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Research Paper

TEACHING CHALLENGES IN PUBLIC ADMINISTRATION

Sravanthi Aakarapu; Aditya Baddipudi MANAGEMENET RESEARCHER

ABSTRACT

Public Administration as a subject deals with administration theories and governance. Public Administration embraces all the activities of the government. The article consists of

of the contributions of Public Administrators, the teaching practices and their importance in the field of education and governance, its need and urgency in countries, irrespective of their forms of government. Still, in reality, the range of Public Administration is getting narrower in terms of students' interests and subjectivity. The paper elaborates on the significant changes in the Public Administration system, their impact and challenges. The future of Public Administration in Social Sciences has integrated with technology and fieldwork apart from teaching. The research is based on search engine queries, country listings on services including Academic Portals and Admission Test Portals and Wikipedia entries to establish a baseline of the higher education institutions present in each country

KEYWORDS :Pedagogy, Master of Public Administration, Sustainability, Course

INTRODUCTION

The process of Administration is as old as humanity. It has existed since man began to organize himself for life, initially in small groups and later in societies, nations and the world. The art of administration is one of the essential human characteristics. Administration is common to all group efforts, public or private, civil or military, large scale or small scale, at work or in business, industry or educational institutions, associations and civil bodies. The government itself is an administrative agency. Administration as an activity acknowledges benefits to society and affects all individuals' lives. As we deal with the public of the society, state or nation, Public Administration has become an emerging field in academia. Public Administration improves and improvises the modern industrial society.

What is Public Administration as a subject? The words "Public" and "Administration" have an existing meaning amongst the public. It gives a common idea of "ruling the public", " law and order", something to do with the government. Such vague understanding is very much expected. There is also a common notion that it involves public servants and overall governance. *Public administration* is a field where leaders serve people to advance the common good and effect positive change. Its professionals are recruited and equipped with skills techniques to manage at all levels of government, i.e., at local, state or national, and public welfare bodies. People generally assume public administration is only limited to government and assume that the execution part of the policies or laws is already formed. It is considered a rigid body that is not open to many changes.

In reality, Public administration is the implementation of public policy, administration of government establishment, management of nonprofit organizations, as an academic discipline that studies the implementation of public policy and prepares civil servants, especially for the administrative purpose of working in the government and nonprofit sector. Public administration is the detailed and systematic execution of public laws or policies. It is a cooperative effort of a group of people in pursuit of a common objective in managing public affairs. Public administration is the action part of the government. The public administration of a welfare state provides several welfare programs and social security services to people. Public administration has to perform regular activities of the state to take care of the private sector and co-operate sector and activities of NGOs. Public administration covers every area and activity of government. Public administration plays a crucial role in forming laws or policies. The administration is from womb to the tomb.

At present, the academia dealing with Public Administration as a subject is facing difficulties because there is no innovation in the curriculum of PA taught at higher studies. It resulted in an age-old curriculum and theory. The curriculum has limited practical exposure which made the subject dull and drab for the students. In terms of immediacy, the modules doesn't incorporate the immediate challenges and happenings of the nation's administration. Moerever, there is no provisiopn for students to undergo industrial trainings while learning the subject. All these above mentioned factors have led the subject to its unpopularity and lesser demand among the student to persue it.

Why is not Public Administration engrossing?

Politicians, officials, and their interactions are essential to understand how (well or poorly) the government system is working. The studies need to consider the interactions with the wider world

- both financial and commercial. Practically speaking, it is impossible. Therefore, public administration is a subject that students read and understand. However, there is not enough practical experience to gain a deeper understanding of the field. (Pappas, 2007)

Why is not public Administration practical?

As the name suggests, Civil Servants work for the betterment and development of the country. However, the process involved in decision making is complex and requires permission at each level.

Why is the scope of public Administration getting narrower?

In modern times, Public Administration has a pivotal role. There are many discussions about the scope of Public Administration. Some scholars have argued that in the Neo-liberal time, the area of Public Administration was significantly less, and Private Administration had growing importance. In remote Administration, things happen as soon as possible. They are perfect compared to public Administration, which humans find intriguing.

This paper thereby attempts to find out the reason why Public administration as a subject is lagging behind in the field of Social Sciences. The hypothesis behind the present fate of PA as a subject are:

H1.Theoretical monotony: Public Administration as a subject to students has become **monotony**
or tedious.

H2. Practical exposure which is a necessary tool in the field of Public Administration is not given much importance in the curriculum of Public Administration. Based on the data received , almost

33.3%of the faculty of public administration opined that it was least accessible for them to arrange

a field trip to the public organization for student.

H3. Policy Awareness: public policy is to make the society to lead a better life and to maintain the delivery of the goods and services are significant, As students of public administration, there is every need for them to know how policies are framed with what parameters

H4. **Lack of interest about perusing Public Administration as career** Most of the students are opting for Public Administration as they felt it would help them in pursuing their dream of joining Civil Services.

Review of Literature

The need to change the present curriculum and making it more innovative, interesting, and practical based and ICT oriented is documented in many other studies.

The Public Administration sector is changing with technological advancement which leads to change in teaching methodology so that the teachers of public administration can mould students into responsible future managers who are highly digitally connected and motivated by media and audio and visual. Research shows that the film makes the classroom material live and connects the theory to practice in fun ways. Teachers need to train future community leaders who can distinguish right from wrong against making difficult ethical decisions to promote equality and fairness. Public administration needs to go beyond the era of blind policy implementation neutral administration and equal public service time. Cultural skills, ethical decision-making, and media literacy skills are important not only in this field but also in democracy.(Bharath, 2020)

The policy covers IT classes on a large scale, the presence and prominence of IT classes at Asian public administration degree programs were very low. Overall, Asian public administration systems include little information technical studies in their programs. Departments of MPA and MPP in South Korea and India are heavily focused on information technology in their academic work than those who have registered for the program in Cambodia, Indonesia, Laos, or the Philippines. The issue of establishing a stable presence of IT courses for graduate's management systems can be resolved through greater collaboration between regional teachers. The technical leadership category can be created by Asia- a comprehensive public administration organization such as the Asian Association for Public Administration (AAPA) or the Eastern Regional Association for Public Administration (EROPA). These organizations can build and provide a potential leadership school, identify and teach best practices used by Asian degree institutes. Retreat and short-term courses may be another option for universities with full degree programs and the desire to transfer certain IT skills to their students. (Manoharan, 2020)

Communication should recognize the unique nature of their audience. The Education Community must represent the quality of the rich experience within the program, which stays with students after graduation and appreciates high quality decision-making for the benefit of the community. Planning and delivering valuable learning, through experience, can engage students in practical and unexpected ways, providing more value class length. A potential problem is how such efforts are made prioritizing short-term classes. The lessons learned are linked to process-orientation as well operate in accordance with the law / regulation. While information about Specific terms and conditions are important, the information can be easily viewed in practice environment, when the question arises. Opportunities for safe, open learning environments methods and failures may not be very common in real public sector organizations, but in the classroom, experience activities can be used to make learning happen again, in as a result, no one is injured. Providing such opportunities can make a difference between successful civil servants and short-term government employees, when people do not understand the nature or complexity of the work being done (Atkinson, 2020)

Using films to teach can be challenging, but when done right, it boasts of many benefits. Unlike texts, movies enable readers to read by sight. Visual clips provide a greater understanding of the time and period and lifestyle of the historical person than simple words. An element of Interest is an important factor in learning. At the average level, most students respond better to watching movies than to reading which helps keep them interested and prevents them from being easily distracted. For some students, learning about films is actually beneficial. Even those with severe reading disabilities have responded to movies and are able to keep up with them. Films can be regarded as a 'Global Language' that overcomes the barrier to reading text in all domains. For regular teachers, using a new approach can be a daunting task. Therefore, proper training and support should be provided to teachers to ensure that they are competent and confident. At the end of the day, proper planning is essential for this method to be a successful tool . (Gupta, 2017)

Most researchers and doctors interpret E-Governance as something related to governments. All organizations - public or private, large or small, for-profit or non-profit - use IT and the internet to achieve effective and efficient governance of their various functions in multiple locations management standards". Therefore, there is a good chance that e-Governance will continue to provide benefit their citizens and increase return on government investment. . Active Indian government promotional programs will improve a feature of providing quality services to their citizen, which means they are more likely to be the development of e-governance in various fields. (Ghosh, 2016)

Provide students the opportunity to relate theory to practice. Give students in-service orientation to a career area they may wish to pursue. Allow students the opportunity to work in their area of intended specialization. Enhance student's understanding of organizational and group processes. Enhance student's awareness of public service obligations. (ICYINGENEYE, 2011)

Innovation is an effective tool that creates massive growth and progress to any field it's applied to. Fresh ideas and novel techniques lead to development and betterment. Ideas can transform and renovate an existing system provided it's given good guidance and support. In the context of Academics, innovation and creativity play a vital role. A modification in the education system can bring about tremendous effect on its recipients as new horizons are opened before them to explore. (Young)

Research Methodology

The methodology adopted in this study is qualitative in nature. It is done through questionaire method. The tool used to collect the data is Google forms. The targeted group was both the students and Professors and Assistant Professors of Public Administration from different colleges in and around Hyderabad. In total 65 students and 14 professors have responded.

Data analysis in the form of pie charts was attached in the appendix as it gives a strong support to the hypothesis that was made. When the survey was conducted, we gave enough instructions to both the students and Professors to give their Responses. The main limitation while conducting this survey was there was no enough response from the Professors Public Administration

Data analysis

The findings reveal that the Public Administration as a subject is

monotonous or tedious and there is a necessary need to update both the curriculum and teaching methodologies.

As part of this research, a student survey was conducted using Google forms and 65 students gave their responses.

xi 88.9% said yes to industrial training to be made mandatory for Public Administration students

Suggestions as given by faculty who participated in the survey:

1. Making field trip mandatory will result in a whole lot of difference
2. Collaboration between government agencies and educational institutions can give practical exposure of the process and procedure involved in the administration.

III .Need to update the curriculum of Public Administration to meet the changing demands of society. Both the students and faculty agreed that Public Administration as a subject is theoretical and there

was no practical exposure. Based on the data analysis, the hypothesis which was made us valid. Text

should lead the reader to the chart or table.

Student Survey

Based on the survey, more than 50% opined that Public Administration as a subject was monotonous or tedious and that they actually heard about the recent public policies being framed. Some students responded that ICT related topics are included in present curriculum of Public Administration and that public policy integrated in the curriculum of public administration was below average. They further stated that they were not sure about joining masters or PhD in Public Administration and it was their passion for civil services that made them to opt for Public Administration. Some students revealed that they were never taken to field trips for practical exposure.

Teachers' Survey

In Teachers' Survey, more than 30% of the teachers said that the present curriculum of public administration in terms of Employment generation was good. They responded positively that the present UG curriculum of public administration in terms of generating interest to students to pursue higher studies in Public Administration. They felt that practical exposure in the field of public administration is mandatory and the present curriculum of public administration has included ICT related topics. They said they could arrange only one field trip per year. They further stated that accessibility to public organizations as part of organizing field trips was difficult. They agreed that curriculum of public administration should be updated to the changing demands of society for sure. They specified that present curriculum of public administration provides practical exposure to students. Teachers felt that Curriculum should be developed to enhance skills and generate employment, make field trips mandatory, incorporate PA bits in competitive exams thus making it practical oriented. Exposure to global changes should be stressed by interacting with government agencies work as project work, seminars and conferences. Some opined that the title of PA should be changed to Public Policy and Governance. They further stated that they should maintain relations with GAD and research training centres and Live Knowledge and practicality course works should be developed.

Innovative Pedagogical Strategies for teaching Public Administration in Higher Education:

The pandemic brought out new perspectives of Public Administration in the future of social sciences. The role of public administrators has been in the spotlight during the pandemic –not only in delivering public services, exhibiting leadership skills and the need to be resilient –but also in terms of how to organize the structures of government at multiple levels to deliver unprecedented initiatives. The post-pandemic context will require public administrators to be vigilant to continually adapt and implement the work during the recovery period and beyond.

Knowledge of ethics and public values is crucial to the administrators to make the right choices during the conflict of interest. It will be essential to include the necessities, merits, and difficulties of including ethics and public value in the curriculum. The conceptualization of professional ethics, ethical codes regarding the role of professional organizations and the designing of an ethics curriculum must be considered a significant future research agenda. The different pedagogical strategies that will boost the future of Public Administration are:

1. In recent times a new pedagogical strategy named **Inquiry-Based Learning (IBL)** by John Dewey has been practiced to empower students to own their learning and allow them to be resilient and flexible. The core idea of IBL is "learning through discovery rather than instruction". Implementing IBL into the teaching of Public Administration can guide the students towards a better scope and future outcomes of the subject. Empowering students to be partners in learning has been a significant driver that shapes the approaches to teaching in higher education.
2. **Comparative Public Administration** is also an extensive way of shaping pedagogical strategies to expose students to the intricacies of different cultures, nations, governments, and policies through the learning journey.
3. **Skill-Development Programmes**: Educators (or 'instructors') should promote skill development in problem solving and communication. However, we also need to ensure that these skill-development programmes are sustainable concerning Employment needs. Public administration educators can also conduct skill development programs with improved and diverse assessment strategies by keeping pace with the demands of work- related learning.

4. **Industry-Academia Collaborative Learning:** On the other hand, the public administrators and government stakeholders must also help academia impart their experiential knowledge to the students of Public Administration. Theory can never suffice the practicality of reality.
5. **Implementation of Cinema Studies in Public Administration** courses the other pedagogical approach, implementation of Film studies in Public Administration courses, could provide a much better understanding of the concepts and present students with diverse practical scenarios. Pedagogical tools engage students in higher-order thinking

(Stoddard and Marcus, 2010) though not every student learns the same way, and teaching styles should accommodate these differences (Pappas, 2007). However, film – specifically television and movies – is increasingly utilized as a rich teaching resource (Brown, 2011; Champoux, 1999b). In the "Television Generation," students have grown up with easy access to film (Kellner and Share, 2007; Sprau and Keig, 2001), spend the majority of their time in front of screens, and are more familiar with audiovisual materials compared to print materials and communications (Burroughs et al., 2009; Koltay, 2011; Kuzma and Haney,

2001). These trends impact students' thoughts and perceptions about themselves and society (Tisdell, 2008) and guide curricula that appropriately utilize film, and address challenges to its use (Pescosol)

6. **Integration of Information Technologies in Public Administration**: The establishment of Manoharan and Mc Quiston's Typology of Information Technology Pedagogy had played a crucial role in Public Administration. With the development of technology, the usage of tools involved in PA is rising.
7. **Short term courses on Public Administration:** The pandemic has made us all tech-savvy, and online short-term courses have come to the rescue of student interns of attaining and acquiring new skills. The disadvantage of online courses is that fewer class sessions possibly reduce the potential for experiences that engage students. Still, when the impact of class sizes has been studied, research on shortened courses has shown no difference in learning outcomes and difficulty compared to full-term classes. However, the effect of shorter-term online courses, which have the potential for significant learning, amongst Public Administration programs or otherwise, has been less well examined.
8. **Implementation Internships opportunities:** The increasing pace of technological change is creating a greater need to teach both hard and soft digital skills to current and future employees in multiple sectors. Such a need is more pertinent in the public sector, which faces significant hurdles in recruiting and retaining relevant technical skills. Academic

institutions are well placed to address the gap of digital skills in the public sector. At the graduate level, the Master of Public Administration (MPA) and the Master of Public Policy (MPP) programs are increasingly recognized worldwide as essential requirements for joining the public and nonprofit sectors. They play a vital role in developing the Public Administration, public policy, and nonprofit workforce

CONCLUSION

Public Administration as a field of Social Sciences can become the future with the integration of technology, fieldwork, feedback, pilot projects implementations, corporate social responsibility, collaborations between NGOs and Companies. As part of social responsibility, educational institutions can carry out extension activities to bring students about ethical values and emotions. By adopting Inquiry based learning, both the students and faculty can be the producers of theory and knowledge and when implemented through pilot projects they will get result based analysis or outcomes. Industrial training is as important as theory as it gives students the practical exposure to the work environment and which in turn makes the students to come up with out of the box solutions.Integration of technology in the curriculum of Public Administration will be the Game changer as the world is moving towards digitization and as part of making India digitally updates Government of India has come up with Digital India. The main motto of Digital India is to make every citizen of India to be Digitally updated and aware. To make this campaign a Success first the organizers or Civil Servants or the teaching staff of Public Administration should be updated with the Technology.

Plan

Abstract

Introduction

- Why is not Public Administration engrossing?
- Why is not public Administration practical?
- Why is the scope of public Administration getting narrower?

Research Methodology

- Data analysis
- Suggestions as given by faculty who participated in the survey:

Conclusions

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10.Aroon P Manoharan https://orcid.org/0000-0002-5246-2851

*11.*http://journals.sagepub.com/home/tpa

12.Christopher L Atkinson https://orcid.org/0000-0001-9574-9695

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