

Dr. P Pushpalatha, Faculty Dept. of Public Administration, Osmania University,
Email: pushpalatha.kanu@gmail.com

Introduction

In his bestseller “The World is Flat”: Thomas Friedman describes a world of shrinking trade impediments and expeditious technological advances which have led to revolutionary globalization of industry. Domestic companies in India and other parts of the world are now able to compete on a level playing field with companies the world over. The world has been flattened. In today’s world where there is neck-to-neck competition, education must be such that our graduates have a reasonable opportunity to achieve success. Education is important for the sustained growth of the nation. It is the foundation on which the development of every citizen and the nation as a whole is contingent.

The direct correlation between higher education and human resource development is an area of abundant research. Capacity building in the national context presupposes numerous resources of which human resource is the most important one. Developmental activities require a workforce that is proficient across a range of skills. With the emergence of LPG era, the value of education has multiplied leaps and bounds.

Higher Education in India:

A paradigm shift has been noticed in higher education, from national to global, from teacher-centric to learner-centric education. These changes pose novel challenges to the traditional education systems and practices.

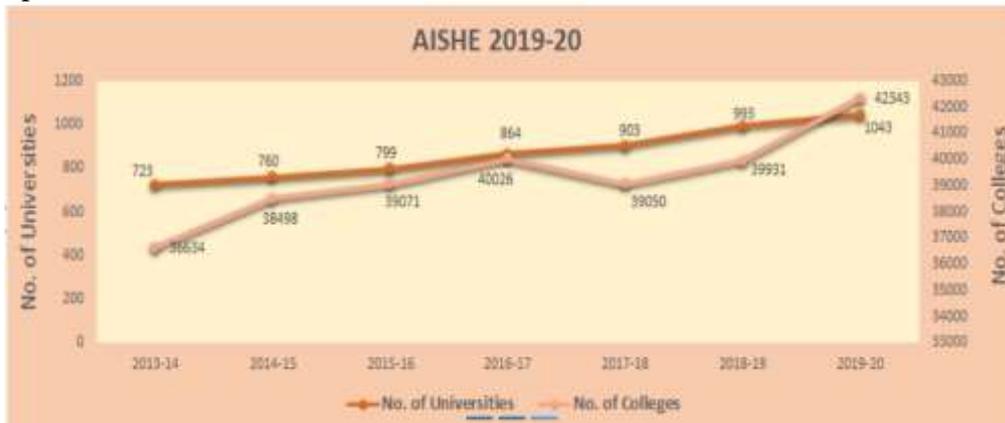


Fig.1

Source: AISHE

The higher education system in India has seen a huge 80% growth in the number of colleges and universities in the last decade. The higher education system in India constitutes the third-largest in the world. When India has attained independence there were only 500 colleges and 20 universities with 0.1 million students. This has increased to 1043 universities and university-level institutions and 42343 colleges, 11779 standalone Institutions as of 2019-20. The number of students enrolled in the universities and colleges has increased since independence to 3.85Cr. India has truly lived up to this global challenge.

Globalization and higher education: The Indian Scenario

Globalization has changed the dynamics of economies and the politics of world nations. And policy formulation across the board is increasingly influenced by the factors of globalization as the domestic markets protected so far opened up to completion from across the world.

The Indian higher education institutions have been undergoing transformation for the last 20 years under the influence of globalization. Many new universities have been conceptualized and established to increase the reach of higher education throughout the country. The universities with stronger relationships with industry and the economy have adapted to changes arising due to globalization and the ecosystem. Globalization leads to many opportunities and also challenges in higher education in India.

Contemporary Issues in Higher Education in India

Shortcomings in Intuitional Capacity Expansion

The Gross Enrollment Ratio (GER) in higher education is only 27.1% in India as per the report of All-India Survey on Higher Education (AISHE) 2019-20, under the Ministry of Education. This ratio is quite low when compared to that of developed as well as developing countries.

Making higher education inclusive and equitable:

The composition of students in higher education is not representative of the various sections of society. Merit should not be the exclusive domain of only the rich, wealthy, and elite which has increased after globalization. Measures must be taken to ensure that the people untouched by the advances of technology and globalization are also brought into the fold of higher education.

Ensuring quality and promoting excellence in HE:

After globalization, the higher education institutions are in competition not just with domestic institutions but with global institutions. Excellence in higher education has to be pursued to make the institutions globally competent and they have a lot to learn and implement from best practices across the world. Though the Government is consistently focusing on quality education still the UGC and our universities are not in a position to mark their place among the top universities of the world.

Expansion, excellence, and equity are interrelated any policy should address these 3E's.

Investment percentage of GDP:

One of the reasons for lower quality not being able to attain a global level of excellence and also not being fully equitable is because of underinvestment in HE. In 1968 the Kothari commission has suggested 6% of GDP should be on HE. As per the Economic Survey 2019-20, the expenditure on education by the Center and the States as a proportion of the Gross Domestic Product (GDP) between 2014-15 to 2018-19 has been around 3%. National Education Policy, 2020 (NEP) reaffirms the recommendation of an increase in public investment on education to 6% of GDP, but this target has not been achieved till now.

Employability:

Many a time, there is a long gestation period after graduation and before landing a good job. Sometimes people remain unemployed even after completing higher education because of lack of skills that are required for employment. The focus of education has to shift to skilling the students to make them industry ready and not just to impart knowledge.

Poor Infrastructure, Facilities, and Faculty shortages:

Infrastructure particularly of public sector institutions suffers from poor facilities, faculty insufficiency, and the incapacity of the educational system to attract, retain and preserve well-qualified teachers have been posing challenges to quality education for many years. There are plenty of vacancies in higher education but still large numbers of NET/Ph.D. candidates remain unemployed.

Inadequate Research:

Not much attention has been catered to research in higher education institutes. The quality of the research is getting compromised as the scholars are working either without fellowships or not getting their fellowships on time. Moreover, Indian Higher education institutions are poorly tied with research centres and industries.

Poor Governance Structure:

Excess-centralization in decision-making, bureaucratic structures, and lack of accountability, transparency, and professionalism are some of the challenges faced by the Indian education system.

Research Methodology

For the purpose of understanding the students' views on various issues faced by them during covid and their opinion on online education and in-class education, we have conducted a survey through a questionnaire which were sent out through various means such as mails, WhatsApp, and paper. We received 184 valid responses which are analyzed in detail in this study.

Qualitative interviews were conducted with industry professionals from across different companies such as Amazon, Google, Yash technologies, and Sell Craft solutions. Their responses are analyzed in detail in this study.

Companies Expectations from Universities:

The author has interacted with HR and Managers (both from the technical and non-technical side) of different companies viz. Amazon, Google, Yash Technology Solutions, Sell Craft Global Solutions. They have responded to the questionnaire on varied aspects such as curriculum by the University, students' performance at campus placements, time period for providing training, percentage of the quality of students they are getting versus the quality of students they actually want, etc. On interacting with them it has been found that there is an immense gap between the skills required by them and skills possessed by the students. They got to spend most of their productive time training the unskilled freshers.

Other skills of high importance for employers: Oxford Economics Survey

Apart from the domain knowledge, there are other skills that are of high importance to employers for hiring a candidate as per the Oxford Economics Survey, refer Fig.2 to 5. They included Communication Skills, Computer Skills, Numerical and logical ability, and behavioural traits like learning agility, adaptability, and interpersonal skills. From the figures, we can see that these skills which are so important for companies are necessary irrespective of the individual's field of study or course. However, most universities do not lay emphasis on these skills and there is an urgent need to redesign the curriculum, method of instruction, and evaluation to ensure that these skills are developed in students as part of regular instruction and also create extra-curricular opportunities for the inculcation of these skills.

Table 1: Skills in high demand over the next 5 to 10 years

Digital Skills

Digital business skills	Ability to work virtually	Understanding of corporate IT software and systems	Digital Design Skills	Ability to use social media
50.6%	44.9%	40.1%	35.2%	29.3%

Source: Oxford Economics

Table 2: Agile thinking skills

Ability to consider and prepare for multiple scenarios	Innovation	Dealing with complexity and ambiguity	Managing paradoxes and balancing opposing views	Ability to see the big picture
54.8%	46.0%	42.9%	40.9%	15.3%

Source: Oxford Economics

Table 3: Interpersonal and communication skills

Co-creativity and brainstorming	Relationship building with customers	Teaming	Collaboration	Oral and written communication
48.3%	47.4%	44.9%	30.4%	29 %

Source: Oxford Economics

Table 4: Global operating skills

Ability to manage diverse employees	Understanding international markets	Ability to work in multiple overseas locations	Foreign language skills	Cultural Skills
49.1%	45.7%	37.5%	36.1 %	31.5%

Source: Oxford Economics

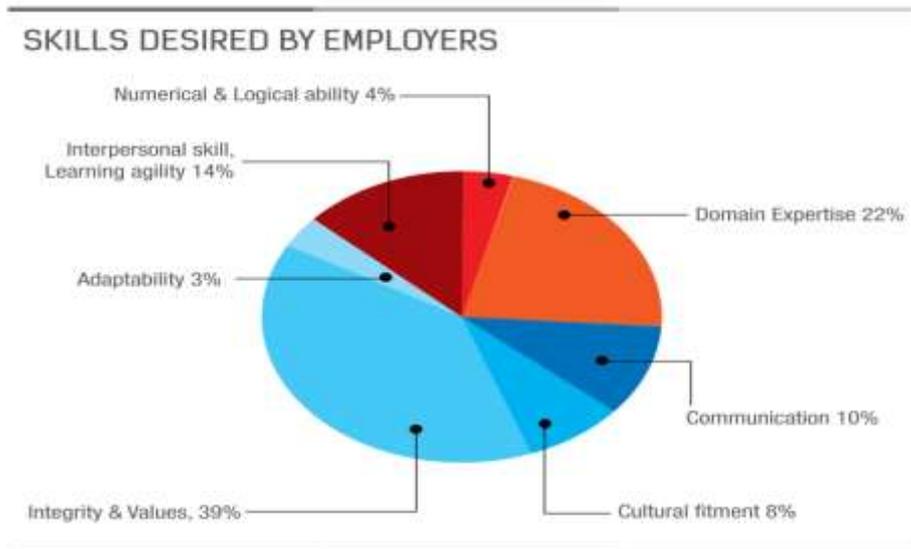


Fig.2: Employability Skills

Source: Job-market-India-2015-an-essential-report

From the graph above in Fig.6, it can be seen that huge importance is given by industry to soft skills such as communication skills, interpersonal skills, etc which are given minimal importance in the current higher education institutes. Thrust must be given to these areas in higher education by making the courses more hands-on.

A student perspective on challenges faced during and after covid:

To understand the impact of covid on the overall effectiveness of delivery of lectures, assignments, and activities in the effective delivery of education during and after covid crisis, we have conducted a survey on students across different disciplines in Osmania university. We have delivered a short questionnaire to students and we have received a total of 184 valid responses The questionnaire was sent in multiple methods such as SMS, WhatsApp, and paper-based. The results of the questionnaire are discussed in detail below.

1. Did the overall quality of education get adversely impacted due to covid19?

We used a Likert scale of 5 with 5 being most negatively affected and 1 least affected. Of the 184 students, 17% chose 5 which is most negatively affected while 67% selected 4 which is negatively affected. A total of 154 i.e., 84% of the students feel that the quality of education has been adversely affected due to covid19. Nobody felt that covid19 has not affected education during covid19.

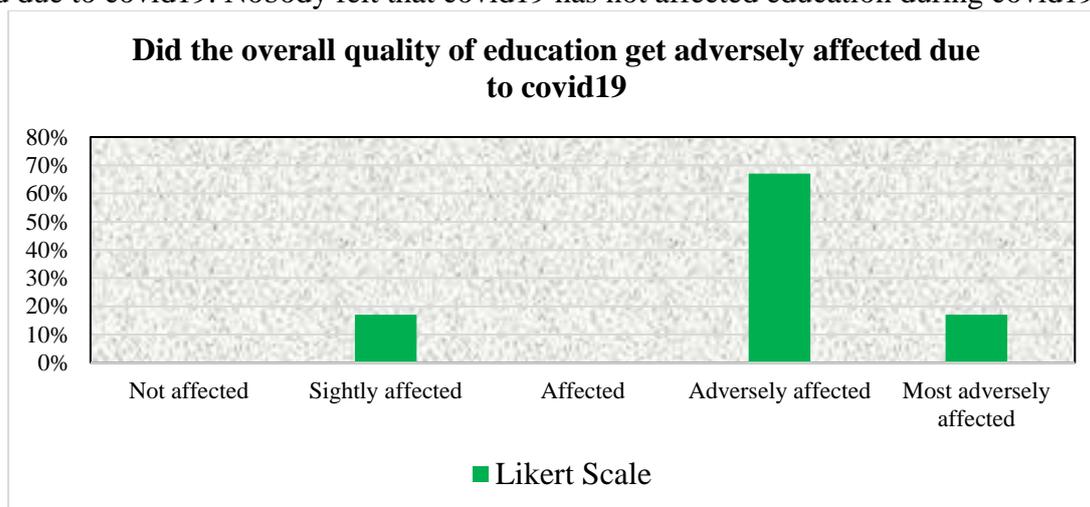


Fig.3: Overall quality of education on Likert Scale

Source: Author

2. “Which of the following are most affected during covid19?”

For these 74 students, i.e., 40% of the students said that decreased access to university facilities was the most important factor that was affected followed by poor internet connectivity at 25% and insufficient interaction with faculty at 20%.

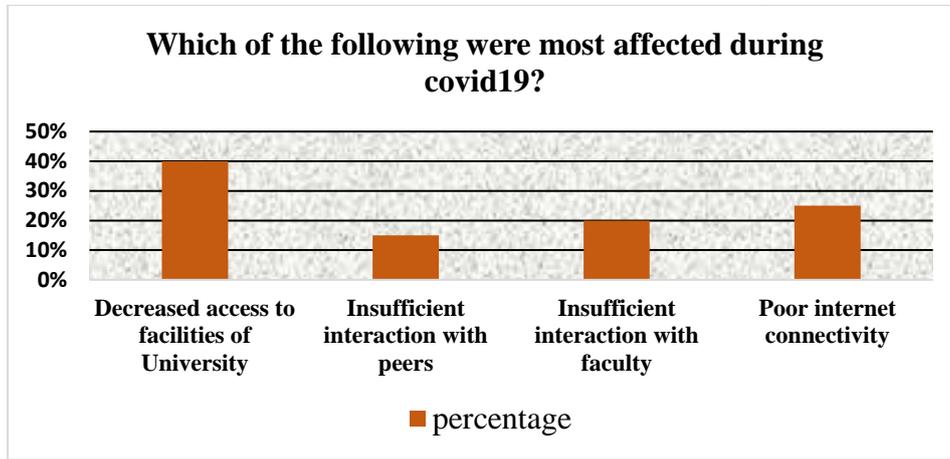


Fig.8

Source: Author

3. “Do you prefer to have at least some classes online?”

For this question, a whopping 83%, 153 students said yes.

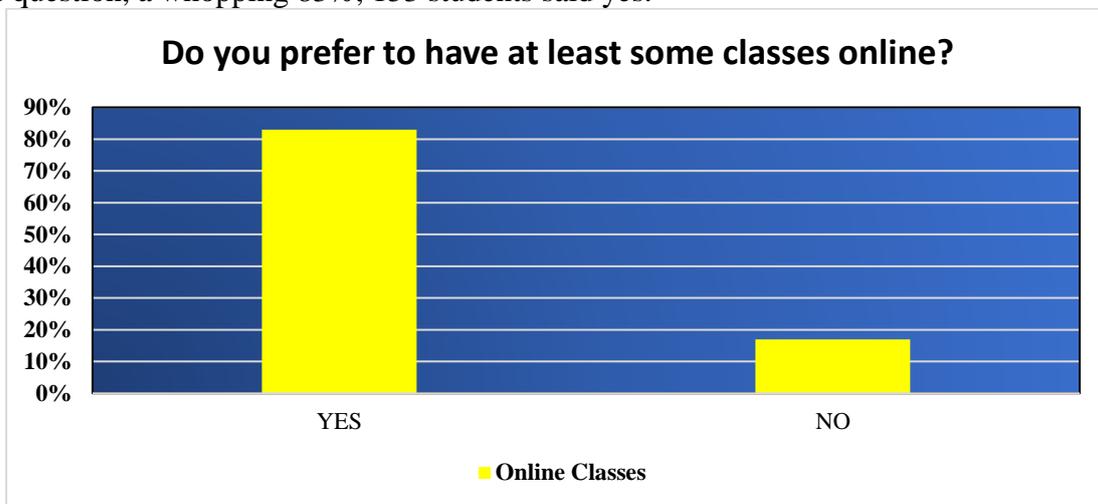


Fig. 9:

Source: Author

4. On further asking “what percentage of the classes would you prefer online?” 17% of the students preferred to have 100% classes online while 33% preferred to have 70% classes online. So, a total of 50% i.e., 92 students preferred to have 70% or more classes online. Another 33% of the students preferred 50% classes online. Nobody wanted to have 100% in-classroom teaching.

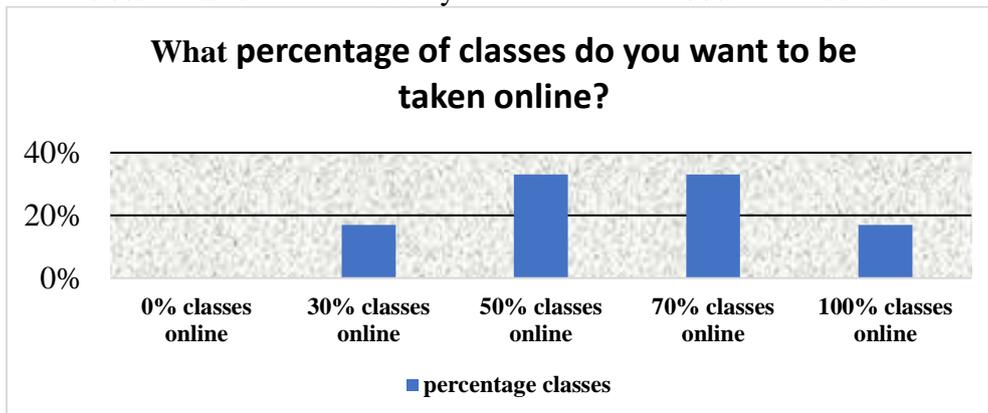


Fig.10

Source: Author

Major Observations from the student survey

1. Students feel that overall education during covid is adversely affected. They flagged lack of university facilities and poor internet connectivity as the main reasons.
2. From the above two questions it is clear that students on the one hand have overwhelmingly said that the education during covid is adversely affected but on the other hand a vast majority still

preferred the online mode of delivery of classes. This seems contradictory but the most reasonable explanation would be the flexibility of location and freedom to work while studying that online classes offer to be the reason for students preferring online classes while they do feel the shortcoming of lack of access to resources in the university such as the library, direct interaction with faculty, etc.

Need for foreign investment in Indian Higher Education

FDI in higher education will solve the problem of enrolment rate as we are in a situation of less supply high demand. Indian money and talent going abroad would be arrested to some extent. Infrastructure will improve in higher education will improve as the foreign universities will build their campuses as per international standards tried and tested in their countries. The ensuing competition would induce the homegrown Indian universities to become more competent by improving their infrastructure, method of imparting education, up-gradation of curriculum to keep abreast with the changing requirements of the industry. Moreover, FDI in education would generate immense employment opportunities.

Integration of Universities and Industries :

By keeping in view, the intensified global knowledge economy, there is a need for strategic partnerships between the universities and industry that go beyond the customary funding of discrete research projects. Their partnership will work well when the research-driven university work in coordination with the innovation-driven environment of the company.

Table 5: Enrollment of Indian Students by fields of study

Field	Number ('000)	Total %
Arts	7,539	37%
Science	3,790	19%
Commerce & Management	3,571	18%
Engineering & Technology	3,262	16%
Education	733	4%
Medicine	716	4%
Law	373	2%
Others	218	1%
Agriculture	97	0%
Veterinary Science	28	0%
	20,327	100%

Source: International Journal of Academic Research ISSN: 2348-7666; Vol.3, Issue-2(2), February 2016

Initiatives taken in the Higher Education

Attracting foreign universities to establish institutes in India:

One of the recommendations of UGC is that foreign universities should be encouraged to offer their programs in India. On behalf of GOI, there are several schemes which are offered by various regulatory bodies concerned with higher education. These schemes support the bilateral exchange of academic staff from India to foreign countries. Moreover, international institutions such as UNESCO, UNICEF, UNDP are also offering similar programs. All these are aimed at bilateral transactions and aimed at Quality enhancement.

New Education Policy (NEP) 2020:

The Government of India has come up with NEP with the aim to increase the Gross Enrolment Ratio in higher education from 26.3% (2018) to 50% by 2035 and increase public sector investment in the education sector to 6% of GDP.

Way Forward/ Suggestion:

1. The States must come up with a new vision and programs specifically addressing the needs of the State, its industry, economy, social setup.
2. Collaboration between higher institutes in India and abroad must be given more emphasis so as to enable the exchange of students, best practices, and knowledge sharing.
3. To enable diffusion of knowledge among research various research institutes in India, collaboration and inter-institutional research have to be encouraged to avoid reinventing the wheel, save resources, and achieve higher productivity and progress.
4. Government must promote an alliance between Indian higher education institutes and top international institutes and also generate liaisons between national research laboratories and research centres of top institutions for standard and synergic research.
5. There should be a multidisciplinary approach in higher education so that students develop rounded knowledge and personality.
6. Pedagogy must be improved through the following ways:
 - a. Increase the teacher training days and the frequency of training.
 - b. Establish teacher training institutes to cater to the existing and new faculty for training.
 - c. Collaborate with premier institutes in India such as the IITs and IIMs for teacher training.
7. Improving the quality of all Universities irrespective of Public or Private.
 - a. Stringent implementation of UGC norms will help improve the quality.
 - b. Many private institutes have mushroomed without basic infrastructure and facilities. These must be made to adhere to the norms failing which punitive measures need to be taken.
8. Need to create standard and qualitative education infrastructure to grab futuristic jobs.
9. Ensure that education policy is fully integrated into larger economic growth strategies.
 - a. Government should facilitate and enforce concrete integration of higher education with industry by making an internship mandatory. Incentives must be provided by the government to the industry for giving internships to students. This will boost the industry-higher education integration and will be a win-win as the industry can make a full-time offer to the interns and students can get real-life work experience for future job searches.
 - b. A percentage of classes conducted for the various higher education courses must be reserved for industry professions. This will not only foster stronger engagement of industry with higher education but also helps knowledge sharing on current issues faced in the industry and the best practices.
10. Move rapidly to develop new forms of digital and automation-enabled training programs.
11. Develop and promote investment policies that encourage foreign direct investment and curtail long-term unemployment.

Conclusion

Higher education is the pipeline of manpower resources for all economic activity and the quality of output from the higher education institutions will determine the present and future economic growth and prosperity. It is indispensable that higher education has continuously evolve in tandem with the rapidly changing requirements of the industry in terms of knowledge and skill required. Indian higher education sector is fraught with many issues in terms of quality of education imparted, methodology of delivery, and the skills imparted. Apart from catering to industry, higher education also has to be accessible to all sections of society and to different geographies. Expansion of higher education sectors in terms of quality, as well as volume, is the need of the hour. While the government has made many efforts to expand the capacity of higher education such as attracting premier foreign higher education institutes, expanding Indian institutes and bringing about changes in UGC norms, etc, a lot more needs to be done to reform the higher education sector in India.

References:

- [1] Kothari Commission Vol.1pp.1-287
- [2] University Grants Commission Report, 2010
- [3] Agarwal, 2006.
- [4] 'Social Infrastructure, Employment, and Human Development, Chapter 10, Economic Survey, 2019-20, Ministry of Finance.

- [5] Hanson, Melanie. "U.S. Public Education Spending Statistics" EducationData.org, August 2, 2021.
- [6] International Journal of Academic Research ISSN: 2348-7666; Vol.3, Issue-2(2), February 2016
- [7] John Handerson Moura Ar/global-talent-2021-52407222: Oxford Economics

Weblog:

- 1. <https://www.indiabudget.gov.in/budget2019-20/economicsurvey/>
- 2. <https://www.education.gov.in/en/aishe-report-1>
- 3. https://www.indiabudget.gov.in/economicsurvey/doc/vol2chapter/echap10_vol2.pdf
- 4. <http://www.skillsahead.net/job-market-india-2015-an-essential-report/>
- 5. [https://educationdata.org/public-education-spending-statistics\)](https://educationdata.org/public-education-spending-statistics)
- 6. <http://iiti.ac.in/GIAN/>
- 7. <https://www.slideshare.net/JohnHandersonMouraAr/global-talent-2021-52407222>