

A Study on Teaching Profession in Colleges -International and National Scenario in India

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Submitted: 15-05-2022

Revised: 20-05-2022

Accepted: 25-05-2022

ABSTRACT

A teacher brings the students from the darkness of ignorance to the light of knowledge and understanding. He acts as a pivot for the transmission of intellectual traditions and help to keep the lamp of civilization burning. Teaching is a profession and a mode of making students more potential. In most international universities/Colleges, professorships are reserved for only the most senior academic staff, and other academics are generally known as 'lecturers', 'senior lecturers' and 'readers'. In India College teachers are designated as assistant professors, associate professors, professors and guest teachers (Part time teacher) etc. A College professor is a scholarly teacher; being usually an expert in arts or sciences or commerce; a teacher of high rank. A full-time faculty member engages in both undergraduate and graduate teaching, mentoring, research, and service. The positions and functions of college professors in U.K, France, Germany, Spain, Italy, Netherlands, Portugal, Latin America, Canada, USA, Brazil, Denmark, Egypt, Hungary, Srilanka and in India are discussed in this paper. The main function of a college teacher is teaching related activities, such as lectures, seminars, tutorials and practical. This paper attempts to highlight the position, tasks, recruitment policy and salary of college professors in India with comparison to some other countries. As per SoFoKleS Report, the salary of Australia College professors is maximum and in Srilanka is minimum. As per new analysis (2012) of faculty salaries by focusing on purchasing power, not on pure salaries, Canada offers the best faculty pay and Armenia the lowest among 28 countries analyzed.

I. BACKDROP

A teacher plays an important and unique role in the system of education. He is the heart and soul of the system. He brings the students from the darkness of ignorance to the light of knowledge and understanding. He is the maker of man who enables a student not only to think rationally but also inculcates ethical values among themselves. He acts as a pivot for the transmission of intellectual traditions and help to keep the lamp of civilization burning. It is not simply enough for a teacher to provide new knowledge to the students but he is also held responsible to prepare the students for their future life, because the students are the future citizens of the country. According to Crow and Crow (1992), the challenge to the teacher is that of helping a learner retain his identity, develop his individuality and absorb background of democratic culture. As compared to other nations, the teachers in our society are also expected to safeguard country's ideology. In short, there is nothing more important than the teacher in this wide world. A College teacher is normally known as a Professor though it is misleading to designate all college teachers as Professors. Professor is the highest rank in college teaching profession. A College **professor** is a scholarly teacher; the precise meaning of the term varies by country. Literally, professor derives from Latin as a "person who professes" being usually an expert in arts or sciences; a teacher of high rank.

II. LITERATURE SURVEY

The first thing that one must know about teaching as a profession is that teaching is about inspiring and motivating students to realize and exceed their potentials. The greatest teachers of all time have devoted their lives to inspiring and empowering their students to achieve great things and be good human beings. Teaching is not only a profession but also as a passion that takes one to

greater heights (Verma Shruti, March 27, 2020). Teaching is the specialized application of knowledge, skills and attributes designed to provide unique service to meet the educational needs of the individual and of society (www.teachers.ab.ca). Teaching profession has originated from the social and economical changes that have arisen in societies and can be described as “a professional occupational group of education sector possessing social, cultural, economical, scientific and technological dimensions” (Hotama Davut, December, 2010). Teaching is a profession indeed a noble man, conceptually and ideally. It is also different from other professions because of its multitude of dimensions. Teachers are the largest professional group engaged in human development activities (Yogi Poonam). Teachers are treated as nation builders as teachers play the role of substitute parents. Only Teachers can facilitate student’s growth, skills, and creativity. Teaching is a profession and a mode to make students have more potential and learn important lessons even about life like respect, sharing, ethical values, and cultures. The teaching profession is all about shaping the future of our country (edmonger.com/2021/07/29). A teacher, also called a schoolteacher or formally an educator, is a person who helps students to acquire knowledge, competence or virtue. Informally the role of teacher may be taken on by anyone (Wikipedia/2022/05/20)

OBJECTIVES OF THE STUDY:

This paper attempts to highlight the position, tasks, recruitment policy and salary of college professors in India and some other countries. An attempt has also been made to show a comparative salary structure of college professors in different countries.

RESEARCH METHODOLOGY:

This is an exploratory research based on secondary data only. The secondary data used for this study are collected from different books, journals and websites. For the analysis of data and drawing graphs, Microsoft excel software is used.

III. DISCUSSION: INTERNATIONAL SCENARIO

In most English-speaking nations professor is reserved for senior academics holding a departmental **chair** (especially head of the department) at a university, or an awarded chair specifically bestowed recognizing an individual at a university. In the United States and Canada the title of professor is granted to larger groups of senior

teachers in two- and four-year colleges and universities.

In countries on the European mainland, such as France, Germany, Spain, Italy, The Netherlands and the Scandinavian countries, usage of professor as a legal title is limited much the same way as in most Commonwealth countries, that is, it is reserved for someone who holds a chair. But in the United States, while "Professor" as a proper noun (with a capital "P") generally implies a title, the common noun "professor" in the US describes anyone with a permanent position at the college level, regardless of rank; also, as a prenominal title of address, it can be capitalized without implying the title rank.

In Portugal, France, Romania and Latin America (Spanish- and Portuguese-speaking), the term professor (profesor / professor / professeur / profesora) is used for anyone teaching at a school, institute, technical school, vocational school, college, or university, regardless of the level of the subject matter taught or the level or ages of students. This includes instructors at the grade/elementary school, middle school, and high school levels. However, when the professor teaches at a university, they are specifically called a "university professor"; if holding a chair, then *catedrático* is used in Spanish. It is common to call university professors just "profesor" (Spanish) or "professor" (Portu).

In Spain, the term professor (Basque, Galician and Spanish: (m) profesor, (f) profesora; Aranese and Catalan: (m) professor, (f) profesora) is used for higher-level teachers at the secondary education level (high school, lyceum, institute, etc.) and above (i.e. institute, technical school, vocational school, college, or university). Instructors at the primary or elementary school level are called teachers (Aranese: (m) *mèstre*, (f) *mèstra*; Basque: (m) *maisu*, (f) *maistra*; Catalan and Galician: (m) *mestre*, (f) *mestra*; Spanish: (m) *maestro*, (f) *maestra*). When the professor teaches at a university, they are specifically called a "university professor"; if holding a chair, then chair (Aranese: *catedratic*; Basque: *katedraduna*; Catalan: *catedràtic*; Galician and Spanish: *catedrático*) is used. In Spain, it is not common to call university professors just "professor".

In Poland, the term *profesor* means professor *extraordinarius* and professor *ordinarius* at colleges and universities, and anyone who teaches at a **(Polish)** high school (grades 10-12).

POSITIONS AND FUNCTIONS OF COLLEGE PROFESSORS

A. CANADA & UNITED STATES

Tenured Positions

The full-time faculty members engage in both undergraduate and graduate teaching, mentoring, research, and service. Only faculty in these positions is eligible for tenure.

- **Assistant professor:** An introductory level professor. A position is generally taken after receiving PhD and/or completing a post-doctoral fellowship. After 4–8 years, assistant professors will be either tenured or dismissed from the university.
- **Associate professor:** A mid-level, usually tenured, professor.
- **Professor (sometimes referred to as "full professor"):** a senior, tenured professor.
- **Distinguished professor / endowed chair (e.g., "the Brian S. Smith Professor of Physics"):** An honorary position in which a full professor's salary is increased by being tied to an endowment derived from the university/college, private individuals, firms, or foundations.

Non-tenure track Positions:

- **Teaching Assistant (TA), Teaching Fellow (TF), or Graduate Student Instructor (GSI):** Positions typically held by graduate students. TAs play a supportive role involving grading, review sessions, and labs. Teaching fellows (and at some universities/colleges, TAs or GSIs) teach entire courses.
- **Adjunct Instructor / Adjunct Professor / Adjunct Lecturer:** Part-time, non-salaried, non-tenure track faculty members who are paid for each class they teach.
- **Lecturer:** A full-time or part-time position at a university/college that does not involve tenure or formal research
- **Collegiate Professor (with ranks):** A recent advent with many different names, these instructors hold the same "rank" as their tenure-track counterparts; however, not tenured
- **Visiting Professor (with ranks):** (a) A temporary assistant/associate/full professor position e.g. to cover the teaching load of a faculty member on sabbatical.
(b) A professor on leave who is invited to serve as a member of the faculty of another college or university for a limited period of time, often an academic year.
- **Research Professor:** A position that usually carries only research duties with no obligation

for teaching. Research professors usually have no salary commitment from their institution

B. THE UNITED KINGDOM, IRELAND AND OTHER ENGLISH SPEAKING COUNTRIES

In most universities/Colleges, professorships are reserved for only the most senior academic staff, and other academics are generally known as 'lecturers', 'senior lecturers' and 'readers' (in some Commonwealth countries such as Australia and New Zealand, the title 'Associate Professor' can be used instead of 'Reader'. In some countries, senior lecturers are generally paid the same as readers, but the latter is awarded primarily for research excellence, and traditionally carries higher prestige. A few UK universities/colleges have recently begun using the Australian terminology, with both "Senior Lecturers" and "Readers" now being called "Associate Professors." Traditionally, Heads of Departments and other senior academic leadership roles within a university/college were undertaken by professors.

C. BRAZIL AND PORTUGAL

- **Professor Catedrático (Portugal) / Professor Titular (Brazil):** Full Professor. It is the highest faculty position.
- **Professor Associado (Portugal and Brazil):** Associate professor. In Portugal, this position is open by public competition among Assistant Professors and people with PhD for at least 5 years. In Brazil, it refers to a faculty member who has completed a Habilitation thesis and public examination.
- **Professor Adjunto (Portugal and Brazil):** This tenured position is an intermediate position between associate and assistant professor, requiring a PhD.
- **Professor Auxiliar (Portugal and Brazil):** Professor requiring only a Masters in the beginning of his/her career. In Portugal, after a five year contract, may become a Professor Associado or dismiss the university/college.
- **Professor Substituto:** It is a replacement teacher with a short term contract for replacement of Professors on maternity leaves, sabbatical years or other temporary situations.
- **Professor Visitante:** The same as Visiting Professor. Usually conducts researches as an obligation from its contract and so needs a PhD.

D. FRANCE

After the doctorate granted by a university and most frequently several years of non-tenure postdoctoral positions, scholars who wish to enter academia may apply for a position of maître de

conférences (MCF, "master of lectures"). To get this position they must first be approved by the National Council of Universities, made up of elected and appointed MCFs and professors. Then, the recruitment procedure is performed in each individual university mostly by a selection committees composed of other MCFs and professors (half from the university where the position is open, half from other universities), rather than by administrators.

The salary scale is national and invariable from one university/college to another. However, a recent reform allows salary modulation in the universities/colleges but at the moment this possibility has not widely been applied.

After some years in the position, MCFs may take a "habilitation" to direct officially PhD theses before applying for a position of professeur des universités ("university professor") in their home university or in other institutions. Their suitability for such a position will be judged by the National Council of Universities (restricted to full professors). The each individual application is examined by a selection committee (composed exclusively of full professors) mostly on their published original research as well on teaching and administrative duties.

E. DENMARK

In Denmark the word professor is only used for full professors. An associate professor is in Danish called a lektor and an assistant professor is called an adjunkt. Before promotion to full professorship, one can get a time limited (usually 5 years) post as an MSO (professor med særlige opgave) or "professor with special responsibilities." This position gives time to gather enough publication record, as well as for the school to raise funds for the permanent professorship. An additional step between lektor and full professor is docent. A docent has the same work as a professor but they do not actively take part in senior administrative duties, such as heading a department.

F. EGYPT

Public universities have five ranks for faculty members: Mu`id (equivalent to teaching assistant), ٠ Mudarris musā`id; (equivalent to senior teaching assistant), Mudarris; (equivalent to assistant professor), 'Ustāḍ musā`id; (equivalent to associate professor), and 'Ustāḍ; (equivalent to professor)

G. HUNGARY

Hierarchy of college professorships (top to bottom):

1. **Főiskolai tanár (college professor):** Requires doctoral degree (PhD or CSc). A candidate being nominated to the title of College professor requires PhD degree (or CSc) and habilitation (Dr. habil.). If a candidate fulfills these requirements, the rector of the College starts the process of nomination by sending the proposal to the Minister in charge of (higher) education. The college professors are appointed by the Prime Minister of Hungary. Their appointment can also be withdrawn only by the Prime Minister.
2. **Főiskolai docens (college associate prof.):** Doctoral degree (PhD or CSc) is required.
3. **Főiskolai adjunktus (college assistant prof.):** Appointment does not require degree formally (only a master's degree or equivalent), however, usually an associate professor holds a doctoral degree, or is a long-time faculty member with a doctorate university degree (which is not an official scientific degree). It is formally required that the potential applicant participates in a doctoral program and be in the degree candidate phase (i.e. all exams are passed; only the dissertation, language and publication requirements remain) due.
4. **Főiskolai tanársegéd (coll. jun. assist. prof.):** Appointment does not require doctoral degree (only a master's degree or equivalent), however, participating in a doctoral program (and usually finishing 2-4 semesters) is a requirement.

H. SRILANKA

The appointment of professors follows the British system and is governed by the University Grants Commission regulations. A points-based system considers contributions to the research field, national development and institutional development. Several types of professorships exist:

- Professor Emeritus (on retirement at the age of 65)
- Senior Professor
- Professor
- Associate Professor

Professor positions are clearly separated from other junior faculty positions such as, in seniority order: Senior Lecturer (Grade I) (usually Ph.D and 6+ years service) Senior Lecturer (Grade II) (usually a PhD and 2+ years service) Lecturer (usually with PhD) Lecturer (Probationary) Assistant Lecturer

INDIA SCENARIO

In India, there are three routes to enter into College as a faculty, one through public service commission to the government Colleges or

the second through competitive selection by a College service commission (CSC) to the Government Aided Colleges. The commission's selection is based on scores for MA/MSc, National Eligibility Test (NET) /SET conducted by University Grants Commission (India)/ College service commission of the state and the Service Commission interviews. The third one is the direct selection by the management of the Private Colleges. General Degree Colleges are under the norms of University Grants Commission under Ministry of Human Resource Development (MHRD) and affiliated to a particular University of the state. The financial assistance and service rules are governed by the Director of Public Instructions (DPI) of the particular state under the Department of Higher Education. The Engineering and management Colleges are under the norms of All India Council of Technical Education (AICTE), under Ministry of Human Resource Development (MHRD) and affiliated to particular university of the state.

There are three faculty ranks "Assistant Professor", "Associate Professor" and "Professor" in India. The earlier designations of lecturer (equivalent to junior assistant professor), senior lecturer (equivalent to assistant professor) and reader (equivalent to associate professor) have been abolished from 2009. From 2009, AICTE norms have abolished the posts of "lecturer" and "senior lecturer" in technical courses, leaving only "assistant professor", "associate professor" and "professor" posts.

Rules for Entry as faculty in Indian Colleges:

At present a post-graduate with 55% marks in P.G (50% in case of SC/ST) can teach as assistant professor in India, but substantive positions are available only if he/she has cleared the National eligibility test (NET) conducted by UGC/State Eligibility Test (SET) conducted by CSC of the State and empanelled after interview . To get a promotion to associate professor at least 3 publications (in a reputed journal) are required for a post graduate or at least one publication for a doctorate holder. But doctorate is mandatory for direct recruitment to associate professor. Only doctorate holders can become professors. Those with post-graduate degrees with other eligibility criteria (viz. NET/SET/Ph.D.etc.) are allowed to teach in undergraduate colleges, post-graduate or university level.

For being recruited as an Assistant Professor (Initial Pay scale Rs57700 to 182400) in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication,

Management/Business Administration , a candidate should have

1. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject.
2. At least a second class 'Three Years' Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
3. The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET.
4. However, the candidates who are or have been awarded a Ph.D degree in accordance with the UGC (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of the Minimum Eligibility Condition of NET/SLET/SET.
5. Candidates with Ph.D. degree for foreign universities of those with Ph.D. degrees obtained from Indian Universities before 2009 may also be exempted from requirement of NET/SLET/SET if they can present evidence that for obtaining Ph. D. degree they had followed the minimum standards and procedures as laid down in the UGC Regulations, 2009.
6. NET/SLET/SET shall also not be required for such Masters programme in disciplines for which NET/SLET/SET is not conducted.

For recruitment of all categories of teaching positions in India

1. A relaxation of 5% may be provided at the Masters level for SC/ST/Differently-abled (physically as well as visually) categories for the purpose of eligibility and for assessing good academic record. The eligibility marks of 55% at the Masters Degree level and the relaxations of 5% to the categories mentioned above are permissible based on only the qualifying marks without including any grace marks.
2. A relaxation of 5% may be provided for the minimum eligibility marks of 55% at the Master level to the Ph.D. degree holders who have obtained their Masters degree prior to September 19, 1991.

RESERVATION

The West Bengal State Government norms regarding reservation [SC – 22%; ST – 6%; OBC (i) 10% for Category – A, (ii) 7% for Category – B; and Differently-abled Categories- 3%] as amended time to time should be followed.

Functions of College Teachers in India

1. **Teaching related activities**, such as lectures, seminars, tutorials and practical. A teacher

must spend five hours everyday for five days in a week in the institution for teaching, holding tutorials, guiding research or carrying out co-curricular activities.

2. **Domain Knowledge:** Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students.
3. **Examination duties** such as invigilation; question paper setting, evaluation/assessment of answer scripts etc
4. **Contribution to innovative teaching:** New courses such as use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.
5. **Co-curriculum and extension activities:** Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)
6. **Contribution to Corporate** life and management of the department and institution through participation in academic and administrative committees and responsibilities.
7. **Professional Development activities;** such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles.

8. **Research and Academic activities** such as publication of research papers/conference proceedings in reputed journals, publication of text or reference books, carry out minor research project/ major research project/ consultancy projects, attending refresher courses/orientation programme/training courses, presenting conference/seminar/workshop papers at local/regional/national/international level, delivering invited lectures or presentation for conferences/symposia at national/international level.

COMPARATIVE SALARY OF PROFESSORS

In 2007, the Dutch social fund for the academic sector SoFoKleS commissioned a comparative study of the wage structure of academic professions in the Netherlands in relation to that of other countries. Among the countries reviewed are the United States, Great Britain, Switzerland, Germany, Belgium, France, Sweden and the Netherlands. To improve comparability adjustments have been made to correct for purchasing power and taxes. Because of differences between institutions in the US and UK these countries have two listings of which one denotes the salary in top-tier institutions (based on the Shanghai-ranking). The table- 1 & Fig-1 below show the final reference annual wages expressed in net amounts of US Dollar.

Table 1: Comparative salary of Professors in different Countries

Country	Assistant professor	Associate professor	Professor
Australia	\$89622	\$104350	\$130997
Switzerland	\$82802	\$95135	\$107454
United States-top universities	\$67857	\$78651	\$120714
United States	\$53608	\$61845	\$83687
UK-top Universities	\$58146	\$65373	\$113504
UK	\$51511	\$63674	\$83016
Netherlands	\$42131	\$52291	\$63563
Belgium	\$40252	\$46492	\$53004
Brazil (federal university Rates)	\$36061	\$54390	\$81127
Germany	\$33711	\$41819	\$47702
France	\$32409	\$40439	\$51090
Sweden	\$30635	\$36703	\$43548
Colombia	\$22986	\$29593	\$39503
Iran	\$20646	\$31382	\$45421
Egypt	\$8258	\$10736	\$14039
India (Using	\$7911	\$16910	\$17273

2009 salary rates)			
Srilanka	\$5038	\$8589	\$10736

Source: SoFoKleS Report, 2010

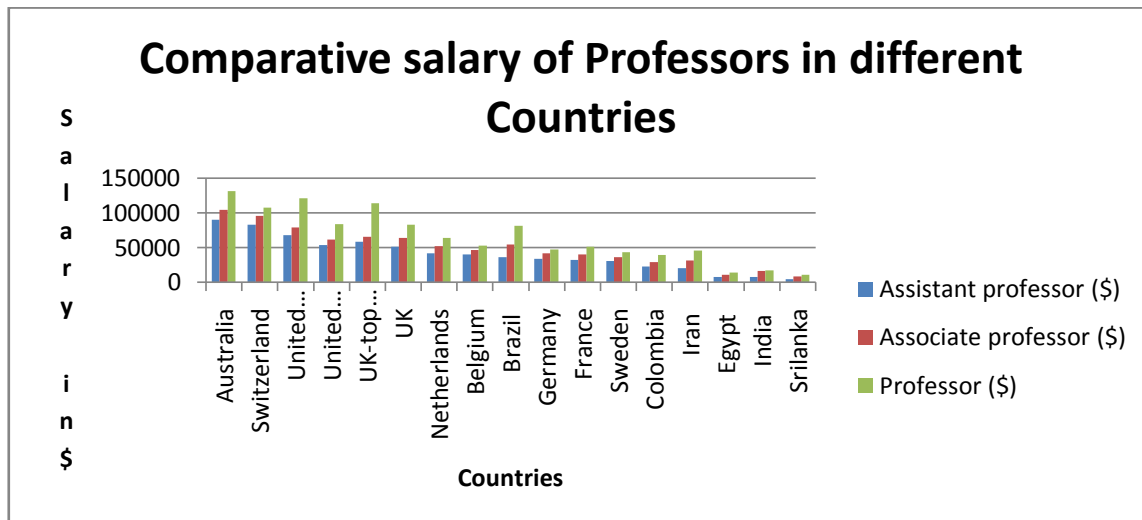


Fig 1: Comparative salary of professors in different countries

A new analysis (2012) of faculty salaries at public universities worldwide -- designed to make comparisons possible by focusing on purchasing power, not pure salaries -- finds that Canada offers the best faculty pay among 28 countries analyzed.

Canada comes out on top for those newly entering the academic profession, average salaries among all professors and those at the senior levels. In terms of average faculty salaries based on purchasing power, the United States ranks fifth, behind not only its northern neighbor, but also Italy, South Africa and India.

The figures (table 2) are the result of an unusual research project between the Center for International Higher Education, at Boston College, and the Laboratory for Institutional Analysis at the National Research University Higher School of Economics, in Moscow. The comparisons are designed to bypass a typical hindrance to international comparisons of faculty salaries (or any salaries for that matter): the sharply different costs of living in various countries.

Pure salary comparisons based on exchange rates would find the highest salaries in select Western developed nations. And certainly those countries do well even with the methodology used for this study. That methodology is based on the "purchasing power parity index" (PPP), in which salaries reflect what it takes to purchase similar goods and services in different countries. This enables countries with relatively low salaries

(in pure finances) but also with low costs of living to be competitive with others where base pay is much higher.

And that's why it's possible for countries like South Africa and India to appear above the United States. In fact, because the American numbers are based on full-time positions and exclude most adjuncts, the American comparative position may be lower than is indicated. Generally, China and formerly Soviet-dominated countries fare poorly in the comparisons in the study.

Two countries -- China and India -- have been the focus of many global education watchers in recent years as they have moved rapidly to expand capacity and expertise in their university systems. The study shows India holding its own in international faculty salary comparisons (factoring in cost of living), but not China. This reality has led Chinese universities to offer very high Western-style salaries, to a very small number of academics. The numbers are such a small share of the total Chinese academic labor pool that they don't influence the Chinese totals, he said, but without these deviations from salary norms, China couldn't attract those researchers. India, in contrast, does not permit universities to deviate from salary norms for superstars.

Another area where the countries differ is in the difference between entry-level salaries (averages for assistant professors) and those at the top of their fields (full professors). Across all 28 countries studied, the average ratio of the senior

salary average to the junior salary average was 2.06 to 1 (factoring in the PPP). The gaps between senior and junior pay levels were greatest in China (4.3 to 1) and smallest in Norway (1.3 to 1). Western European nations generally had low ratios.

The analysis examines many other issues as well, including fringe benefits, the nature of employment contracts and the existence of tenure

The table 2, using PPP in U.S. dollars, shows monthly average salaries for entry-level, senior-level and average across-the-board salaries for public higher education faculty members. The countries are in order, lowest to highest for average salaries.

Table 2: Monthly Average Salaries of College/University Faculties around the World (In U.S. PPP Dollars)

Sl No	Country	Assistant Professors	Associate Professors	Professors
		\$	\$	\$
1	Armenia	405	538	665
2	Russia	433	617	910
3	China	259	720	1,107
4	Ethiopia	864	1,207	1,580
5	Kazakhstan	1,037	1,553	2,304
6	Latvia	1,087	1,785	2,654
7	Mexico	1,336	1,941	2,730
8	Czech Republic	1,655	2,495	3,967
9	Turkey	2,173	2,597	3,898
10	Colombia	1,965	2,702	4,058
11	Brazil	1,858	3,179	4,550
12	Japan	2,897	3,473	4,604
13	France	1,973	3,484	4,775
14	Argentina	3,151	3,755	4,385
15	Malaysia	2,824	4,628	7,864
16	Nigeria	2,758	4,629	6,229
17	Israel	3,525	4,747	6,377
18	Norway	4,491	4,940	5,847
19	Germany	4,885	5,141	6,383
20	Netherlands	3,472	5,313	7,123
21	Australia	3,930	5,713	7,499
22	United Kingdom	4,077	5,943	8,369
23	Saudi Arabia	3,457	6,002	8,524
24	United States	4,950	6,054	7,358
25	India	3,954	6,070	7,433
26	South Africa	3,927	6,531	9,330
27	Italy	3,525	6,955	9,118
28	Canada	5,733	7,196	9,485

Source: www.insidehighered.com/news/2012/03/22/new-study-analyzes-how-faculty-pay-compares-worldwide :by Scott Jaschik

LIMITATIONS OF THE STUDY

This study is completely based on secondary data available in the books, journals and websites. The results may not reflect the actual picture in some times.

IV. CONCLUDING OBSERVATIONS

The positions, functions of College professors in India and many of the countries are same but the salaries of Indian assistant professors

are much lower than other countries except Srilanka. The salary of Associate Professor and professors are near about 2.5 times of salary of assistant professors in India and it is higher than salaries of the same posts in Egypt, Srilanka and other third world countries but much lower than developed countries. As per SoFoKleS Report, the salary of Australia College professors is maximum and in Srilanka is minimum. As per new analysis (2012) of faculty salaries by focusing on

purchasing power, not on pure salaries, Canada offers the best faculty pay and Armenia the lowest among 28 countries analyzed.

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