

Vena Lok Prabodhan Shikshan Sanstha, Hinganghat's  
**Shri Saibaba Lok Prabodhan Arts College, Wadner**  
(Approved by Govt. of Maharashtra & affiliated to R.T.M Nagpur University)

**Decentralization and Participative Management of the Institution:**

**Decentralization management:**

The Higher education department gives sufficient freedom to the Principal, who is the academic head of the institution to function in order to fulfill the vision and mission of the institution. Academic responsibilities are fairly divided among all the staff members. Committees are appointed for the various academic and co-curricular activities to be conducted in the course of the academic year. The list of committees is displayed at the beginning of the year on the staff notice-board. This ensures transparency in policy execution. The responsibilities are communicated to the faculty members through regular staff meetings. The Principal of the College holds regular meetings with the teaching and non-teaching staff. In these meetings, various issues are taken up for discussion before arriving at a final decision. The Heads of Departments monitor the functioning of the various departments. Participative decision making ensures total participation of all the people concerned. The heads and faculty are given complete freedom in the implementation of the activities. The heads and faculty conduct department meetings and make the effective implementation. Students actively participate in various activities. They are also members of various committees. The Principal is the president of the student's council considers the issues regarding students. For the smooth working of the institution, various committees are formed. The curricular, co-curricular and extra-curricular activities are planned and implemented by the various committees like admission committee, examination committee, cultural committee, discipline committee, study tour committee etc are formed and the staff members are made aware of the responsibilities of their respective committee. The office administration of the College is headed by the Head Officer under whom there are Senior Assistant, Junior Assistant and other Class IV Staff. Thus, the decentralization of departments and personnel of the institution helps in improving the quality of its educational provisions.

**Participative management:**

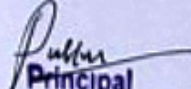
The Administration is always open to discussion with the teaching and non-teaching staff which, in turn, encourages the involvement of the staff for the improvement of effectiveness and efficiency of the institutional process. Thus, decentralization and participative management system are followed by the institution.

**Data Collection and Analysis:**

The filled-up questionnaires by the heads were analyzed and it is observed that all the heads sincerely carry out most of the responsibilities allotted to them. It is also observed that the principal reserved all the financial and other academic rights excluding above.

**Conclusion:**

Decentralization and participative management provide an opportunity to others to work and exhibit their leadership skill. As a result of the division of work the burden of work on a single person gets reduced and it can be done more systematically. Hence, decentralization and participative management is the need of an hour in educational institutions.

  
Principal  
Shri Saibaba Lok Prabodhan  
Arts College, Wadner