EMERGING NEEDS OF GOOD GOVERNANCE PRACTICES AND ORGANISATIONAL CLIMATE IN SCHOOLS FOR DIFFERENTLY ABLEDB

Mahesh Thakur

Research Scholar, Tilak Maharashtra Vidyapeeth, Pune

Abstract

In the 21st Century Non-Governmental Organization (NGO’s) has gained attention and cognizance around the world. As a matter of fact, currently most of the NGO’s around the world and especially in India are trying to expand their horizons in terms of its initiatives, objectives, geographical coverage, structures and outcomes. NGO’s have increased its capacity to intervene in various aspects which includes social issues, civil issues, good governance, human right issues, environmental issues, as well as developmental issues too. Currently NGO’s seems to work intensively on the issues of ‘Good Governance’ and role of the NGOs in the same. The core objective of the same reflects the philosophy that almost all human issues can be tackled with the help of ‘Good Governance’ and effective Organization climate. The article is based upon secondary review literature, it reflects an urgent need for Good Governance Practices and Organisational Climate specially in the schools run by NGOs.

Keywords: Differently able, special schools, NGOs, Good governance practices and Organizational climate

INTRODUCTION

‘Good Governance’ has been considered as an important aspect around the world. Almost all organizations, government and corporate are striving for the good governance. The concept of ‘Good Governance’ is multi-dimensional and has different notions and perspective with different organizations. The term remains very important when it comes to social administration. As social administration deals with administration of social and public functioning of the society, it is of utmost importance that the administration follows Good Governance Practices. In the 1992 report entitled; Governance and Development, the World Bank set out its definition of good governance. This term is defined as ‘the manner in which power is exercised in the management of a country’s economic and social resources for development.

The concept of organizational climate was formally introduced by the human relation managers in the late 1940s. Basically, the organizational climate reflects a person’s
perception of the organization to which he belongs. According to Forehand and Gilmer, ‘Climate consists of a set of characteristics that describe an organization, distinguish it from other organizations that are relatively enduring over time and influence the behaviour of people in it.’ According to Campbell, ‘Organisational climate can be defined as a set of attributes specific to a particular organisation that may be induced from the way that organisation deals with its members and its environment. For the individual members within the organisation, climate takes the form of a set of attitudes and experiences which describe the organisation in terms of both static characteristics (such as degree of autonomy) and behaviour outcome and outcome- outcome contingencies.” The review of literature has been classified and categorized under following themes

(1) Emergence and Importance of NGOs in Indian context: Fernandes (1986) stated that it is estimated that till the 1960s over 80% of the NGOs/VOs in India were either in relief (satisfying the immediate needs of the people) or in institutionalized programmes such as Schools and hospitals. The article further highlighted that Gandhian thought was prominent enough during the same phase. Tondon (1986) indicated that recognition of the work done by the NGOs/VOs has been duly acknowledged and recognized since last several decades. Gupta (2013) stated that Voluntary Organizations (VOs) have played a vital role in shaping and implementation of participatory democracy. Ghaus-Pasha (2004) stated that for over two decades now, the process of globalization has been influencing the socioeconomic environment in countries. Smith and Lumba (2008) noted that Non Governmental Organizations (NGOs) are playing important role in developmental and welfare issues worldwide. Literacy Watch Bulletin (2000) the bulletin has highlighted the role of NGOs in educational development in the field of disability.

(2) Role, Issues and importance of NGOs in India (Special reference to differently able Children: Singh & Sethi (2012) defined the role of NGOs in promotion of education of disabled in Jammu District. The authors have stated that although various schemes have been initiated by the state government and various NGOs are working for the benefit of the disabled, yet they are not fully benefitted from these schemes. Prasad (2003) stated that the extent and magnitude of disability in India, has driven home better facts about our traditional approach to ‘Disability Management’ is not sufficient and enough to deal with the various issues in disability management. The children with disability are more vulnerable in the areas of disability especially in India. Mondal& Mete (2014) stated that the children with disabilities (CWD) need education similarly like other normal child. The author has also mentioned that the initiation of the education process had already started after the
independence in India. Gandhi and Shirshat (2011) stated that Community Based Rehabilitation (CBR) is a relatively new strategy which is increasingly being adopted by developing countries to improve the quality of life and integration of the persons and children with disabilities in their own communities. Sharma (2005) stated that number of strategies to address the current challenges that Indian administrators and educators face in the move towards more integrated education of the children and person with disabilities. Kandyomunda, et.al, (2010) tried to understand the role of local NGOs in promoting and participation in community based rehabilitation services (CBR). The authors have stated that during the implementation of community based rehabilitation services (CBR) community participation remain very crucial. Mazibuko (2000) examined the role of Non-Governmental Organizations (NGOs) working in the field of education in developing countries by sharing his personal experience in South Africa.

(3) Importance of Good Governance and Organization Climate in NGOs: Gandhi & Jadhav (2012) stated that in 21st century, Non-Government Organizations (NGOs) have become irresistible global force. It explores the urgent need of the partnership between GOs and NGOs for the effective welfare administration along with issues and barriers involved in the same. Palod (2014) carried out with the objective of to get deeper understanding of the NGOs and the challenges faced by the NGOs in terms of their good governance. Sharma (2013) stated that socialist India always has given importance to the growth without compromising the equality principal. The author has stated that the good governance has always been identified as an important aspect to attain the growth with the equality. Tandon (1997) stated the current status of NGOs in Indian context. The article has stated that India has seen a phenomenal growth in the number of NGOs and its networks. Wyatt (2004) highlighted various key issues involved in NGOs and it good governance. The book has mentioned various principles and Guidelines for Good governance for the NGOs and it Governance. Purohit & Wadhwa (2012) stated that Organizational Climate (OC) has been an important topic of research in Organizational Development. The author have stated that there are several frameworks and approaches to study OC.

(4) Issues and challenges in Good Governance & Organization Climate: Meenai (2013) stated the growing importance of the NGOs in the current scenario, it is clearly mentioned that the dominant paradigm has been that the government is increasingly outsourcing development activities in all fields to the NGOS. Clark (2014) stated that in some countries NGOs are major contributors to the overall welfare and development processes, and at the same time in many countries NGOs has been weak and unable to contribute to the national
developmental and welfare position. The author has highlighted that, a number of factors influence the NGOs in terms of being effective, and has clearly stated it, which is widely determined by the relationship between the NGOs and the State. Jain (1986) stated that of late there have been several official and semi-official moves to regulate and control the NGOs/ Voluntary Sector.

Singh (2015) provided a framework for good governance in India. The article identified various shortcomings which hampers overall good governance practices at the same time it provides rational for need of innovative approaches in the same. Goodman and Wandersman (1996) stated that networking among Non-Governmental Organizations (NGOS) has emerged as a key strategy. As we all are aware that NGOs will have to face problems while delivering as well as implementing its own services within the community. The research article indicated and highlighted the benefits of networking which includes pooling of resources and making optimal use of them, gaining wider geographical coverage, sharing skills and knowledge resources will help them during the networking process.

(5) Innovative approaches of the NGOs in Good Governance and (6) Changing Organization Climate: Smith and Lumba (2008) carried out by the authors to evaluate and understand the knowledge management practices and challenges in an international NGO network. Samuel & Mahadewan (2008) highlighted the growing importance of NGOS and its functioning. The author has mentioned that NGOS are increasingly providing strategy in terms of tackling various social and developmental issues. The article presents the importance of 'Networking' in the NGO Practice models. Walter (2004) stated that Non-governmental organizations (NGOs) have in existence from the colonial period and have contributed a major role in socio-economic development in Africa.

Kannan (2011) stated that good governance has become a buzzword in development today. Further it stated that corruption issues, raising accountability and promoting transparency are increasingly important for the good governance. The article highlighted the outcome of the good governance which includes development in terms of economic, social security and peace. Punarbhava (2014) the online web portal called ‘Punarbhava’ which means 'renewed being' symbolizes an attempt to provide a gateway to information for persons and children with special abilities. This portal is an attempt to create an awareness among the children and person with special abilities, their family members and the larger society about various information, issue based discussion and network to find employment in the area of disability.
Conclusion: The article indicates that the NGOs are become inevitable in Indian context for bridging the gap of the services which are required for the society as inability of the Government machinery. Though the NGOs are exist for the common good the issues and challenges faced by the NGOs are common as Governance of the NGOs. The article indicate an urgent need to have in-depth study in the same area.

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