RESTRUCTURING RECRUITMENT PROCESS IN THE EDUCATION SECTOR: INNOVATIVE IDEAS

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Abstract - Quality of education is directly proportional to the quality of recruitment in educational sectors. In the light of this statement when we observe the current process of recruitment we come to know that there are many lacunas in this process. As a result of it the desired qualitative change is not observed. In this research paper the researcher has tried to pinpoint the lacunas in current recruitment process in educational sector and also provided possible solutions through innovative ideas ensuring that they are aligned with the contemporary educational goals.

Introduction :

In order to improve the teaching learning and evaluation methodology in educational institutions it is absolutely important to restructure recruitment process as it is directly related to the process of enhancing quality of education and thereby enhancing educational standard of the country. With the advent of new educational technology it is high time that the think tank in our education system seriously restructure itself by applying innovative strategies in the educational recruitment process. The traditional recruitment process uses conventional methods such as interviews, job postings etc. This cannot be said as wrong but every system has to adapt to the required challenges of the time. In the light of this thought the researcher has explored multiple challenges present in the present educational system and has also tried to provide probable solutions to improve the recruitment process of the country.

Limitations of the present recruitment process :

1- The lack of transparency is the major lacuna in the current recruitment process. The candidates are called for the interview and the interview is conducted in a room where some subject experts conduct interview. This interview is not recorded. Therefore the chances of malpractices happening in such institutions or such interviews is very high. Many times the employer demands a bribe from the candidate and tries to make the recruitment process as if it is a business. Due to such a situation one cannot understand whether the candidate selected for the required post is suitable or not suitable. The subject experts can also be given a bribe and they can be settled through money. Therefore this traditional interview process should be banned and some new reforms need to be brought.

2- In many interviews and recruitment processes it is observed that there is no central agency which can check the irregularities of the recruitment process. It is observed that in many private industries regionalism, caste and bribe plays a major role in the recruitment process. If someone finds any discrepancy, he has to directly refer to the court but very few have the guts and money to go through this process.

3- In many competitive examinations the fee structure is very high which is not affordable to the poor people of our country. It is the responsibility of the government to provide such an atmosphere where everyone should get equality of opportunity.

4- Just like some advanced countries we are yet to make proper use of technology in the recruitment process in order to make it fair and transparent.

5- In some cases, like in the recruitment process of the principals, weightage is given on the experience of the candidates. It should be changed. It is not very correct that an experienced person will have the required skill set necessary for the said job.
6- It is observed that in India there are many educational institutions which do not fulfil vacancies present in their institutions due to some unknowing reasons. There are many qualified students who are jobless and eagerly searching for jobs. It is like punishing them and playing with their careers which is against our educational objectives. Therefore not filling the vacancies in the institutions is a great area of concern and major lacuna in the recruitment process.

Solutions :

1-All the major interviews in the country should be conducted in a live format, especially by using cameras. By this single action lot of partiality and injustice could be stopped. In the name of fare selection many unfair things that are happening would be stopped. There is no more proof than a live coverage of interviewer.

2-According to the demands of the post, rubrics of the interview should be generated. It will prevent partiality and injustice. Although in interviews, the rubrics are designed but it is not used in all the interviews. In written exams in many competitive exams the question papers are designed properly but the real problem arises when the candidate appears for the interview. Therefore, a systematically designed rubrics would remove all the questions and doubts lingering in the minds of candidates.

3-Whenever any exam is conducted, it is necessary for the conducting authority to ensure the requirements of the post through a document so that the candidate should exactly know what is exactly expected from him. Therefore he could prepare for the written and oral exam accordingly. It is observed that only few exam conducting authorities follow this practice.

4- India is a country with population more than 140 crores. But it is very sad that despite such a large population the performance of the Indians in sports especially in Olympics is very pathetic. The prime reason of this state is the tremendous level of partiality carried out in sports. By installing cameras at the place of selection, following proper rubrics and appointing proper authorities at the higher level, this scenario can be changed. India has lots

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of potential in rural areas. A well designed policy followed by proper execution will definitely increase the number of medals at international level.

5-If India has to make good progress, then it is absolutely essential that the politicians and higher authorities must inculcate constitutional morality. Sadly in the name of chalta hai attitude many malpractices are carried out. By increasing the degree of political intelligence, the people of India can select appropriate politicians. These responsible people can change the current system towards proper direction.

6-There should be a proper coordination between centre and state in terms of policymaking and its execution in the frame of constitutional development. If any agency whether it be educational institute, private or government sector is not fulfilling required posts in a correct manner then the concerned authorities should take immediate step and fulfil the required vacancy.

7- In the present times when the use of internet has become so easy, the central and state government should clearly publish the entire number of vacancies in the country on a special portal. This portal should be designed in such a way that every undergraduate student could understand the number of vacancies in different field. If such a portal is designed, then it would be a great step by the government of India. At present every state publishes vacancies mostly in regional newspapers. The candidates residing in different parts of the nation are not aware about these vacancies. Hence, in many cases the candidates from the concerned state get benefitted. One more thing can be added in this portal where information could be uploaded regarding emerging sectors in India. There are so many entrepreneurs all across the nation who could be benefitted by this step. By appointing state and regional coordinators of high calibre, who may be UPSC passed candidates, the government can insert transparency in the recruitment process.

8-Artificial intelligence can be used as a supporting system by using AI driven software. Screening and shortlisting can be done effectively by using AI tools.

9- There are many jobs where practical tests are crucial in realizing the candidate's true potential. Think tank in the country with specialization in the concerned field can design practical tests where the skillset of the candidate is tested properly.

10-According to media reports, there are many cases of forgery and scams are reported in competitive exams. There are lacs of candidates who are economically weak submit application forms in such exams. Due to cancellation of such exams, their precious years and money is wasted. Therefore, it is the responsibility of the government to charge minimum fees for appearing in these exams. If, due to some reasons, there is delay in the declaration of results, then it is the responsibility of the concerned agency to notify the reason of delay with appropriate reasons and logic to the students appearing in the exam.

10- Social media is also a wonderful platform where the exam conducting agencies can communicate effectively and publish advertisements. A Youtube channel is a wonderful source where the exact requirements, expectations, qualification etc. required for the post can

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be effectively communicated to the aspiring candidates which would provide clarity of thought in preparation.

11-It is observed that in many exams the application form is very lengthy and complicated. It needs to be shortened. Only the information which is must for the concerned post should be asked in the application form which can be filled in online as well as offline mode.

In this manner the researcher has clearly discussed the major flaws in recruitment process in our country and also suggested remedial measures by following which the recruitment process can be made transparent. As a result of which the country would march ahead in the direction of progress in the frame of constitution

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