

CONTRACT LABOUR VS REGULAR EMPLOYEES A COMPARATIVE STUDY IN EDUCATIONAL SECTOR

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ABSTRACT

Filling and keeping filled the positions of an organization is the crucial function of any Human Resource manager. The right person at the right place at right time at right cost will enhance the success of both the employer and employee. But today the organization's objective is to cut the costs incurred in employee salary and at the same time they want to get the things done thorough other skilled persons for less cost. On one hand the 7th Central Pay Commission (CPC) has submitted its final report to finance ministry on November 20 which is recommend an average hike of 15%. And on the other over 40% of faculty positions are left vacant in various universities, colleges and other educational institutions due to lack of sufficient financial resources so they want to hire the contract labour to fill the positions. But this outsourcing process may not yield good output always and is not a remedial measure for emerging economy like India which is good at potential skills. Hence the present paper portrays the advantages of contract labour Vs regular employees with special reference to the Educational sector.

KEYWORDS: Contract Labour, Regular Employees, Human Resource Management, Educational Institutions, Exploitation