

ROLE OF PRIVATE HIGHER EDUCATION INSTITUTIONS IN THE EDUCATIONAL DEVELOPMENT OF BAREILLY CITY

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Abstract

Private higher education institutions have played an important role in the educational development of Bareilly City. Bareilly has emerged as a major educational centre in the Rohilkhand region due to the growth of universities, colleges, professional institutes, medical colleges, engineering colleges, management institutes, and research centres. The expansion of private institutions has increased access to higher education and provided students with diverse academic and professional courses. These institutions have contributed to educational infrastructure, skill development, employment generation, research activities, and regional economic growth. The present study focuses on the role of private higher education institutions in promoting educational opportunities and strengthening the academic environment of Bareilly City. It also highlights how private institutions support professional education and attract students from nearby districts such as Pilibhit, Shahjahanpur, Badaun, and Rampur. Therefore, private higher education institutions are significant contributors to the overall educational and regional development of Bareilly City.

Keywords

Private Higher Education, Bareilly City, Educational Development, Professional Education, Skill Development, Regional Development, Higher Education Institutions, Educational Infrastructure

Introduction

Higher education is an important factor in social, economic, and regional development. Bareilly City, located in Uttar Pradesh, has developed as an important educational hub in the Rohilkhand region. The city has a wide educational structure that includes government universities, private universities, affiliated colleges, professional institutes, and research centres. Private higher education institutions have increased rapidly in Bareilly due to rising student enrollment, limited seats in government institutions, and growing demand for professional and career-oriented education. Institutions such as Invertis University, Bareilly International University, Rohilkhand Medical College and Hospital, and other private colleges have expanded educational opportunities in fields such as medicine, engineering, management, pharmacy, nursing, law, agriculture, and applied sciences. These institutions not only provide academic programs but also contribute to infrastructure development, employment generation, research, innovation, and skill-based education. Thus, the role of private higher education institutions is important in strengthening the educational development of Bareilly City.

Objectives of the Study

1. To study the role of private higher education institutions in the educational development of Bareilly City.
2. To examine the contribution of private colleges and universities in expanding professional and skill-based education.

3. To analyze the impact of private higher education institutions on regional development and employment generation

Private Higher Education Institutions in Bareilly City

Bareilly, located in the state of Uttar Pradesh, has developed into an important educational center in the Rohilkhand region. Over the years, the city has witnessed considerable growth in educational institutions ranging from primary schools to higher education institutions such as universities, colleges, professional institutes, and research centers. The presence of numerous educational organizations has contributed to the development of Bareilly as a regional hub for learning and academic activities. The educational structure of Bareilly includes government universities, private universities, affiliated colleges, professional institutes, and research organizations. The district administration and education department manage and supervise various educational programs and institutions operating within the city. Bareilly is often described as an **educational hub of the region**, with a large number of schools, colleges, and universities serving students from nearby districts and states.

One of the most prominent universities in Bareilly is Mahatma Jyotiba Phule Rohilkhand University, established in 1975. The university functions as a major affiliating university for many colleges in the region and offers undergraduate, postgraduate, and doctoral programs in various disciplines such as arts, commerce, science, law, engineering, and management. The presence of this university has significantly strengthened the higher education infrastructure of the region. Bareilly is also home to several national research institutes such as the Indian Veterinary Research Institute (IVRI) and the Central Avian Research Institute (CARI) located in Izzatnagar. These institutes contribute to advanced research and postgraduate education in veterinary sciences and poultry research, attracting students and scholars from across India and abroad.

Apart from government institutions, Bareilly has numerous private educational institutions offering professional and technical education. These include medical colleges, engineering institutes, management colleges, pharmacy colleges, and private universities. The presence of such institutions has expanded educational opportunities for students in the region. Some well-known institutions in Bareilly include Bareilly College, Invertis University, Bareilly International University, and several private medical and engineering colleges. These institutions offer a wide range of academic programs and contribute to the academic diversity of the city, the educational environment in Bareilly reflects a combination of traditional universities, research institutions, and modern private educational establishments that collectively support higher education development in the region.

Growth of Private Colleges and Universities

Private higher education institutions have played a significant role in the expansion of higher education in Bareilly city. Over the past two decades, the number of private colleges and universities in Bareilly has increased substantially due to the rising demand for professional and career-oriented education. The growth of private institutions in Bareilly can be attributed to several factors, including increasing student enrollment, limited capacity of government institutions, and the need for specialized professional courses. Private educational organizations and trusts have established numerous colleges and universities in the region to meet this growing demand.

One of the prominent examples is Bareilly International University, which was established in 2016 as a private university in Bareilly. The university offers courses in medical sciences, pharmacy, management, nursing, paramedical sciences, and applied sciences. It was developed under the Rohilkhand Charitable Educational Trust and operates several constituent colleges providing professional education to students. Another important institution is Rohilkhand Medical College and Hospital, a private medical college established in 2006. The institution provides undergraduate and postgraduate medical education and training and has become a major center for medical studies in the region. The

college also offers nursing and paramedical courses, contributing significantly to healthcare education in Bareilly.

Similarly, Shri Ram Murti Smarak Institute of Medical Sciences was established in 2002 near Bareilly and offers medical education including MBBS and postgraduate courses in various medical specialties. The institute is affiliated with Atal Bihari Vajpayee Medical University and has gained recognition for its academic infrastructure and medical training facilities. Private institutions have also expanded in fields such as engineering, management, and pharmacy education. For example, Rakshpal Bahadur College of Engineering and Technology provides programs in engineering, management, and pharmacy and has developed into a significant center for technical education in Bareilly.

In addition to these institutions, universities such as Invertis University and other private colleges have introduced various undergraduate, postgraduate, and doctoral programs in disciplines such as computer science, law, journalism, biotechnology, agriculture, and management. The growth of these private institutions has significantly increased the availability of higher education opportunities in Bareilly. Students from nearby districts such as Pilibhit, Shahjahanpur, Badaun, and Rampur often choose Bareilly for pursuing higher education due to the availability of diverse courses and educational facilities.

Contribution to Regional Educational Development

Private higher education institutions in Bareilly have made significant contributions to the development of education in the region. Their role extends beyond providing academic programs; they also contribute to research, skill development, employment generation, and social development.

1. Expansion of Access to Higher Education

Private institutions have increased access to higher education for students in the Rohilkhand region.

- Government institutions alone could not accommodate the increasing number of students seeking higher education.
- Private colleges and universities have filled this gap by offering additional seats and diverse academic programs.

2. Promotion of Professional Education

Private institutions have introduced professional courses in fields such as engineering, management, medicine, pharmacy, and information technology.

- These courses help students acquire specialized skills required in modern industries.
- Professional education has improved employment opportunities for students in the region.

3. Development of Educational Infrastructure

Private institutions have invested significantly in infrastructure development.

- Modern classrooms, laboratories, libraries, and research facilities have improved the quality of education.
- Many institutions provide hostel facilities, sports complexes, and digital learning platforms.

Such developments contribute to the overall educational environment of Bareilly and attract students from different regions.

4. Employment Generation

Private higher education institutions generate employment opportunities for teachers, administrative staff, and support personnel.

- Faculty members, researchers, laboratory technicians, and administrative employees are employed in these institutions.
- The presence of educational institutions also supports local businesses such as hostels, transportation services, and bookstores.

5. Promotion of Research and Innovation

Some private institutions encourage research activities and academic collaborations.

- Faculty members participate in national and international conferences.
- Research projects and innovation centers contribute to knowledge creation and technological development.

6. Regional Economic Development

The presence of higher education institutions contributes to the economic development of the region.

- Students from different states and districts come to Bareilly for higher education.
- This increases demand for housing, food services, transportation, and other facilities, thereby supporting the local economy.

7. Skill Development and Industry Collaboration

Private institutions often collaborate with industries and professional organizations to provide practical training and internships.

- Skill-based training programs help students gain practical experience.
- Such initiatives enhance employability and prepare students for the job market.

Factors Influencing Job Satisfaction of Teachers

Job satisfaction among teachers is influenced by a variety of personal, professional, and organizational factors. In the field of education, particularly in higher education institutions, the level of satisfaction teachers experience in their jobs plays an important role in determining their motivation, performance, and commitment to the institution. Researchers have identified several factors that influence teachers' job satisfaction, including salary and financial benefits, work environment, promotion opportunities, administrative support, professional development, job security, and interpersonal relationships.

Among these factors, salary and financial benefits, work environment, promotion and career growth, and administrative support are considered some of the most significant determinants of job satisfaction. These factors directly affect teachers' attitudes toward their profession and their willingness to remain committed to their institutions. Understanding these factors is particularly important in private higher education institutions, where teachers may face challenges related to workload, job security, and limited opportunities for advancement. Institutions that focus on improving these factors are more likely to create a positive working environment that enhances teacher satisfaction and institutional performance.

Salary and Financial Benefits

Salary and financial benefits are among the most important factors influencing job satisfaction among teachers. Compensation serves as a primary reward for the work performed by employees and plays a significant role in determining their level of satisfaction with their jobs. According to Herzberg's Two-Factor Theory, salary is considered a hygiene factor that can prevent dissatisfaction when it is adequate but may not necessarily create long-term motivation by itself (Herzberg, Mausner, & Snyderman, 1959). However, inadequate salary can lead to dissatisfaction and decreased motivation among employees. In the teaching profession, fair and competitive salaries are essential for maintaining morale and motivation among faculty members. Teachers who receive adequate financial compensation for their work are more likely to feel valued and appreciated by their institutions. On the other hand, low salaries or irregular payment may result in frustration and reduced commitment to the organization.

Financial benefits in educational institutions may include basic salary, allowances, incentives, bonuses, provident fund contributions, medical benefits, and retirement benefits. These benefits provide financial security to teachers and contribute to their overall well-being. Research studies have shown that teachers' satisfaction is strongly influenced by the level of compensation they receive. Spector (1997) observed that employees who perceive their salary as fair and adequate tend to report higher levels of job satisfaction compared to those who feel underpaid. In private higher education institutions, salary structures may vary significantly from those in government institutions. Many private institutions offer salaries that are lower than those in public universities, which may affect teacher satisfaction and retention. Teachers working in such institutions may experience financial stress and may seek employment opportunities elsewhere.

Moreover, the availability of additional financial incentives such as performance bonuses, research grants, and travel allowances for academic conferences can further enhance teachers' job satisfaction. These incentives not only reward teachers for their achievements but also encourage them to improve their professional performance.

Therefore, providing fair salary structures and financial benefits is essential for maintaining teacher satisfaction and ensuring stability within educational institutions.

Work Environment

The work environment is another important factor that influences teachers' job satisfaction. The work environment refers to the physical, psychological, and social conditions in which employees perform their job duties. A positive work environment includes adequate infrastructure, supportive colleagues, reasonable workload, and a culture that encourages collaboration and respect. When teachers work in a comfortable and supportive environment, they are more likely to perform their duties effectively and feel satisfied with their profession. The physical aspects of the work environment include classrooms, laboratories, libraries, office space, teaching equipment, and technological resources. Educational institutions that provide modern infrastructure and learning facilities enable teachers to deliver high-quality education to students.

In addition to physical facilities, the social environment of the workplace also plays an important role in determining job satisfaction. Positive relationships with colleagues and students contribute to a healthy academic atmosphere. Teachers who experience mutual respect, cooperation, and teamwork are more likely to enjoy their work and remain committed to their institution. Another important component of the work environment is workload. Excessive workload can lead to stress and burnout among teachers. Teachers often perform multiple responsibilities, including teaching, research, administrative duties, student mentoring, and evaluation tasks. When these responsibilities become overwhelming, teachers may experience job dissatisfaction (Kyriacou, 2001).

Institutional culture also plays an important role in shaping the work environment. Institutions that encourage open communication, academic freedom, and participation in decision-making tend to create a positive environment for teachers. Such environments promote innovation, creativity, and professional growth. Furthermore, the presence of adequate technological resources such as digital learning platforms, smart classrooms, and online teaching tools can enhance teachers' teaching experience. With the increasing integration of technology in education, institutions must provide teachers with the necessary resources and training to effectively utilize these tools. A supportive work environment helps teachers maintain a balance between their professional responsibilities and personal well-being. As a result, improving the work environment is essential for enhancing job satisfaction among teachers.

Promotion and Career Growth

Opportunities for promotion and career advancement are significant factors influencing job satisfaction among teachers. Promotion refers to the upward movement of employees to higher positions with increased responsibilities, authority, and financial rewards. Teachers, like other professionals, aspire to grow in their careers and achieve higher positions within their institutions. When institutions provide clear career advancement opportunities, teachers feel motivated to perform better and contribute more effectively to the organization.

Career growth in higher education institutions may include promotions from assistant professor to associate professor and professor, as well as opportunities to hold administrative positions such as department head, dean, or academic coordinator. According to Robbins and Judge (2017), opportunities for advancement are closely linked to job satisfaction because they provide employees with a sense of achievement and recognition. Employees who perceive that their efforts will lead to career advancement are more likely to remain motivated and committed to their organization.

Professional development opportunities also contribute to career growth. These may include training programs, workshops, seminars, research grants, and opportunities to attend academic conferences. Such activities help teachers enhance their knowledge and teaching skills. In private higher education institutions, however, promotion opportunities may sometimes be limited or unclear. Lack of transparent promotion policies can lead to dissatisfaction among teachers. When teachers feel that promotions are not based on merit or are influenced by favoritism, their motivation and commitment may decline. Furthermore, institutions that support research activities and provide opportunities for faculty members to publish research papers or pursue higher academic qualifications contribute to career advancement and professional satisfaction. Therefore, providing clear promotion policies and opportunities for professional growth is essential for maintaining job satisfaction among teachers.

Administrative Support

Administrative support is another critical factor affecting teachers' job satisfaction. It refers to the support provided by institutional leaders such as principals, department heads, and management authorities in facilitating teachers' work and addressing their professional needs. Effective administrative leadership plays a vital role in creating a positive work environment within educational institutions. Administrators who communicate openly with teachers, involve

them in decision-making, and provide constructive feedback contribute to higher levels of job satisfaction among faculty members.

According to Skaalvik and Skaalvik (2011), supportive leadership from administrators significantly influences teachers' motivation and professional well-being. Teachers who feel supported by their administrators are more likely to experience job satisfaction and remain committed to their institution. Administrative support may take various forms, including providing necessary teaching resources, addressing teachers' concerns, recognizing their achievements, and ensuring fair evaluation systems. When administrators acknowledge teachers' efforts and contributions, teachers feel valued and motivated.

Another important aspect of administrative support is the implementation of fair and transparent policies related to workload, promotions, and performance evaluation. Institutions that maintain fairness and transparency in administrative processes create trust among faculty members. In addition, administrators play a key role in resolving conflicts within the institution and maintaining a positive organizational climate. Effective leadership helps reduce stress among teachers and promotes cooperation among staff members.

In private higher education institutions, where management structures may differ from government institutions, administrative support becomes particularly important. Teachers often depend on institutional leadership for decisions related to academic policies, workload distribution, and professional development opportunities. Therefore, strong administrative support is essential for ensuring teacher satisfaction and improving the overall functioning of educational institutions.

Conclusion

Private higher education institutions have significantly contributed to the educational development of Bareilly City. They have expanded access to higher education, introduced professional and technical courses, improved educational infrastructure, and created employment opportunities for teachers, administrative staff, and support personnel. These institutions have also supported regional development by attracting students from nearby districts and increasing demand for housing, transport, food services, and other local facilities. The growth of private universities and colleges has made Bareilly an important educational centre in the Rohilkhand region. Therefore, private higher education institutions are not only important for academic development but also for skill development, economic growth, and the overall progress of Bareilly City.

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