

**A Critical Study of the Behavior of Administration and Faculties of the Islamia  
University of Bahawalpur (Pakistan)**

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**ABSTRACT**

An appropriate administrative behavior is the basic step towards the successful achievement of goals of any organization, institute and educational deeds. Globalization, technological advancement and cultural diversity made the administration more challenging. Education is social function which plays very vital role in one's life, so enhancement and efficiency of an individual or whole organization depends upon excellent educational administration. For the preservation of the social, religious and cultural values of nation the absence of accurate administrative behavior in education from any society cannot be afforded at any cost. The objectives of the study were; (a) To examine the existing setup of educational administration in all the faculties of IUB. (b) To highlight the opportunities professional development of organization/ institute. (c) To investigate the modes of appointments in the field of administration. (d) To analyze the effectiveness of IUB administration systems. (e) To set a model of suggestions on the basis of their needs for professional development. The population of the study was the entire male and female students and teachers/ staff of the Islamia University of Bahawalpur (Pakistan). The sample of the study was 100 students and 50 teachers, were selected randomly. According to the descriptive nature of problem two separate five point likert scale questionnaire were developed, one for teachers and clerical staff (Appendix - A) and one for students (Appendix – B) to collect the data from both groups. The data was analyzed by applying formulas of percentage and mean score. At the basis of data analysis findings, recommendations and conclusions were made; a) It was strongly recommended that research grant and facilities should be launched for the staff development. b) Teacher training program should be design to impart skills in the teacher. c) Quality assessment system should be made in the university and improving the academic function by continuously submitting monthly report from the respective head and deans of each department and faculties. d) The opportunities to enhance knowledge and measureless power of imagination should be achieved by visiting national and international university by introducing part of grant from the budget for this purpose.

**Key Words:** Structure, administration, behavior, quality, services, functions, leadership, organization, planning, management.

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**INTRODUCTION**

At the basses of age, ideology and interest the educational services are divided and made to enhance the overall abilities of an individual form individuals, through making them skilled, healthy, progressive, technocratic, timely, accurate, and smart in the direction of time, to arise

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or to buff the extraordinary skills in one's life, or in society and to develop the whole nation an appropriate educational administrative behavior is required for the sustainability in that competitive global village. To accomplish all parts of the complex delivery system for each special achievement separate educational administration has been created in form local schools, district schools, state educational department, federal universities, provincial universities and informal units. (Dhameja, A. 2003).

Russell (1992) defines, "Educational administration is the process of utilizing appropriate materials in such a way as to promote effectively the development of human qualities. It is concerned not only with development of children and youth but also with the growth of adults and particularly with the growth of institute personnel".

It means that the effective administrative behavior is the key of success, if accurate and impartial administrative behavior adopted by the universities very significant part of highly qualified persons and skilled personality of any society can be produce by putting the resources and implementing the educational plans in right direction.

Good (1973) in the dictionary of education defines educational administration as, "all those techniques and procurers employed in operating the educational organization in accordance with establish policies". Educational administrators set standards, goals, policies and procedures to achieve them. They develop academic programs, monitor students' educational progress, train, motivate teachers, staff, manage career counseling other student services, administer recordkeeping, preparing budgets and developing curriculum. They also communicate in a very excellent way to all the units of organization.

"George Cheney (2000) says that "taking difference seriously means not only allowing the Other to speak but also being open to the possibility that the Other's perspective may come to influence or even supplant your own" (p. 140). In a smaller organization single individual can administrator all these functions. In universities or large school systems, responsibilities are divided among the number of administrators with a specific function to run the institute well and to set uniform standers for each unit.

But the problem at this time is diversity in that particular area which create problem to set stander of education and it is the major cause of low quality of education. UGC present a typical concept of standardization in the quality of education but the standardized quality of education becomes a lovely nightmare and UGC becomes a symbolic donor. The ministry of education facing several problems due to the political interference and the participation of VIP ministries which are the root case of all the problems and deficiencies. Pakistan is fail to control all these assimilation and the reform agenda is handicapped to establish new standards, practices to achieve the goals which bring the nation capable to remove the backwardness form Pakistan. Suitable Financial management is an other problem, total budget for the national education (2007) was Rs.9556.442 million (2.2% of the GDP) spent on hostels facilities, foreign faculty hostels, libraries extension, up-gradation of chemical science laboratories, agriculture college, print media labs, sports complexes, furnishing of auditoriums teacher training and other non developmental essentials.

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Islamabad, Feb 24: Government has billed an amount of Rs 31.57 billion for the education sector and education Policy of 2009 to view an allowance of 7 percent of the GDP by 2015. The circumstances of education in Pakistan have not at all very well. Funds can be easily made through federal or provincial government, local businesses, former students and the public leaders, or by philanthropists, corporations and private funds as endowments. ("Funds for Higher Education Institutions" Dawn, Sept 6, 2009).

But the question is that if funds can be tapped by different sources, what can be made to campaigns targeting the quality of education?

We began this section by asking about the administrative behavior whether is suitable or not? We have seen that in common, this is the problem and we have examined some of the factors which create problematic categories in the behaviour of educational administration, little specialized status has somewhat improper planning and management also become a gigantic matter due to the personal interference, royally authority's assimilation. Educational administrative behavior, the quality of personnel and educational standards depends on teacher's job satisfaction, adequate services to the learners, skilled teachers and accessibility of scholarships. All these essentials are dependent on proper budging management. (Simon, 76, p. 123). Linking administrative behavior and students **by**, Marietta Del Favero Peabody Journal of Education, 1532-7930, Volume 77, Issue 3, 2002.

## **OBJECTIVES OF THE STUDY**

The precise objectives of the study were:

- To examine the existing setup of educational administration in all the faculties of IUB.
- To highlight the opportunities professional development of organization/ institute.
- To investigate the modes of appointments in the field of administration of IUB.
- To analyze the effectiveness of IUB administration systems.
- To set a model of suggestions on the basis of their needs for professional development.

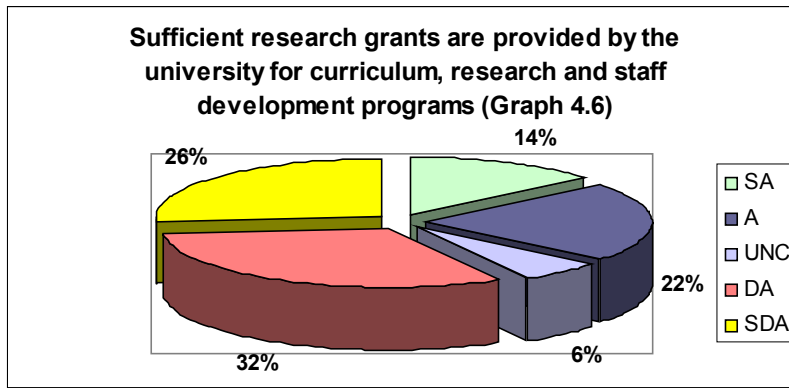
## **RESEARCH METHODOLOGY**

The study was descriptive in character thus survey category was used. All the faculties of IUB (Pakistan) including male, female teachers and students were taken as a sample. To collect the data for the proposed study, two separate five point Likert Scale Questionnaires were developed for both groups and administered.

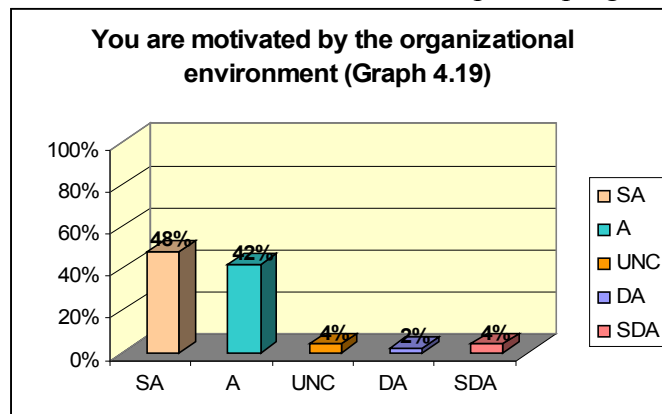
### **Analysis**

The scoring work was completed, then the analysis was done statistically and the percentage was calculated.

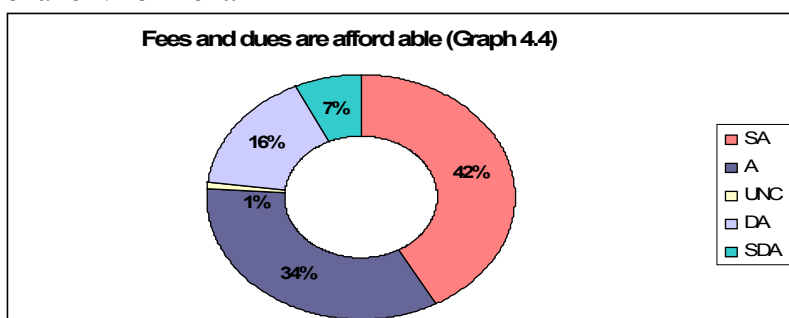
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The graph 4.6 shows that 14% of the respondents strongly agreed, 22% agreed, 6% uncertain, 32% disagreed & 26% strongly disagreed that sufficient research grants are provided by the University for Curriculum, research and staff development programs.

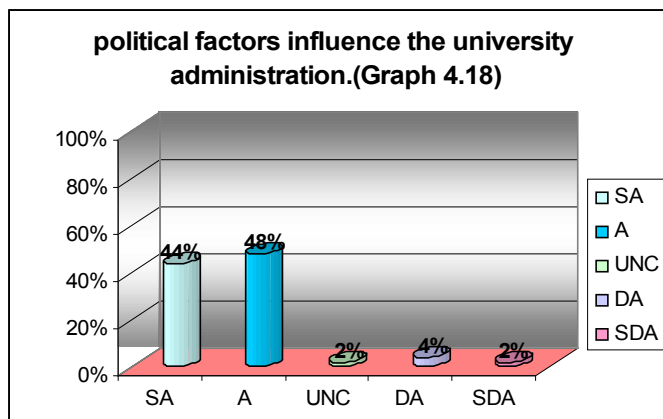


It is evident from graph 4.19 shows that 48% of the respondents strongly agreed, 42% agreed, and 4% uncertain, 2% disagreed & 4% strongly disagreed with that you are motivated by the organizational environment.

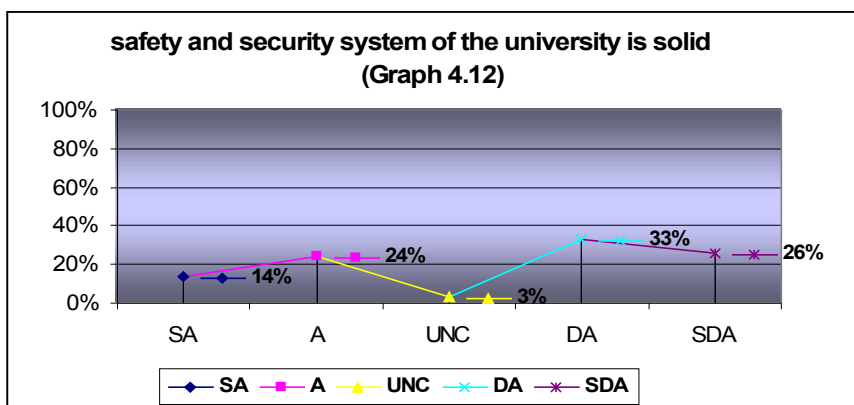


It is evident from graph 4.4 that 42% of the respondents strongly agreed, 34% agreed, 1% uncertain, 16% disagreed & 7% strongly disagreed that fee and dues are affordable.

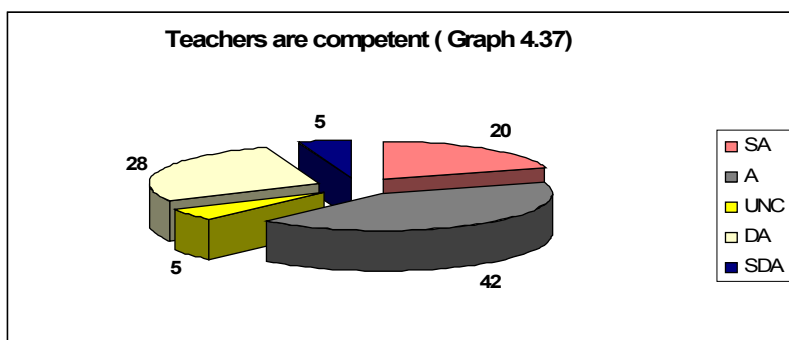
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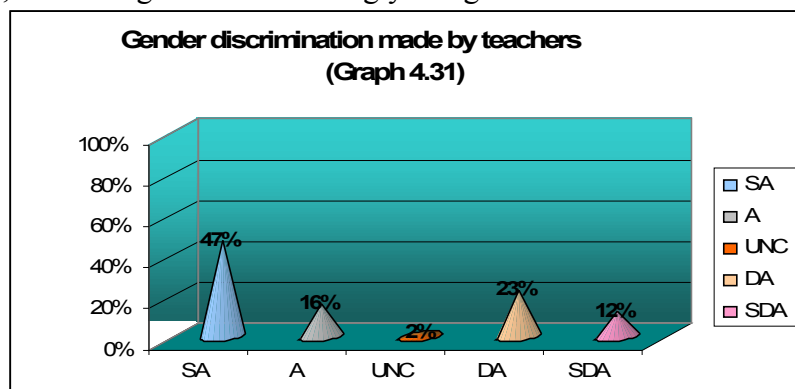
It is clear from graph 4.18 that 44% of the respondents strongly agreed, 48% agreed, 2% uncertain 4 % disagreed & 2% strongly disagreed that political factors influence the university administration.



It is clear from graph 4.12 that 14% of the respondents strongly agreed, 24% agreed, 3% uncertain, 33% disagreed & 26% strongly disagreed that safety and security system of the university is solid.



It is evident from graph 4.37 that 20% of the respondents strongly agreed, 42% agreed, 5% uncertain, 28% disagreed & 5% strongly disagreed that teachers are competent.



It is manifested from graph 4.31 that 47% of the respondents strongly agreed, 16% agreed, 2% uncertain, 23% disagreed & 12% strongly disagreed that gender discrimination made by teachers.

## CONCLUSIONS

- Slightly majority of 36% respondents agreed that sufficient research grants are provided by the University for Curriculum, research and staff development programs.
- Significant Majority of 90% respondents agreed that they were motivated by the organizational environment.
- Considerable Majority of 76% respondent agreed that fees and dues are affordable.
- Huge majority of 92% of the respondents agreed that political factors influence the university administration.
- Little majority of 38% respondents are agreed that safety and security system of the university is solid.
- Majority of 62% of the respondents agreed with that the teachers are competent.
- Majority of 63% respondents agreed that gender discrimination made by teachers.

## RECOMMENDATION

- A huge majority of teachers demanded large raise in research grants and facilities provided for this purpose.
- Minimum number of research works should be determined for the faculty to get promotion. A continuous monitoring and the faculty assessment research could also be very dynamic in elevating and construction of suitable academic behavior of the university.
- There should be no gender prejudice at university level in any case. The satisfaction of teachers and students with the administrative behavior of the university demands equally on the part of teachers, students and university authorities.

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- Curriculum should be updated because it is almost impossible to meet the ultimate ends of the perfect administration of the university.
- The teachers must participate in training course and new trends in teaching and research must be highlighted through these courses.
- The leadership abilities of the students and teachers must be identified and polished. The leading roles could be given to all the students in their particular areas of interest. They should play these roles under the guidance and supervision of the teachers.

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