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## Recruiting Quality Teachers for Digital Humanity

**Dr. Chandrakant Lonkar,**

S.N.T. College of Education, Bhor.

Dept. of B.A.B.Ed. (Integrated).

**Asst. Prof. Sujata Kuldipake**

Ira Education Society's College of Education,

Arvi, Tal. Haveli, Dist.- Pune, Dept. of B. Ed.

### Abstract:

21<sup>st</sup> century is the representative of globalized digital World; people became digital netizens in the World. Every field of knowledge is changing day by day and teacher education is not exception to these changes. We require new education system which will lead quality education not in India but in the digital humanity. Our Indian IIM's managers, IIT's engineers and doctors etc. are wanted in the American, European and other parts of the World. But what about teachers, we produce lakhs of teachers every year and don't believe in their qualities even in India. That is why; we started CTET and TET qualifying exams for qualified teachers, though they are qualified teachers degrees. This paper aims to dwell upon why the best minds are away from school classrooms or those are in them tries to move towards administrative services. Researcher wants to suggest some alternatives for these burning issues and propose digital teachers for digital humanity.

**Keywords: Teacher Hiring, Digital Humanity, Statutory Status for Teacher Recruitment, Nationalization of Govt. granted Institutes, Colleges and Schools, UTSC and MTSC, Expected Outcomes.**

### 1. Introduction:

In ancient times, India was the place of knowledge and advanced technology equipped country. People from China, Japan, Greek and other parts of the world travelled India in pursuit of knowledge and modern education. This happened because of dedicated teachers and advanced University education system. In the present era, every Indian talent student want to go abroad to pursue advance knowledge and elite class people wants to serve in the foreign country because of lack of opportunities. They are not wrong, but the system is on the wrong track. A few years ago, we had a concept of 'brain-drain' for that but now our

present PM Modiji reverted this concept and said 'brain-gain'. The researcher wants to propose that when India assures quality and transparent teacher hiring, retaining system then talent, creative, innovative challenging minds will turn toward teacher education. We will succeed proving quality teachers in India and across the globe for digital humanity.

## **2. Reality and Fantasy of Teacher Recruitment Process:**

India is a unique country which represents unity in diversity. Her varied nature, we find in education field also. We have many central school boards like CBSE, ICSE and each state board has its State Board for school education. At higher education level, we have central universities, deemed universities, private universities and state universities. There is not common recruitment process like UPSC (Union Public Service Commission) and MPSC (e.g. Maharashtra Public Service Commission) services.

Central and State government granted Universities are somehow transparent recruitment processes. These are limited employment opportunities. Private granted institutes, colleges and schools are the worst places of recruitment for quality teachers (Not all). In Maharashtra, there are thousands of granted colleges, institutes and schools. Every institute, college and school receives funds and salary from government for their teachers. Government provide money, grant and other facilities but government doesn't have right to recruit teachers in these institutes. Institute body or presidents of the institutes have rights to recruit teachers in their institutes, colleges and schools.

They legally recruit teachers but illegally receive huge money from each candidate (not all). Each candidate wants to give more money for the post because competition of giving money starts then. This is an established culture for getting the teachers, professors and principals posts. The highest money donor will get the post though he has the lowest merit and qualification for the post. The highest meritorious candidate will lose the post though he is a true teacher and the best eligible for the post. This mostly happens at the granted colleges and granted schools. (Not all)

Therefore, talent minds run away from teaching fields. Some unwillingly gives money because corruption culture is there, they think that if I don't give money then someone will give and get the job.

## **3. Alternatives for Teacher Recruitment Process:**

We have some statutory bodies for recruitment process in India like at the central level UPSC and at the state level MPSC. They recruit best minds for administrative services without any corruption. We don't hear in the society-"He has given money and became an IAS officer" But hear, he studied very hard, and he is an excellent personality, being a quality person got the topmost post.

i.) Researcher strongly recommends here that teacher recruitment process should be conducted by statutory status body. For that purpose, central government should pass a bill in the parliament and create UTSC

(Union Teacher Service Commission) and at the level MTSC (Maharashtra Teacher Service Commission) for transparent and corruption free teacher recruitment process.

ii.) The process of nationalization of all the government granted schools, colleges and institutes should be implemented for nation building. Urgent need of Govt. aided institutes Nationalization process because their major objectives are building and serving the nation. They are receiving funds from state and Central Govt.

iii.) In the teaching field, 'hiring the best against permanent teacher' this principle should follow for quality outcomes. The concept of permanent teacher should be abolished. Best teachers for best performances should be promoted.

iv.) Teacher selection committee should include 50% members from IAS, IPS, cadres and IFS or State level Class I Administrators who have teacher education background and remaining 50% from educationists.

v.) 30 years limited service guarantee for teachers to intake fresh blood and continuous employment cycle to attract high IQ and quality students from the education system

vi.) Teacher API or his accountability should not be based upon his personal achievement, courses completed etc. His API or his accountability should be based on student's achievements, performances at local, state, national and international level.

vii.) Teacher's online status of contribution should be available for the students, parents, and to the whole globe.

viii.) Online examination, online recruitment and online appointment should follow for corruption free atmosphere. Video shootings of interviews should be conducted and interviews score board and live videos of interviews should be available for candidates and for the society.

ix.) Permanent teacher and Shikshan Sevak concepts should be removed from the teaching fields. Those who are best and interested will survive and others will be replaced by the best.

#### **4. Expected Outcomes:**

i.) Talent minds will join the teacher education colleges and there will not dearth for admissions problems in the education colleges and departments.

ii.) Creative, innovative and challenging minds will enter in the teaching fields like Finnish teachers in the Finland.

iii.) Every teacher will strive for quality and performance, contribution so that he will retain in the interested field.

iv.) India can fulfill the dream of digital teachers for digital humanity. She can export teachers in the World like IIM managers, IIT engineers and doctors etc.

v.) Our universities, institutes and schools will attract foreign students to study here.

#### 4. Conclusion:

The golden days will come. Once again, India will be the global knowledge creating, delivering and sustaining hub for this beautiful world. Teachers will be respected and students will be shaped for the destiny of not only India but also for this whole World.

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