

CHAPTER FIVE
ORGANIZATION DETAILS

5.1 An introduction to the selected organizations (universities)

Eight universities in the state of Assam are identified for the study. The following section is a brief introduction to the individual institutes.

5.1.1 Central Universities

- Tezpur University

One of the two central universities of Assam, Tezpur University was established on January 21, 1994. It is situated in Napaam, in the Sonitpur district of Assam. The mission and vision statements of the institution are:

“Vision – To develop human excellence and inculcate leadership through hard work and creativity”.

“Mission – To render Tezpur University one of the most preferred destinations of students, faculty and scholars and employees; To be in the Top 50 Universities of the world”

Tezpur University institution offers around 65 academic programmes through 28 departments, 8 centres and 9 cells under the Schools of Engineering; Humanities and Social Sciences; Management Sciences and Sciences. In addition, it offers 11 programmes in distance education mode. Tezpur University houses close to 3500 students, 250 faculty members and 250 administrative and technical employees.

- Assam University

Assam University is a central university that was established in 1994. The main campus of the university is situated about 20 km from the town of Silchar, Assam, and the second campus is located at Diphu, in the East Karbi Anglong district of Assam. The mission and vision statements of the institution are:

“Vision – Assam University aspires to translate the multidimensional collective dream of the community of the region into reality”.

“Mission – To fulfill the long-cherished aspirations of the people of Assam especially to the Barak Valley to have a national level higher education institution par excellence and

contribute substantially in the nation building exercise; Will devote to teaching, learning and multi-disciplinary research upholding simultaneously equity, access and excellence so as to be part of the globally acceptable higher education standards; Contribute to enhance Gross Enrolment Ratio (GER) and hence to national welfare sans prejudice, discrimination and bias based on gender, caste, community, regional and linguistic barrier; Develop the regional cultural richness and take it forward to interact with national cultural mosaic; Help to create an egalitarian society by developing thought leaders with a difference in all fields of educational and research activities; Encourage students to respect all ideas, think and discuss with freedom of expression as a major vehicle of transformation leading to creativity with self-reliance; Connect with the local population and contribute to its development through outreach programmes and other initiatives.”

Assam University has a total of 16 schools - School of Creative Arts and Communication Studies, Physical Science, Earth Sciences, Education, Legal Studies, Environmental Sciences, Life Sciences, Social Sciences, Management Studies, Economics and Commerce, Indian Languages and Cultural Studies, Philosophy, Medical and Paramedical Sciences, English and Foreign Language Studies, Library Sciences, Technology) and 42 departments. In addition, it has 72 affiliated under-graduate colleges in the five districts under its jurisdiction.

5.1.2 State Universities

- Assam Rajiv Gandhi University of Co-Operative Management

Assam Rajiv Gandhi University of Cooperative Management (ARGUCOM) is the first cooperative management university in the country established under the Assam Rajiv Gandhi University of Cooperative Management Act, 2010. It is situated in the town of Sivsagar, in Assam. The mission and vision statements of the institution are:

“Vision – To evolve as one of the most sought-after Universities(by students, parents, rural sector, teachers, co-operative and government organizations and society at large) with a unique image for innovative capacity having core competency in designing up to date course curriculum and teaching-learning pedagogies, committed to providing life-long learning and career opportunities to the students and moreover, to act as a

catalyst for the overall socio-economic and rural development of Assam through the development of co-operative management.”

“Mission – To develop infrastructure and environment for innovation, incubation and dissemination of new knowledge; To create a unique image of the institution through its large scale participation and contribution to students, co-operative and allied sectors, Government organizations and society at large; To develop core competency in designing up-to-date course curriculum and teaching-learning pedagogy development centre; To collaborate with national and international companies, research institutes, universities for research, curriculum and pedagogy development, student and faculty exchange program; To provide a sound platform to the students for learning and career development; To act as a catalyst for overall socio-economic and rural development of Assam through co-operative and PPPP (People Public Private Partnership) models; To create a pool of knowledgeable and inspired faculty members and employees and ensure their professional and personal growth; To attract students and Ph.D scholars from other States of India and abroad.”

ARGUCOM has five schools at present- School of Entrepreneurship and Management, Innovation and Technology, Public Policy and Law, Culture and Media, Ecology and Sustenance

- Bodoland University

Bodoland University is a state university of Assam, established in 2009 by the Assam Legislative Assembly. It is situated 10 km north of the Kokrajhar town in Assam.

The mission and vision statements of the institution are:

“Vision – Bodoland University aspires to be a leading public university that can indoctrinate moral values, scientific temper, socio-cultural, economic and political leadership qualities into its students in order to meet the regional, national and global challenges.”

“Mission – To impart value based education leading to holistic sustainable development; To conduct need-based location-specific research and development of the highest quality with a wide range of interest; Keeping clear focus on the advancement of technology, to

increase efficiency of existing technology, to optimize the use of natural resources and to preserve the environment; To ensure access of all sections of the society for higher education; To inculcate women empowerment potential through education; To protect, preserve and promote ethics and cultural heritage pertinent to the location in particular and country in general for furtherance of national integrity; To provide up-to-date, relevant and need based knowledge; To promote flexible and effective governance; To create linkage with concerned institutions of excellence in the country and abroad; To promote the talent of students who are expected to play leading roles in their chosen career ensuring effective and sustainable social actions. The University should be a breeding ground of new generation of human resource who would be job creators, not job seekers.”

The university has six schools (Faculty of Languages, Social Science, Science, Commerce and Management, Humanities, Environmental Science) and five centre of studies (Centre for Bamboo Studies, Bodo Studies, Women Studies, South and South East Asia Study Centre and Technology Incubation Centre). Around 48 degree colleges are affiliated to Bodoland University.

- Gauhati University

Gauhati University established on 26th January 1948 is the foremost university in the state of Assam. The state university is located in Jalukbari in the city of Guwahati, Assam

The mission and vision statements of the institution are:

“Vision – To perform a transformative role for the region and its people, foster a spirit of enquiry, articulate global human, social and scientific concerns from its strong base in the region, set ethical standards in thinking and practice and enable the making of responsible citizens and compassionate and sensitive human beings.”

“Mission – Academic Excellence - to provide quality teaching and a learning environment that takes account of changing student needs and expectations, incorporate global developments in all fields into its curricula, conduct cutting edge research through innovation and collaboration across all borders; To widen horizon of institutional activity to extend its activities to address environmental, social and cultural concerns in the

region, and promote free inquiry and life-long learning; To empower and competent stakeholders to empower stakeholders of the university and its affiliated colleges through capacity development, augmentation of skills and entrepreneurship, provide access to knowledge, extend academic and administrative assistance and enable employability; To Improve Support-Structure to improve existing academic and administrative resources and enhance physical and technological infrastructure for the effective realization of the University's vision.”

Gauhati University has schools catering to the different departments of Arts (24 nos.), Commerce and Management (2 nos.), Law (1 no.), Medicine and Allied Health Science (1 no.), Science (10 nos.) and Technology (8 nos.) There are 150 colleges affiliated with Gauhati University.

- Dibrugarh University

Dibrugarh University is a state university in the state of Assam established in 1965 under the Dibrugarh University Act, 1965 by the Assam Legislative Assembly. It is located in Rajabhat near the town of Dibrugarh, Assam.

The mission and vision statements of the institution are:

“Vision – To develop human resource by integrating knowledge and skill, human values and compassion for a better world.”

“Mission - To impart value oriented education and skill based training that foster leadership traits of the learners, thus generating sustainable development, social harmony and peace.”

Dibrugarh University has a total of 18 departments and 17 centers catering to different fields of science, humanities, engineering and many more. A total of 175 colleges across the state are affiliated to Dibrugarh University.

5.1.3 Private Universities:

- Assam Don Bosco University

Assam Don Bosco University, a private university in the state of Assam, was established in 2008. It is located in Azara, Guwahati, Assam.

The mission and vision statements of the institution are:

“Vision – To mould intellectually competent, morally upright, socially committed and spiritually inspired persons at the service of India and the world of today and tomorrow, by imparting holistic and personalized education.”

“Mission – Our Role- to be a centre for culture, knowledge, research, intellectual ferment for critical thinking and analysis of whatever shapes and impacts human life, culture, politics, governance, religion, education, health care etc.; Our Commitment- to make professional and higher education accessible to the weaker sections of society; Our Endeavour- to ensure that our graduates become dependable human leaders with a strong sense of commitment to the disadvantaged.”

Assam Don Bosco University has five schools each consisting different departments- School of Technology, Commerce and Management, Humanities and Social Sciences, Life Sciences and Fundamental and Applied Sciences

- Assam Down Town University

Established in the year 2010, Assam Down Town University is a private university in the state of Assam, formed under the provisions of the Assam Private Universities Act 2007. It is located at Panikhaiti, Chandrapur in the city of Guwahati.

The mission and vision statements of the institution are:

“Vision – ADTU strives for excellence in teaching-learning, research and outreach programmes where technology synergizes creativity for sustainably nurturing an academic and professional leadership that successfully reaches out in a spirit of openness, inclusiveness and service to the society.”

“Mission - To cater to the diverse academic and professional needs of the people of the region, nation and even for those from other nations/countries; To establish itself as a centre of excellence in academic and research programmes and to develop a centre for excellent knowledge repository and knowledge dissemination; To produce creative and able work force as per the changing requirement of different sectors of the economy; To emphasize on research and development to tackle local and regional issues; To emphasize scientific studies for harnessing the potentialities of the regional and local

resources; To contribute towards economic development of the nation through capacity building of human resources at different levels; To promote entrepreneurship development through innovation and incubation; To emphasize networking with other academic and research institutions of repute for human resource development.”

The university offers programs in different fields of science, engineering, humanities, nursing, and many more- Faculty of Engineering and Technology, Paramedical Sciences, Commerce and Management, Humanities and Social Sciences, Science, Pharmaceutical Sciences, Nursing and Institute of Lifelong Learning.

Few studies have been done in the area of Psychological Contracts. In the national and international context, the study of psychological contracts has mostly been done in large organizations and corporate institutions. On the other hand, the work of psychological contracts concerning employees of the education sector is minimal. With a regional context, works on HR practices among employees of the education sector in the state of Assam, have been very few. The study of Psychological Contract among the employees of the higher education sector of Assam is expected to provide valuable insights into the working of education institutes and their employees, in the north-eastern state of India.