



## A COMPARATIVE ANALYSIS OF INFRASTRUCTURE AND MANPOWER FACILITIES BETWEEN THE GOVERNMENT AND PRIVATE SCHOOLS IN MANIPUR

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### Abstract

*The infrastructure and manpower of the school plays great role for the functioning of an institution. Without which no institution can run. So, with the enforcement of RTE (Right to Education) and RMSA, every institution should have minimum infrastructure and manpower to facilitate primary and secondary education throughout the nation. Now, it is time to examine infrastructural and manpower position of Government and private high schools within the greater Imphal area, Manipur. Therefore, the study was conducted to know the status of infrastructure and manpower of govt. and private schools. It also suggested remedial measures in order to improve both govt. and private schools in Manipur.*

**Keywords:** infrastructure, manpower, government and private schools, manipur

Infrastructure and manpower facilities play a great role in the successful conduct of programmes and activities, which is one of the main task of school. It is the basic organizational structure needed for the operation of a society or enterprise or the services and facilities necessary for an economy to function. A school should be set up in a suitable atmosphere. Its location has enormous significance. It must have plenty of space with shady trees around, far away from the noise of the crowded city and polluting atmosphere. There should be a calm and quiet atmosphere which is conducive to teaching and learning. It should have space, utility and attractiveness. The school building should be attractive, have adequate lighting, comfortable seating, useful service facilities such as library, multipurpose rooms, functional playground, classrooms, chalk and bulletin boards, sinks, work areas, filing and storage space and lockers for pupils and teachers etc. Manpower is the power of human physical strength, power in terms of the workers available to a particular group or required for a particular task. Manpower planning which is also called as Human Resource Planning consists of putting right number of people, right kind of people at the right time, right place, doing the right things for which they are suited for the achievement of goals of the organization. Staffing is one of the most essential functions for every organization. In fact, in the absence of a good staffing system, no organization can exist for a long duration because in every organization, all the resources like money, material, machine etc are utilized properly through manpower. Hence, it is too important that all the personnel in organizations should appoint at the job according to their ability, talent, aptitude, and specializations which can only be possible through a good staffing system. Thus, it is clear that staffing is too important for every organization. In schools, teachers may provide instruction in literary and numeracy, craftsmanship or vocational training, the arts, religion, civics, community roles or life skills. Teachers make a big difference. Students spend most of their day with teachers, and schools spend most of their money on teachers. Effective teacher can substantially offset or even eliminate the disadvantage of low socio-economic background. If

poor children consistently get great teachers, the achievement gap could disappear.

**Review of the related literature:** GOYAL J. C., SABHARWAL, TIWARI, A D, Development of a Model for Forecasting Teacher Manpower Requirements, Dept. of Teacher Education, NCERT, New Delhi, 1982. The major findings: (a) The total enrolment, teachers strength and number of sections increased significantly in all the year under reference with respect to the base year. The enrolment and teachers increased per section in all the group of schools in all the years when compared to the base year. (b) The enrolment, teachers strength and teachers per section showed an increasing trend in all the years with respect to the base year in the categories of urban government girls, rural government girls and rural government boys schools. Besides, the teacher strength also increased in the categories of urban private girls, and urban private boys schools. (c) The teacher-pupil ratio and pupil-section ratio showed significance variance among the groups and categories of schools. GCPI: A study of the Condition of Libraries and Reading-rooms in Government Higher Secondary Schools; Allahabad (1981) The findings: (a) The condition of the libraries in the government higher secondary schools was not satisfactory. The buildings were insufficient; equipment was inadequate; there was no provision for reading-rooms except in double-shift schools; there were no full-time trained libraries. (b) Library services were usually not available. (c) There were no provisions for fixed grants to the libraries for purchase of new books or magazines; keeping in view the number of the students the number of magazines in the reading-rooms was insufficient. BHARGAVA S.M. (1990) Conducted, "A study of the growth of Educational facilities and enrolment at the elementary stage in india". The major findings were: There had been a steady growth of educational facilities at the primary stage. In 1957, 59.75% children had schooling facilities within a distance of one kilometer, but this was available to 80.34% in 1986. Among the states, Nagaland has the highest and Tripura, the lowest facilities. The other states that followed Nagaland and Mizoram were Gujarat and Punjab. But Uttar Pradesh, Goa and Himachal

Pradesh had the lowest percentages; Educational facilities for girls and ST and SC improves from 38.05% in 1978 to 74.46% in 1986; middle-stage Education facilities within 1km have also increased from 313 in 1978 to 13.25 in 1986, and Jamagadh District(Gujarat) has the highest facilities for middle stage Education. ALIN NINGOMBAM, Manipur University, (2000) Conducted a study on the infrastructure and manpower problems of government elementary schools in Imphal West District. The major findings: (a) The use of teaching aids was largely confined only to ordinary classroom appliances and some charts and maps only.(b) It was found that the government efforts for the last 15 years to improve the infrastructure of all the Govt. Elementary Schools still remain unsatisfactory. (c) Some schools had more students than the desk & benches available and in some schools the number of desk & benches are more than the number of students. On the basis of the above review of related literature in the field of infrastructure and manpower facilities in government and private schools both in India and Manipur can be concluded as it is new area of study. The trend of development of infrastructure and manpower facilities in government and private schools will help in further studies.

**Rationale of the study:** Infrastructure systems include both the fixed assets, and the control systems, software required to operate, manage and monitor the systems, as well as any accessory buildings, plants, or vehicles that are essential part of the system. Manipur has witnessed a massive expansion in educational field. It has a large school going population. Infrastructure and Manpower being the framework of proper functioning of school, it is imperative for schools to provide proper and good infrastructures and proper staffing so as to achieve quality results. Infrastructures should be maintained and adequate infrastructures should be available in schools to achieve quality results. An efficiently trained teacher brings out best out the learners. Hence, it is necessary to know the condition of infrastructures and manpower in private and government schools. The results emerging from this study

maybe of practical value to the learners and the policy makers in formulating policies relating to the improvement of infrastructure and manpower facilities in schools.

**Objectives:** To study the infrastructure availability in private and government schools. To study the staff availability in the private and government schools and To make a comparative analysis between the private and government schools in term of the pupils' availability.

**Hypothesis:** There exist adequate infrastructure in both government and private school, There exist proper staffing in both the government and private school, and Student's enrolment is more in private school as compared to government school.

**Research design:** The problem area of the present study was confined only to Infrastructure and Manpower Facilities during academic session-2013-14. Geographic areas- The present study was confined only to one private and one government school in Greater Imphal, Manipur. For the propose study, case study approach under the descriptive research adopted. For the present study Survey Method was adopted. The survey method of research has undoubtedly been the most popular and widely used research method in education. The population of the present study consists of one government school and one private school located in Greater Imphal, Manipur. For the present study Lilasing Khongnangkong High School, Imphal (Government) and D. Regina English High School, Imphal (Private) have taken up through purposive sampling. For the present study, self-developed school survey schedule was used for the collection of data. Self-developed school survey schedule was used by the investigator for the present study to collect information. The investigator went to two schools and sought permission from the concerned authorities. With their consent, the investigator personally surveyed the campuses of both the schools. The investigator took the help of the concerned school authority's clarification.

### Analysis and Interpretation of Data

Ho<sub>1</sub> There exist adequate infrastructure in both government and private school.

Table 1

Sl. No.	Type of management	Land		Type of school building			Conditions of school building		
		Own	Rent	Pucca	Semi pucca	Kutchha	Good	Better	Poor
1	Government	Yes	--	--	Yes	--	Yes	--	--
2	Private	Yes	--	Yes	--	--	Yes	--	--

Table 2

Sl. No.	Type of management	number of rooms				
		Classrooms	Headmaster/Principal room	Teachers room	Library	Store room
1	Government	10	1	1	1	1
2	Private	10	1	1	1	1

Table 3

Sl. No	Type of management	Computer room	Total No. of computers	Game room
1	Government	Yes	10	yes
2	Private	Yes	7	yes

Table 1 indicates that both the schools of (govt and private) have their own land. And, It also shows that the type of school building of government is semi-pucca, whereas that of private school is pucca. But, both the conditions of school building are good. Table 2 shows that both the government and private school have same number of classrooms i.e. ten numbers.



Both the type of management has separate headmaster/principal room. Both the management has the facility of library room and store room. Table 3 focus that both the government and private school have the facility of separate computer room and recreation room. The table also shows that number of computers in the government school is ten in number and that of private school is seven in number. Thus it can be said that the first hypothesis that was constructed for testing “There exist adequate infrastructure in both government and private school” is accepted here, as both are having enough infrastructures.

**Ho<sub>2</sub> There exist proper staffing in both the government and private school.**

Table 4

Sl. No	Type of management	No. of teachers		Total	Non-teaching staff		Total
		Female	Male		Female	Male	
1	Government	15(55.6)	12(44.4)	27	1	1	2
2	Private	9(64.3)	5(35.7)	14	1	1	2

(Figure under parenthesis indicates percentage)

Table 4 shows the number of teaching staff and non teaching staff in both the government and private school. The table also shows the percentage of female teacher and male teacher is 55.6% and 44.4% in the government managed school and 64.3% and 35.7% in the private managed school. Thus it can be said that 2<sup>nd</sup> hypothesis that was constructed for testing “ There exist proper staffing in both the government and private school is rejected “as the staffing pattern/strength of govt is more than private school.

**Ho<sub>3</sub> Student’s enrolment is more in private school as compared to government school.**

Table 5

Class	Type of management					
	Government			Private		
	No. of students			No. of students		
	Male	Female	Total	Male	Female	Total
I	06	10	16	12	12	24
II	06	10	16	13	14	27
III	02	04	06	10	15	25
IV	02	11	13	11	12	23
V	04	03	07	15	12	27
VI	05	07	12	11	10	21
VII	16	08	24	09	10	19
VIII	14	03	17	10	08	18
IX	06	04	10	07	07	14
X	10	07	17	09	07	16
<b>Total</b>	<b>71</b> <b>(51.4%)</b>	<b>67</b> <b>(48.6%)</b>	<b>138</b>	<b>107</b> <b>(50%)</b>	<b>107</b> <b>(50%)</b>	<b>214</b>

Table 5 indicates No. of students in both the government and private schools. From the said table, No. of students 138 of the government school, 51.4% constitutes the male student and 48.6% constitutes the female students. However, total No. of students 214 of the private school, 50% are male students and the other 50% are female students. Thus it can be said that 3<sup>rd</sup> hypothesis that was constructed for testing that “Student’s enrolment is more in private school as compared to government school” is accepted “as we find more enrollment in private school than govt. school.

Findings: The first hypothesis that was constructed for testing “There exist adequate infrastructure in both government and private school” is accepted here, as both are having enough infrastructures. The 2<sup>nd</sup> hypothesis that was constructed for testing “ There exist proper staffing in both the government and private school is rejected “as the staffing pattern/strength of govt is more than private school. The 3<sup>rd</sup> hypothesis that was constructed for testing that “Student’s enrolment is more in private school as compared to government school” is accepted “as we find more enrollments in private school than govt. school.

Suggestions for Improvement: Good infrastructure and manpower facilities enhance teaching-learning process. Quality education helps them to achieve personal growth and professional success. Therefore, it is essential to invest in children’s future by providing them with the best possible education that only a good school can provide. The following are the suggestions for the improvement in regards to infrastructure and manpower facilities in government and private managed schools: Details of land area, no. of rooms, classes from to what, govt. or private, district, and state should be displayed to the front gate of the school, so that people will know the details of school. School buildings should be constructed well as per RTE norms. Construction of school buildings should be by the certified construction body for quality control, otherwise, it will be risky the life of students. School should have enough land its own, where building construction and playground can be done. Land is limited whereas population is increasing day by day, so, vertical construction of pucca building should be planned, while school is planned and established. Earthquake resistance technology should be adopted while construction is done for the safety of students. Building is the main thing of the school. It should be attractive and well designed by architect, so that parents will like to get their children. Fire safety measure should be taken up at schools. Smart board and computer facility should be provided in the class room. Fully qualified professional teachers should be recruited from time time, when vacancy arises. All the vacancies of teacher and non-teaching staff should be filled up as soon as possible as per NCTE norms, so that there will be no shortage of man power at schools for the full-functioning. Inspection team of government agency should be there to monitor whole infrastructural and teacher facilities being provided at the school. Transfer and posting policy should be framed the state govt. for healthy posting and transfer. Library facility is must at the school, so that, there will be no shortage of its facility. There will be enough game facility and room at the school. Student Enrollment at school must be checked by the concerned authority from time to time for the SSA scheme like mid day meal facility. Parent teacher association should be there to reduce the gap between teachers and parents in order to solve students’ problem. So that students enrollment will increase, if parents are satisfied to school teachers.

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