

NEPOTISM IN EDUCATION SYSTEM

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*“Power tends to corrupt and absolute power corrupts absolute.” -
John Acton*

Abstract: Friendship is good, and so is loyalty, and there is a lot to be said for the belief that good people surround themselves with other good people. But the logical flip side is that people of questionable morals surround themselves with the same. At minimum, bad behaviors can become normative when coworkers include friends and family.

Keywords: nepotism, society, organization, corruption, crime, power, education

Objectives of the Research Paper:

- To study the concept of Nepotism.
- To study the impact of nepotism on Societal Matrix.
- To discuss the impact of nepotism on Education Institution.
- To analyze the various consequences of Nepotism.
- To draw the conclusion.
- To make the suggestions.

Concept of Nepotism:

The word nepotism stems from the Latin word for nephew, especially the "nephews" of the prelates in medieval times. Theoretically Nepotism is defined as “the bestowal of political patronage by reason of relationship rather than of merit”. When a public official appoints his close relative or of certain public officials to a “position of public trust or emolument”, he is doing Nepotism. A public office is a public trust. The word “emolument is a comprehensive term meaning the profit arising from any office or employment, whether received in the form of salary, fees or other advantage”. It allows the authority to take undue advantage of his position for the benefit of his family, relatives and friends. Nepotism can constitute grounds for removal of a public official. Nepotism is a narrower form of favoritism. Nepotism describes a variety of practices related to favoritism; it can mean simply hiring one's own family members, or it can mean hiring and advancing unqualified or under qualified family members based simply on the familial relationship.

Types of Nepotism:

- Corporate Nepotism.

- Political Nepotism.
- Entertainment Nepotism.
- Professional Nepotism.

Major factors behind Nepotism:

- socio-cultural structure;
- economic structure (a tight labor market making it difficult to find a job in other ways);
- educational structure (poor preparation of workers for economic development); and
- Political structure.

The deleterious effects of nepotism on higher education cannot be overstated. It is not just a bad habit, but an addiction that bloats budgets, hurts morale, and undermines the public's trust in their colleges and universities¹. In short, nepotism makes college more expensive and Education Cheap.

Impact of Nepotism on Education System:

Nepotism is one of the most serious problems in modern higher education. It exists at all levels — students, faculty, support staff, administration, athletics, even governance. Boards of trustees are populated by powerful and generous alumni, many of whom use their positions as trustees to garner even more power. Deans pull strings to hire their friends from other schools (and often the spouses of those friends as well). Faculty form cliques that often promote their under-qualified friends and torment their very-qualified outcasts. Students revel in the nepotistic arts via clubs and cliques and the birthplaces of old boy/girl networks: fraternities, sororities, and varsity sports. Nepotism is why serious allegations of crime and corruption on campus too often goes unreported, and why many serious cases of bullying, harassment, theft, blackmail, and the like get downplayed or swept under rugs.

Consequences of Nepotism on the Societal Matrix:

1. **Poor governance:** Poor governance is the underlying problem of every country affected with Nepotism. It creates an environment in which nepotism will flourish. Because of poor governance there is no transparency or accountability of the government to the public.
2. **Poverty:** It is the major concern for all the developing and under developed countries across the globe. It is difficult for the poor people to even manage their basic needs². In Countries influenced with nepotism the rich becomes richer and the poor becomes poorer. Honesty, morality, virtue etc. are meaningless to the Poor. They need two meals a day for and their family. So they do not hesitate to adopt unfair means or offer bribe to fulfill their needs.
3. **Unemployment:** This is a vicious problem. It is also not possible for the government of a poor country to create employment for all its peoples. The demand for jobs is much greater than its availability. So people try to get a job by offering bribe.

Consequences of Nepotism on Education System:

The deleterious effects of nepotism on higher education cannot be overstated. It is not just a bad habit, but an addiction that bloats budgets, hurts morale, and undermines the public's trust in their colleges and universities. In short, nepotism makes college more expensive. Sometimes the faculty members have their own children enrolled in their classes. It's only natural for faculty children to gravitate to their parents' fields as majors. There are several cases in which professors' children have been turbo-powered versions of their parents, incredibly talented and well-prepared for their courses. In these cases, there have been no questions about rigor in classes that were taught by a parent. Unfortunately, in such cases child's grades in other courses were much lower than those assigned by their mom or dad. The Researcher suspects that many of these brags were empty lies, but still there are cases in which there is a suspicion galore that this has indeed happened³. Sometimes nepotism affects campus politics through the annual awards that are assigned to students: Faculty members may be eligible to vote for or against their own children for academic or leadership awards. One can imagine how complicated this can become. The complications of student awards, however, pale in relation to the third area where this form of nepotism occurs: hiring. It's easy for institutions to take on the appearance of a family business. Apart from this there are few other disadvantages of nepotism which are mentioned below:

- Discrimination in admission and appointments.
- Loss of competent workforce: unqualified
- Affects the quality of Education.
- Publicize family disagreements.
- Including the excluded.
- Lowers the morale of the employees.
- Problem in maintaining discipline.
- Breached Confidentiality.

Conclusion:

Nepotism is unfair as it creates insecurities among the ordinary employees or artists. There is a serious need to implement the Anti-Nepotism laws both at the domestic as well as at the global level. More fair and transparent procedures need to be adapted for admissions and appointments in the educational institutions. Employee Morale building factors should be structured in the faculty development program. Governmental policies regarding eradication of poverty needs to be effectively implemented. Reasonable restrictions need to be implemented on the abuse of power by the officials and authorities which will help to promote equality and build a positive attitude among the people and also the organization.

References:

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