

STUDY OF HRDC STAFFING PATTERN WITH SPECIAL REFERENCE OF LIBRARY

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ABSTRACT

This paper study the staffing pattern of HRDC with focus the post of the librarian. As per HRDC staffing pattern in 2012 guidelines the librarian post read under the non-teaching post and its mentioned librarian of technician. In the 2019 HRDC guidelines the librarian post is opt out and consider as a documentation assistant.

Keywords: HRDC Staffing Pattern, Library

Introduction

As per the UGC rules for minimum qualifications for recruitment of teachers and other academics in universities and colleges and the steps to be taken for maintaining high quality in higher education (30th June, 2010) and taking into consideration, the need for developing the teachers working in higher educational institutions, the ASCs (HRDC) have to be consolidated so that they give the desired outputs. For this purpose, a procedural evaluation of the results delivered by the present ASCs (HRDC) is necessitated to be assessed and thereby give suitable suggestions for the framing of policies to further the growth of quality of the staff development programs.

Review of Literature

Osinulu and Amusa, (2010) address library-related topics where innovation may be considered account. They talk about a range of topics related to quality assurance, including financial automation, information technology, staffing, facilities, and collections.

The study "Academic Staff Colleges: A Developing concept" was done in (1990) by Dhar, B.B. and Singh, T. They tried to explain the responsibilities and role of university and college professors in advancing the aims and purposes of academic staff colleges. By gathering feedback regarding the course content of the four components on the final day of the inaugural Orientation program hosted by B.H.U., they also conducted a study of the relevance of the orientation program for university teachers.

Satrugna Behera, (2009) it was decided that the academic staff college should become a permanent institution rather than having funding renewed every five years as part of a project, given the significance that the Xth plan UGC guideline places on it. To close the gap and end the current contradiction between the "elite" colleges in large metropolitan settings and the money-starved education complex at the "periphery" of the Indian educational system, integrating ASCs into the educational process should be a priority.

Objectives

- To study the structure of staffing pattern HRDC
- Compare guidelines of staffing pattern of HRDC 2012 and 2019
- To focus the post of librarian

Administrative Structure of HRDC

(HRDC) is an independent entity sponsored through UGC. It is an inter university center developing the teachers of colleges and universities of the states and is open to the teachers of other states. It is an autonomous independent entity, functioning within the guidelines of UGC. UGC periodically (once in 5 years) controls and reviews the operation of the centers. UGC may also make an evaluation of the centers in between and if finds any lacunae can dismiss any center for acceptable reasons.

HRDC Advisory Committee

Advisory body for every ASC (HRDC) which has representation from the University and colleges. Decisions concerning the day to day working, academic and monetary aspects are advised by the committee members. The advisory committee's chairman is the Vice Chancellor of the concerned University where the ASC (HRDC) is located. Following is the pattern of the Advisory committee:

Vice Chancellor of the University where the ASC (HRDC) is located.

- 1 Vice Chancellor of another University
- 1 nominee of the UGC
- 2 Directors (HRDC)
- 1 eminent Professor
- 2 Heads of The University's departments
- 2 Principals of the affiliated colleges (of which 1 is from a private college)
- Commissioner (Director) of Higher education of the respective state (Union territory)
- Director of ASC (HRDC)

Position of Librarian

The position of a librarian in HRDC (Human Resource Development Centers) can be either a regular post or a temporary post, depending on the center's policy and the availability of funds.

If the HRDC has a requirement for a full-time librarian, they may fill the post through a regular appointment process. The regular post offers job security, benefits, and opportunity for career growth and development. The regular post may also involve a probationary period that the candidate has to complete before getting a permanent status.

On the other hand, if the HRDC has a temporary requirement for a librarian due to a specific project or activity, they may fill the post through a temporary appointment process. The temporary post offers a fixed-term contract and remuneration as per the terms of the contract. The temporary post does not offer job security, benefits, or opportunity for career growth and development.

Therefore, it is crucial to check the job advertisement or contact the HRDC to confirm whether the librarian post is a regular or temporary post before applying for the position.

Staffing Pattern of HRDC 2012 and 2019 Guidelines

Staffing Patter Guidelines of HRDC 2012	Staffing Patter Guidelines of HRDC 2019
<p>I) Academic Faculty In teaching faculty there are Professor, Associate Professor, Assistant Professor</p> <p>II) Non-teaching staff Following are the non-teaching staff:</p> <ul style="list-style-type: none"> • Section Officer • Senior Assistant • Junior Assistant • Computer Assistant • Librarian or Technician • Steno typist / Computer operator • Peon • Hostel Attendant [if the ASC (HRDC) has its own hostel. 	<p>I) Academic Faculty In teaching faculty there are Professor, Associate Professor, Assistant Professor</p> <p>II) Non-teaching staff Following are the non-teaching staff:</p> <ul style="list-style-type: none"> • Technical Officer: 1 (ICT applications, maintenance and training). • Section Officer: 1 • Sr. Assistant: 1 • Jr. Assistant: 1 • Documentation Assistant (at the level of Professional Assistant): 1 • Steno-typist/Computer Operator: 1 • Peon/Multi-Tasking Staff (at the level of Group-C): 1 • One hostel attendant is available for ASCs with separate lodging

Conclusions & Suggestions

The post of librarian is under teaching post but in these HRDC librarian posts come under non-teaching post or it's called as administrative post. In the Guidelines of HRDC 2019 the post of the librarian is not seen. Otherwise, it is read under technical assistant or documentation assistant (at the level of Professional Assistant) in the guidelines for Academic Staff College (2007-2012), in that staffing pattern the post of librarian or technician is under the non-teaching post. As per University Grant Commission the post of the librarian is as a teaching post. The further research can study how to make guidelines for

the staffing pattern and having a clear post of librarian. All the HRDC have appointed a regular librarian for the said post and this post is considered under the teaching post.

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