Implication of Financial Aspects on Working of Ashram Schools - A Study With Respect To Best Management Policies.

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ABSTRACT
Education is the key to all round human development. A nation's economic, social and cultural progress is determined by the education development of its citizens. India is a pluralist country with rich diversity reflected in the multitude of cultures, religions and languages of various groups. There is however large disparity in the socio-economic parameters of various groups/communities residing in the country. Some groups notably the Scheduled Tribes have been traditionally marginalized and economically backward in relation to the total population of the country. Educational development is the most effective instrument for their empowerment and has the potential to help the marginalized and the poor to come out of the poverty trap and facilitate them to be at par with the rest of the citizens. Recognizing the importance of education, the Government of India has been initiating efforts to achieve education for all, particularly to the groups which have lagged on the economic scale. A major step was taken in 2002 when by virtue of the 86th amendment to the Constitution Article 21A was inserted making free and compulsory education to the children of 6-14 years age group as fundamental right. In pursuance thereof, Sarva Shiksha Abhiyan, a flagship programme was launched for achievement of universal elementary education in a time bound manner. It had a special focus on education of tribal children. Recently the Right to Education (RTE) of children to free and compulsory 11 education was enacted on 04.08.2009 which describes the modalities of importance of free and compulsory education for children between 6 to 14 years. The Scheduled Tribes are one of the principal categories of backward classes or historically disadvantaged bottom groups of society. Despite the Government initiatives and efforts to promote education among STs, the literacy rate among STs as compared to national average has remained low and the female literacy rate has been still lower compared to national female literacy rate.
KEYWORDS :- Student , Ashram , Funds , Local, Quality , Food, Education, Support.

I. INTRODUCTION
The objective of the scheme is **to increase education among Scheduled Tribes including PTGs**. Ashram Schools provide education with residential facilities in an environment conducive to learning. The scheme is in operation since 1990-91. Financial assistance on 50:50 basis given for other non-recurring items of expenditure i.e. purchase of equipment, furniture and furnishing, purchase of a few sets of books for a small library for use of inmates of the hostels, etc. 17 ● The scheme is need-based and demand-driven and funds are released on receipt of proposals indicating the mandatory details from States Governments/UTs, and subject to availability of funds under the scheme. Therefore, there is no State-wise allocation under the scheme. ● While the Ministry of Tribal Affairs administers the scheme and releases grant-in-aid for construction of buildings and procuring equipment, furniture, books etc., the maintenance and running of Ashram Schools is the responsibility of the State Government/UT Administration concerned. ● The Ashram Schools are required to be completed within a period of 2 years from the date of release

of the Central assistance. However, for the extension of existing Ashram Schools period of construction . Utilization Certificate and Physical Progress Report in respect of grants released during the period.

Source :-
https://www.google.com/search?q=Objectives+of+ashram

PROBLEMS OF ASHRAM SCHOOLS
The main problems faced by Ashram Schools in these are
1.Lack of funds from Government authorities .
2.Lack of proper infrastructure in the campus of the Ashram Schools .
3.Lack of proper management policies from the running organisations .
4.Progress Report in respect of grants released during
5.A few rooms/blocks of the hostels should be constructed barrier free and facilities like ramps, In case, any State Government is unable to provide the required matching share from its budget,
6.Sellection of qualified and expert teachers in the campus.
7. Food and Mess Issues.

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SELECTED MANAGEMENT POICIES IN BRIEF

1. **Personnel Policies** – Clearly state business hours, code of conduct, terms of employment (hiring and termination), wages or salary (and bonuses, if any), insurance and health benefits, paid vs. unpaid vacation days, sick leave, and retirement.

2. **Disciplinary Action Policies** – Address issues of honesty, performance, safety, and misconduct, and determine what constitutes a violation of company policy, as well as how employees will be disciplined if they violate certain rules.
3. **Safety Policies**– Use industry best practices and relevant local, state, and federal laws as guidelines to create rules detailing what safe behavior at work looks like, how to use safety equipment, how to report safety hazards, etc.
4. **Technology Policies** – Establish what's acceptable and what's not in regards to the Internet, email, and social media usage for personal purposes at work.
5. **Privacy Policies**– Protect employees, the company, and your customers by establishing a policy that encourages transparency and trust with your customers.
6. **Payment Policies** – Determine the terms for customers and vendors to do business with your company. Set an acceptable amount of time for payment, and establish consequences when payment is overdue or not received.
7. **Confidentiality Policies** – Protect sensitive information, and be sure to cover relationships with vendors, customers and other suppliers.
8. **Whistleblower Policy** – Make sure to have a no retaliation policy to protect your employees and the company.
9. **Employee Performance Policies** – Define the role of every employee, including their level of responsibility, amount of authority for decision-making, overarching goals and specific tasks. Identify clear methods for monitoring performance and developing employees through training.
10. **Document and Records Retention Policies**– Create structured policies for document retention and storage based on local, state, and federal requirements.

All these policies are to be properly implemented to manage the Ashram Schools in best possible way and give the benefit to the needy and poor students from the society. We have to deal all the major issues of such schools seriously at all levels.

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II. CONCLUSION

This paper is decent contribution in creating awareness among the stakeholders and citizens of the country about Ashram Schools and its proper Management to run theses schools in best possible way. The poor students are benifited by such schools. The role of local government , State government and Central government is most important to issue the ample funds for the management of these schools. The proper system to provide good learning environment to these students is the need of the hour. Also many NGO Should take lead in creating good teaching and learning facilities .

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