

The Arunachal Times

Arunachal Pradesh PSC and teachers recruitment

This is with reference to an article which appeared on your daily, "Education Minister Honchum Ngandam to conduct all future recruitment of teacher by the State Public Service Commission".

Well, it is really a highly appreciable and noble part from Education Minister and state government side. By doing so Mr Minister has fulfilled the long felt demand of common people.

But my question is, is APPSC a competent authority for recruitment of teachers? Will APPSC conduct the recruitment fairly?

Well APPSC may be the right recruitment agency for recruiting the gazette posts like CO, DSP, AE, ACF, i.e non-teaching post. But for recruitment of teaching posts, present APPSC team is not the right recruiting agency. People may finger point on my opinions, but believe me, my opinions are based on my personal experience from recently concluded Polytechnic interview 2014-15.

I would like to share with esteemed readers of this daily for self-introspection.

As per UGC norms, for recruitment of teachers, there should be at least a minimum of three subject experts on the interview panel. But in the recently concluded Lecturer, Polytechnic interview 2014-15, there was only one subject expert, one APPSC member and an IAS officer, which is in violation of the UGC norms.

I am from a civil engineering background, and Lecturer post was for civil engineering subject, but they started asking questions from History as APPSC member was from history background. Only 3-4 questions were asked by subject expert i.e. civil engineering and 30-50 questions were asked from here and there especially from history as APPSC member is from history background.

One should know that unlike History, Mathematics, Hindi, English etc, Civil and other Engineering branches have 30-50 subjects. How can they ask 3-4 questions and say that a candidate is undeserving for teaching in that field? A thorough knowledge of a person cannot be judged by simply

asking 3-4 questions. Moreover, even a scientist will not know the 100 percent of anything.

As per the recruitment norms, only one-third (1/3) should be called for viva-voce/interview. But in the recently concluded Lecturer, Polytechnic interview 2014-15, 378 candidates were called for interview against eight vacant posts. As per norms, only 24 should have been called for interview after shortlisting or by elimination by way of written examination.

Most importantly, most of the APPSC members are the people who had never faced an interview of such stature in their life except Mamang Dai. How could they judge a person who has higher IQ, qualification, etc, from them? I am not telling them not to ask the question at all, but more weighting should be given to a specialised subject for whom they are recruiting for.

Apart from norms and quality of interview, the Weighting should be given to the experienced person, higher qualifications say PG and PhD, but in the recently concluded lecturer for Polytechnic, no such norms were followed.

Apart from a straight question-answer interview, effectiveness and teaching quality should be checked by way of teaching demonstrations, but nothing such happens in APPSC's teacher recruitment. With this, I have lost my hope from APPSC.

Until APPSC is revived and made to strictly follow the laid down norms of recruitment of teachers as per UGC, HRD etc, we cannot say that APPSC is the right recruiting agency for Teachers. Moreover, as no written records are maintained or written examinations are conducted for teacher recruitment, malpractices cannot be ruled out.

Myself, having faced the ugly truth of interview, I would like to request His Excellency the Governor of Arunachal Pradesh; Honorable Chief Minister; Commissioner and Secretary, Department of Administrative Reforms and Training to revive the APPSC and do needful action as per your wisdom. Our motto should be to select best of best teachers. My brothers and sisters of state deserve best of best teacher.