



# Impact of Governance, Leadership and Management on Enhancement of Quality of Education and Institution Grading

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## ABSTRACT

Proper governance is a chief component in improving the satisfactory of higher training and NAAC gradation. the coolest governance must have extra investment for the higher instructional machine; Granting extra autonomy to institutions concerning economic matters; growing direct links between consequences and the funding allotted; spreading the investment sources to improve research in institutes, accurate infrastructure, powerful coaching mastering technique, those capabilities which leads to enhance the high-quality and accreditation in better training.

Powerful governance and management with the aid of placing participative choice- making process is key to attain the vision, undertaking and desires of the organization and additionally constructing the organizational way of life. The formal and informal preparations in the institution to co-ordinate the instructional and administrative planning and implementation reflects the institutions efforts in achieving its vision.

Research associated with governance and leadership contributing to fine is rare in schooling. This paper is look at to fill this hole. This paper argues that appropriate governance is a manner through which governance can be efficiently applied inside the education gadget this is operationalized thru leadership Governance, management and control for achieving higher first-class and NAAC Gradation.

Governance, management and control are key factors to improve mastering and coaching in higher education. The Governance, management and control have effect on coaching & studying, infrastructure, studies sports and excellent practices in institution. The management Governance, management and control has the capability to influence route and all approximately the institutional lifestyle.

**Keywords:** Governance, Leadership and Management; Higher Education; Teaching& Learning; Research and extension, Infrastructure, best practices

## I. INTRODUCTION

Governance is "The process for distributing authority, power and influence for academic decisions among campus constituencies." The Good Governance ensures an effective functioning and efficient governance at all levels to the satisfaction of stakeholders. The implementation of good governance shall lead to effective utilization of manpower, infrastructure and facilities available in the institute and thereby enhance the quality

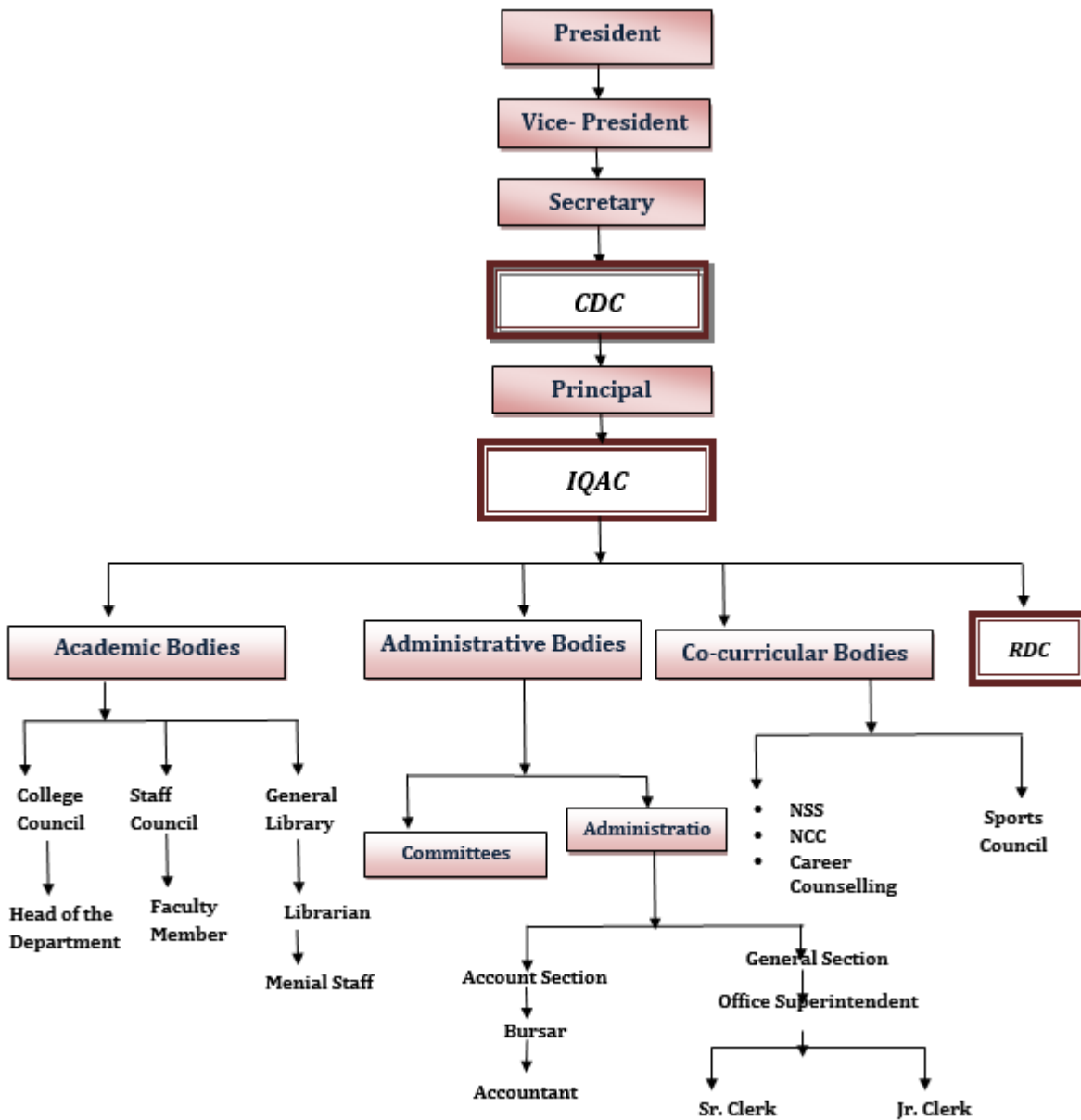
of education and gradation of institution. The good governance leads to transparency and accountability in the administration.

The expected benefits due to implementation of good governance, leadership & management may include:

- To strengthen the existing good practices
- To implement transparency at all levels of governance and administration o To follow integrity in appointments at all levels
- To establish fair and transparent processes in internal control
- To comply with rules and regulations
- To establish strong and capable financial processes and procedures relating to procurement, appropriate utilization of funds and audit.
- To involve all the stake holders at various levels as deemed fit with regard to guidelines of statutory bodies.
- To maintain registry of interests of members of governing body
- To achieve optimum utilization of infrastructure, resources for better output
- To meet the requirements of NAAC accreditations
- To enhance the quality of teaching-learning process
- To set up centers of excellence in research & development and enhancement of quality of research and consultancy.
- To set up and strengthen student support programs, training for enhancing Quality in placements and higher education.

In this paper, the important criterions on the basis of which NAAC Gradation can be improve with the help of good governance, Leadership and Management of the institution in higher education is explain here and methodologies of NAAC are explained here. Governance is concerned with structures and processes of decision-making to ensure improved performance and accountability of institutes. At the institutional level, governing bodies play a major role in providing guidance to institutional stakeholders to translate their vision into operational practice. The governing bodies help institutions set the targets, prioritize allocation and re-allocation of human and financial resources, put in place accountability procedures and ensure enhanced outcomes. The result of this, the NAAC gradation can be improved.

## II. HIERARCHICAL MODEL OF GOVERNANCE, LEADERSHIP AND MANAGEMENT IN HIGHER EDUCATION



## III. THE IMPORTANT QUALITY ENHANCEMENT IN INDIA CAN BE EXPLAINED AS BELOW

The University Grants Commission (UGC) with its statutory powers is expected to maintain quality in Indian higher education institutions. Section 12 of the UGC Act of 1956 requires UGC to be responsible for "The determination and maintenance of standards of teaching, examinations and research in universities". The Various committees and commissions on education over the years have emphasized directly or indirectly the need for improvement and recognition of quality in Indian higher education system. Consequently, the Programmed of Action (PoA) in 1986 stated, "As a part of its responsibility for the maintenance and promotion of standards of education, the UGC will, to begin with, take the initiative to establish an Accreditation and Assessment Council as an autonomous body". After eight years of continuous and serious deliberations, the

UGC established NAAC at Bangalore as a registered autonomous body on 16th September 1994 under the Societies Registration Act of 1860.

#### IV. INSTRUMENTATION AND METHODOLOGY FOR GRADATION

The Assessment and Accreditation is in three dimensions which are explained below:

1. On-Line Submission of a Letter
2. Preparation of Self Study Report" - The first and most important step in the process of assessment is the submission of the self-study report to NAAC.
3. Peer Team Visit: - The visit by the peer team gives the institution an opportunity to discuss and find ways of consolidating and improving the academic environment.

#### V. NAAC SUGGESTIONS FOR OVERALL DEVELOPMENT OF THE HIGHER EDUCATIONAL INSTITUTIONS

- 1) Laboratory facility needs to be enriched and expanded
- 2) College should have a well-equipped language lab, especially in view of the fact that every B.Ed. Trainee opts for one language.
- 3) The college needs to have hostels for boys' and girls' students.
- 4) As internship & practice of teaching are separately shown in the syllabus, internship needs to be streamlined & broad based.
- 5) The computer lab should be expanded, have more qualified Teachers; Faculty improvement program should be strengthened.

#### VI. ABILITY OF GOVERNANCE, LEADERSHIP AND MANAGEMENT TO INFLUENCE THE DIRECTION OF INSTITUTION FOR QUALITY IMPROVEMENT AND GRADATION

Good Governance, Leadership and Management, has the characteristics as 'action' and it relates with others directly influences the institution's culture. Good Governance, Leadership and Management have the ability to influence direction and keep momentum going. Good governance and leadership must involve in strategic planning. Governance, Leadership and Management have the power to direct staff according to institutional policies and rules to achieve outcomes. The leadership also direct their staff and must use insight into people's behavior and characteristics.

##### I) **Impact of Governance, Leadership and management in Teaching and Learning:**

Good Governance, Leadership and Management are needed at all levels of the organization (Marron & Cunniff, 2014). But Quinlan (2014, p. 32) asserts that 'good leadership of teaching (by explicitly including knowledge and evidence related to teaching and learning) improve for student learning'. Therefore, good governance and leadership, promote learning and teaching which improve the quality of education. That improves, alternately gradation of NAAC.

## **II) Impact of governance Leadership and management in infrastructure for improvement in gradation:**

Private organizations participation in infrastructure development may enhance infrastructural facilities provision for higher institutions. So, It is the responsibility of higher education to create an environment that not only assures learning, but also pays special attention to the mental and physical well-being of the students. The institution need to provide quality education along with proper facilities where students can experience a holistic academic development along with extra-curricular activities. Schools often need to invest to provide essential amenities.

- **Proper education infrastructure can support better learning:**

- 1) Positively impacts attendance and performance: If institute provide better facilities to students, the drop-out rates are much lower. It is the responsibility of the institution to motivate students with good governance to provide the expected infrastructure.
- 2) Digital infrastructure has become a must: educational institutions have to invest in building the digital infrastructure to make education accessible for all the students.
- 3) Proper infrastructure also motivates teachers: Apart from creating the right environment for students, teachers too need a motivating atmosphere to impart knowledge to the students.
- 4) College Building: The building should be spacious, well planned with good architectural features. There should be good ventilation in all the classrooms along with facilities like fans, lights, benches, chairs, backboard, etc. There should also be facilities such as laboratories, multimedia room, office, theatre and many more.
- 5) Classrooms: The backbone of any institution's infrastructure is the classroom. There should be adequate classrooms and it should look pleasant with good painting and decorations.
- 6) Library: It plays an important part in the learning process of the institution as it's a counterpart of the institution's infrastructure.

## **III) Impact of Governance, Leadership and Management Mechanisms to Track and Promote Research:**

To ensure that the institution's research plan is being carried out and is effective, governance mechanisms are needed to track research outputs and outcomes for improvement in the NAAC accreditation. There are many types of research outputs to consider. ? Institution may see research that contributes to solving local or regional problems as important, even if the work is not published in an international journal. Therefore, it is important that an institution carefully separates its policy choices and its evaluative framework from the measures it uses to measure the performance and success. So, institution governance had to focus on research publication and citation data, their uses and possible abuse, and best practices and applications for research performance assessment and for monitoring and tracking developments and trends in research.

## **IV) Impact of governance leadership & management in best practices for the quality of education and improvement in gradation:**

Some of the institutional and individual faculty best practices have visible impact on the quality of higher education imparted by the institution. The best practices concern admission, fees, attendance, teaching, performance, skill building, employability, student involvement, collective learning, value addition, ensuring transparency, information dissemination etc. So , good Governance, Leadership and Management of the institution have quality education in the institution and perhaps improves the institute gradation.

## VII. DISCUSSION

In the previous research (Bryman, 2007; Scott et al., 2008, 2010), it has examined the concept of formal leadership in higher education governance. Few studies have examined how academics in non-formal leadership roles understand themselves as leaders in teaching and learning in their everyday work environments to promote student experiences. In this study, importance has been given on developing their leadership in learning and teaching. Leaders needed to be outward looking and have institutional credibility in order to create positive work environments for staff. (Bryman, 2007; Parrish, 2013; Ramsden, 1998). In the context of higher education, individuals with formal leadership responsibilities had significant influence over the culture and the power to determine how teaching workloads were distributed, adjusted and rewarded. (Bryman, 2007). The style formal leaders directly influenced relationships with staff and the workplace culture. This perception relates for hierarchical models of leadership in higher education, such as distributed, collaborative models (Jones et al., 2012). A number of studies have stressed the importance of trustworthy connections in learning leadership (Del Favero, 2003; Gopee 2002). Identifying a specific learning goal and then approaching a competent colleague to collaborate in a mentoring relationship is a strategy to build resilience, competence and leadership.

## VIII. CONCLUSION

For better performance in higher education and getting higher gradation, the institutions have to balance their academic mission and executive capacity. The quality and the arrangements for governance are important factors for building and maintaining effective institutions Leadership in teaching and learning by academics in non-formal roles must be more widely promoted and rewarded in higher education So, good governance and leadership, promote learning and teaching which improve the quality of education. That improves, alternately gradation of NAAC. For overall development of the higher educational institutions and quality maintenance needed Laboratory facility, well equipped language lab, hostels for boys and girls, scholarships need to be made for students from weaker section of society, Computer lab. Good leadership has the ability to influence direction and keep momentum going. Leadership needed the effective communication abilities & has trust and show respect for workers. Good governance and leadership must involve in strategic planning. leadership have the power to direct staff according to institutional policies and rules to achieve outcomes. Institution governance had to focus on research publication and citation data, their uses and possible abuses, and best practices and applications for research performance assessment and for monitoring and tracking developments and trends in research. The best practices concern admission, fees, attendance, teaching, performance, skill building, employability, student involvement, collective learning, value addition, ensuring transparency, information dissemination etc. So, good governance of the institution have quality education in the institution and perhaps improves the NAAC gradation.

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