



# CONFLICTS IN GRANTED AND PRIVATE COLLEGE PROFESSORS

**Ravindra Shivilal Balar**

**Research Scholar**

**Department of Sociology**

**Sardar Patel University**

**Vallabh Vidhyanagar**

**Anand – 388120**

## ABSTRACT

The aim of the research is to find out the effect of conflict in grant in aid and private college professors. For this purpose in this study used an interview schedule for data collection from 100 private and 100 grant-in-aid college professors. There is partial conflict in granted and private professors. Also we can see the Internal and External Conflict, realistic and unrealistic Conflict of granted and private college professors. Role conflict also effect the professors of granted and private.

**Keyword: Grant in Aid and Private College Professors, Conflict**

## INTRODUCTION:

Education is not learned only in school or college building but his alertness and dedication too are most required. Education is from birth to death, gaining new stories and new things or experiences. AISHE reports that there are a number of students in higher education, especially in arts, commerce and science. There are a total of 993 universities and 39931 colleges in India. In which there is private management of 385 universities. There are about 394 universities in rural areas. And out of the total colleges, 77.8% colleges are private. 13.5% are grant-in-aid colleges.

## Ralf Dahrendorf Theoretical Beliefs and Research Problems

- (1) Society is in a state of constant conflict.
- (2) In every society there are conflicting interests which create conflict.
- (3) The division of power is seen between the dominant and subordinate groups of the society.
- (4) Interest groups are organized in conflict.
- (5) Conflict is dialectical. A new conflict arises.
- (6) Social change is an inevitable aspect of society.

In short, the value of the struggle theory for development in modern educational definitions cannot be underestimated.

### Private College:

The college is affiliated to a recognized university and the financial provision of the students is made from the fees approved by the government as well as from donations. Examination of students, work of mark sheets is done by the university. Professors' salaries are determined by the trust.

### Granted College:

The college is affiliated to a recognized university and the financial provision is made by the government. Is given as determined by.

## RESEARCH METHODOLOGY

### OBJECTIVES OF THE RESEARCH PAPER

- (1) To measure the Conflict in granted and private college professors.
- (2) To measure Internal & External Conflict of granted and private college professors.
- (3) To measure realistic and unrealistic Conflict of granted and private college professors.
- (4) To understand The Role Conflict Theory & Professors.
- (5) To measure The Effect of Role Conflict on Professors.

### SAMPLE

The research presented used an interview schedule for data collection from 100 private and 100 grant-in-aid college professors.

### RESULT

#### Conflict in granted and private college professors:

How many people are in a position of subordination in two organizations or congregations at once? The type of conflict among professors working in grant-aided and self-reliant colleges can be examined in a comparative manner to see the type of partial conflict among professors working in grant-in-aid colleges as certain aspects of the job are explained. The government will also take an interest in the issues of pay leave, rights, and work pressures and sometimes some issues raised by the unions and will try to resolve

them. Medicines, rights and privileges of work which the superiors have framed subject to their own number have to be complied with. In short, comparatively we will see the type of partial conflict among professors working in grant-in-aid and the type of full conflict among professors working in private (self-reliant) colleges.

### **Internal & External Conflict:**

At present there is increasing competition between any academic numbers. Each number in this competition puts a workload on its staff (professors) to achieve a higher position. Whether it is sports results or test results, blaming each other for the paperwork creates a conflicting atmosphere. This is an example of an external conflict when in a self-financed college the internal conflict rate is higher than the external one. Sometimes due to lack of job security, more work than usual, sometimes even if you get the benefits of public holiday, but when you don't get it, frustration or internal conflict will arise in your mind.

### **Realistic & Unrealistic Conflict:**

Real conflict is the means to an end. This conflict will end when the professors in the grant-in-aid college achieve their goals. The Gujarat government did not give the recommendations of the pay commission made by UGC, so the process of conflict started in the form of strike, but if it is satisfied, it seems to have come to a halt. But the form of unrealistic conflict is also seen. When dissatisfied, he will experience a kind of mental stress or frustration. The board will raise prejudice against the government. The happy research problem can be viewed from a conflicting perspective.

### **The Role Conflict Theory & Professors:**

Role conflict is more likely to be seen in professors of private colleges than of professors of grant-in-aid colleges. In order to understand this matter, considering the reasons for the role conflict, if the role conflict among the professors in the present study is understood along with the reasons....

- (1) Standards of one group are contrary to standards of another group. Here the educational qualification for becoming a teacher in both types of colleges will be the same. Hours of work, responsibilities will be the same, but the number or standard of pay, leave, development by the government is more observed in the grant-in-aid college than in the private college. Lack of equal work, qualifications, yet equality of benefits leads to role conflict.
- (2) Contradictions of Expectations There is always a contradiction between the expectation of the administrators to have a board of directors, principals and professors as a bureaucratic system in both grant-in-aid colleges and private colleges and the expectations of the staff working in them. However, in the case of private college administrators, the dismissal of professors at any time is not a legal action, so as to increase the tension among the professors of private colleges.

## **The Effect of Role Conflict on Professors:**

Investigating the consequences of role conflicts in any institution on the role of professors in private colleges and grant-in-aid colleges in the context of the present study of the impact on the system, the individual, and society....

### **(1) Social Deviance Behaviour**

Professors sometimes accept such rules or norms in a conciliatory manner, even if they are detrimental to them. This matter can only be violated. UGC It is immediately implemented in government colleges as decided by the pay commission with necessary amendments. When a lot of time is spent in Grant-in-aid College. Not to be outdone, these professors are agitating. There is a boycott of academic work. This is also a matter of standard behaviour. While in a private college, only 'intellectual labour'. No rights of any kind here. Here, whatever behaviour managers do in terms of wages, working hours, etc. is a violation of the norm.

### **(2) Norms Instability**

The role conflict will raise the question of which of the conflicting norms should be followed and which should not be followed in determining the adversarial role, which would create a dilemma for the professors. As a result, professors' attachment to standards will decrease. There will be a reduction in the legitimacy of standards in the minds of professors. Which can be called instability of norms in professors.

### **(3) Mental Stress**

The internal groupings of the organization in which the teachers perform their duties will have a kind of mentality due to the relationship with the principal, the relationship with the trust board, the relationship with the trust board, the teacher with political affiliation, the relationship with the students. Jealousy, feeling due to human nature, he may feel dilemma of what to do at this time, which will lead him to mental distress.

## **CONCLUSION**

There is partial conflict in granted and private professors. Also we can see the Internal and External Conflict, realistic and unrealistic Conflict of granted and private college professors. Role conflict also effect the professors of granted and private.

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