt Clearing (Department)	02	02
8.	Research / Projects. (Department)	01	01
9.	Valuation of Assignments, Test etc. By sitting in the Department (Department)	03	03
10.	Assisting Principal, HOD & Other Committee Works/Departmental Work	04	04
11.	Calculation of Attendance & Internal marks, maintaining Registers (Department)	03	04
12.	Library, Preparation for Classes by presenting in the College/Department	02	03
13.	Helping the Students by presenting in the Department	03	03
14.	Total Workload in Department/College (per Week) - B	18	20
15.	Total (in Classroom, Department & College) A & B	Hrs.40	Hrs. 40

Hour = 60 Minutes Duration. For HODs 02 hrs may be reduced per week.

Concept No. 4

Every Teacher must understand the Paper Works and the Records to be maintained compulsorily. The paper works are the physical evidences to be submitted to the Head of the Institution through the Head of the Department. Day to Day Routine Work Paper, Papers related to the Planning and Organisation of Portions to be Covered and actually covered, Assignments, Seminar, Tests etc., Weekly Workload Discharged Papers, Marks awarded to the students in Seminar, Tests, Assignments etc., Weekly Attendance of the Students, List of Students who are continuously absent from classes, seminar, tests, etc. Dates of Remedial Classes Tutorial Classes, and Practical Classes etc, activities of the research work/study/project undertaken are to be maintained. Out these records, the attendance of the students, Day to Day Routine Work Paper, , Planning and Organisation of Portions to be Covered and actually covered, Assignments, Seminar, Tests etc., Weekly Workload Discharged Papers, Papers related to leave availed etc. are to be submitted to the Principal through the HOD for the calculation the salary / remuneration on 01st day of the college Reopening to the 15th day of the same month. From the next month onwards the above particulars and papers are to be submitted from the 16th day of the month to the 15th day of the next month are to be submitted.

Concept No. 05.

Every Teacher must understand the timings of their physical presence in the Department, College and in the classroom. Of course, he or she must be in the classroom as per the time table. Out of 40 Hrs per week, the faculties 20 Hrs in case of Professors, Associate Professors and 22 Hrs in case of Assistant Professors or Contract faculties, 18 Hrs. in case of HOD if he is an Associate Professor and 20 Hrs. In case of Asst. Professor should be inside the classroom. **Per day it comes around 03-04 Hrs. The remaining 20 Hrs** in case of Professors, Associate Professors and 18 Hrs in case of Assistant Professors or Contract faculties, 22 Hrs. in case of HOD if he is an Associate Professor and 20 Hrs. in case of Asst. Professor should be inside the Department. In case if he or she wants to go to even library, they will have to intimate to the Head of the Department and can go for a period of maximum of 45 Minutes. While coming to the College they are supposed to put the Bio Metric Presence and while coming to the Department they will have to put their signature on the Attendance Register kept on the Table of the HOD. In the Same manner while leaving after the college

hours they will have to put their sign of presence in the Attendance Register kept on the HOD Table and in the Bio Metric Attendance kept in the College.

DISTINCT RULES (DR)

1. Every College/University Teacher must come to the College/University in time and should affix his or her presence in the both Bio-Metric as well as in the Attendance Register kept on the HOD Table.
2. The Teachers should go to the Classes as per the Time Table given to him or her by the HOD in time. If the class starts by 0940 Hrs means, he or she must be there in the classroom by 0939 Hrs. If it is 60 minutes period, then he has to leave the class just 02 minutes before 1040 Hrs. i.e. at 1038 hrs.
3. In the name of teaching, the teacher should not dictate from the books. He /She has to explain the subject and has to do the solutions of the problems on the Board without dictating. In between if any student asks doubt or doubts he/ she has to clearly clarify and explain the doubts to his fullest satisfaction.
4. As per the Academic Planner (Papers related to the Planning and Organisation of Portions to be Covered and actually covered, Assignments, Seminar, Tests etc.), he has to give the Assignment, cover the syllabus, conduct the seminar, tests etc.. A copy of the Academic Planner is to be given to the Students and to the HOD. Loose Talks should not be made by the faculties to the Students, HOD and HOI whenever they enquire about the extent of work completed.
5. For the Purpose of the valuation or the calculation of his or her Monthly Neutral Remuneration (MNR), every faculty including the HOD should submit the following papers.
 - a. Weekly Attendance of the Students, From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month.

- b. List of Students who are continuously absent from classes, seminar, tests, etc., the List of Dates of Remedial Classes Tutorial Classes, and Practical Classes etc., and the List of Activities of the research work/study/project undertaken From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month
- c. Day to Day Routine Work Paper, From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month
- d. Portions covered and to be covered, From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month.
- e. Weekly Workload Discharged Papers, From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month.
- f. Papers related to leave availed etc. From 01st day of the college Reopening to the 15th day of the same month is to be submitted to the Principal through the HOD. From the next month onwards from the 16th day of the month to the 15th day of the next month.
- g. In case the teacher is not going to the class and if the reason is not submitted to the HOD and HOI though he is present in the college due to one reason or other, OR without informing the HOD he left the college during the Class Hours and thereby the students were not given teaching, then the value of/for that class will be calculated and the same is to be reduced from his NR. To be at micro level, even if a teacher goes to the class even 10 Minutes late, his salary should be reduced to that extent. There should be no compromise in these cases. The

teachers should have an intrinsic fear that his salary will become low if he doesn't go to the class.

6. These papers will be submitted by the Faculties to the HOD and HOD will forward to the Principal who intern forward to the Accounts Officer for the Preparation of (Pay Bill or Remuneration Bill) his or her MNR.
7. If any faculty including the HOD has not submitted, no MNR will be prepared and no MNR will be paid to him. Even if delays for one day, his or her salary will be withheld and it will not be paid till he clears by submitting the relevant and related papers dues as per DRNR
8. At the end of the session, each faculty including HOD has to submit the overall Work Performance Report, Students Attendance, Copies of all papers prepared by him to the Principal through HOD.
9. The Office or the Principal should NOT give any lenience or exemption to any faculty as far as the DRNRV is concerned. For the valuation/Calculations of the NR, everybody should be compelled to follow the DRNR. If he or she contravenes, it will attract a lot of confusions and politics that will be against the Institution and will affect the quality of Higher Education, students' community and the future of the country as well. .

Once it is practiced, the internal politics will come down, work culture will increase, the students will be highly benefited, every faculty who was disturbing the others will be made straight. A sense of responsibility will grow, the parents will welcome this concept of DRNR. A meeting is to be organised and the same should be made clear to everyone. A Format may be prepared and be used for this purpose.

CONCLUSION

So the workload of the teachers of the higher education is not ONLY restricted to the classroom teaching but also they will have to do their normal routine works related to the students performance. Every teacher is having unwritten responsibilities of giving good knowledge to the students through seminar, tests, quiz programmes, discussions etc.. The salary paid to the teachers of higher education is not only for 24 period or 26 periods but also

for the inventions and innovations to be made the teachers of higher education. He / She has to properly value the test papers, seminar papers, quiz papers and keep the proper records for everything. , He has to present both mentally and physically in the Classrooms, Department and in the College. They should not be a cause for the delay rather they will have to solve the problems due to delays. They will have to submit all the related papers, documents, statements in time to their respective HODs and HOIs and to the office to make all the employees alert and to being the perfection in each and every step of workings in the educational institutions. Hence the concept of DRNR has been introduced through this article. Once if a strategy is formulated in the light of the above introduced concept of the DRNR and if the same is carefully implemented through the dedicated personalities, it is highly hopped that the remuneration payable and paid to the teachers will be a productive one. Perfection will increase among the teachers and students will learn a lot from the teachers. . Let us all work with the Perfections and with the Ethics by understanding the workload of the teachers of higher education with proper analysation as is given above and let us contribute sincerely to increase the quality of Higher Education by innovations and inventions. This article is written just to introduce the new concept of DRNR to increase the quality in the Higher Education. This is only the views of the Author. Accepting or Rejecting is up to the Readers of this article.

Jai Hind

References

1. **Rajavel N.** 2003, Management of Higher Educational institutions, New Century Publications, Delhi, P.1
2. **Dikshit H P.**, 2010, “*Quality and Management of Higher Education in India*” article on in the Edited Book on Higher Education- Quality and Management edited by SM Paul Khurana and P K Singhal, Gyan Publishing House, New Delhi. P. 45
3. **Chauhan, C P S** 2010, “*Higher Edcautoon : Issues and Challenges*” article on in the Edited Book on Higher Education- Quality and Management edited by SM Paul Khurana and P K Singhal, Gyan Publishing House, New Delhi. P. 78
4. **Rajavel N.** 2008, “An Urgent Need for Teachers Education in the Qualityof Higher Education- A New Paradigm Shift” article in *Gyanodaya – Journal of Progressive*

5. **Rajavel N.** 2007, “A Study on Academic Freedom on the Quality of Higher Education”
New Frontiers in Education... International Journal of Education Vol 40, No.4,
October-December, 2007. ISSN 0972-1`231. New Frontier in Education Trust, New
Delhi P.383