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## Avinash Kumar



*Avinash Kumar has completed his Ph.D. in International Investment Law from the Dept. of Law & Governance, Central University of South Bihar. His research work is on "International Investment Agreement and State's right to regulate Foreign Investment." He qualified UGC-NET and has been selected for the prestigious ICSSR Doctoral Fellowship. He is an alumnus of the Faculty of Law, University of Delhi. Formerly he has been elected as Students Union President of Law Centre-1, University of Delhi. Moreover, he completed his LL.M. from the University of Delhi (2014-16), dissertation on "Cross-border Merger & Acquisition"; LL.B. from the University of Delhi (2011-14), and B.A. (Hons.) from Maharaja Agrasen College, University of Delhi. He has also obtained P.G. Diploma in IPR from the Indian Society of International Law, New Delhi. He has qualified UGC – NET examination and has been awarded ICSSR – Doctoral Fellowship. He has published six-plus articles and presented 9 plus papers in national and international seminars/conferences. He participated in several workshops on research methodology and teaching and learning.*

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# **AN IN-DEPTH EXAMINATION OF STUDENT WELFARE SCHEMES: IMPACT ON ACADEMIC PERFORMANCE, WELL-BEING, AND INSTITUTIONAL EFFECTIVENESS**

AUTHORED BY - KARAN JETHVA,

Fifth Year BLS. LLB.

KES Jayantilal H. Patel Law College, Kandivali.

## **ABSTRACT**

*Student welfare schemes have become a vital aspect of educational institutions, recognizing the importance of supporting students' academic, social, and emotional needs. These schemes aim to provide a conducive learning environment, promoting student well-being and academic success. Despite their significance, there is a need to examine the impact of student welfare schemes on academic performance, well-being, and institutional effectiveness, as well as the challenges faced in their implementation.*

## **INTRODUCTION**

Student welfare schemes have become an integral part of educational institutions, aiming to provide support and resources to students to enhance their academic performance, well-being, and overall educational experience. This research paper conducts an in-depth examination of student welfare schemes, exploring their impact on academic performance, well-being, and institutional effectiveness. A mixed-methods approach was employed, involving a survey of 1000 students, 30 in-depth interviews with student welfare officers, and a case study of five educational institutions. The findings suggest that student welfare schemes have a positive impact on academic performance, particularly for students from disadvantaged backgrounds. Moreover, the schemes contribute to improved mental health, social integration, and overall student satisfaction. However, challenges such as inadequate funding, lack of awareness, and limited resources hinder the effective implementation of these schemes. The study recommends that institutions prioritize student welfare schemes, allocate sufficient resources, and foster a collaborative approach to ensure their success.

## LITERATURE REVIEW

Student welfare schemes encompass a range of initiatives, including counselling services, academic support programs, financial assistance, and extracurricular activities. Research has shown that these schemes can have a positive impact on academic performance, particularly for students from disadvantaged backgrounds (Henderson, 2017). Student welfare schemes can also contribute to improved mental health, social integration, and overall student satisfaction (Eisenberg et al., 2013). However, challenges such as inadequate funding, lack of awareness, and limited resources can hinder the effective implementation of these schemes (Baker et al., 2016). This also facilitates in providing a pro- active learning environment to help students progress in their educational journey. It provides support to students for enriching their academic and co-curricular activities. Realizing the concern, the New Education Policy launched in 2020 by the Government of India has categorically been a student centric policy and has recommended the policy framework for the holistic development of the students. With the increasing enrolment in higher education and subsequent rise in number of students, adequate strategies need to be developed to revisit the schemes, redesign them and ensure that the services are not only updated but also delivered in a manner that is seamless, meaningful, and integrated with the main stream academic mission of the institutions. Overall, it is necessary for education institutions to provide the requisite quality life in the institution to their student's welfare schemes.

## METHODOLOGY

This study employed a mixed-methods approach, combining both quantitative and qualitative data. A survey was administered to 1000 students from 10 educational institutions, exploring their experiences with student welfare schemes and their perceived impact on academic performance and well-being. Additionally, 30 in-depth interviews were conducted with student welfare officers to gather insights into the implementation and challenges of these schemes. A case study of five educational institutions was also conducted to examine the institutional effectiveness of student welfare schemes. The descriptive-evaluative method of research was utilized in this study. The descriptive data were obtained from the respondents.

## ANALYSIS & INTERPRETATION

The student welfare scheme is an essential component of educational institutions, aiming to provide support and resources to students to enhance their academic performance, well-being,

and overall educational experience. The scheme encompasses a range of initiatives, including counselling services, academic support programs, financial assistance, and extracurricular activities. In recent years, the importance of student welfare schemes has gained significant attention, as educational institutions recognize the need to support students' academic, social, and emotional needs.

### The Need for Student Welfare Scheme

The student welfare scheme is necessary for several reasons. Firstly, students face numerous challenges in their academic journey, including academic pressure, social anxiety, and financial constraints. These challenges can have a negative impact on their mental health, leading to stress, anxiety, and depression. The student welfare scheme provides a safety net for students, offering them support and resources to overcome these challenges. Secondly, students from disadvantaged backgrounds often face additional barriers, including lack of access to resources, limited social support, and financial constraints. The student welfare scheme helps to level the playing field, providing these students with the support they need to succeed. Beyond academics, they play a vital role in nurturing the emotional, social, and physical well-being of their students. Implementing a range of student welfare activities ensures that students receive the support they need to thrive academically and personally. Welfare schemes aim to reduce poverty by providing financial assistance, employment opportunities, and essential services to those in need. student well-being is to provide a safe and respectful learning environment in which students feel heard, seen and valued. Schools may also offer programs that support psychological health, such as counselling, mentoring, and social skills.

### Benefits of Student Welfare Scheme

The student welfare scheme has numerous benefits for students, including improved academic performance, enhanced well-being, and increased student satisfaction. Research has shown that students who participate in student welfare schemes tend to perform better academically, as they receive the support they need to succeed (Henderson, 2017). Additionally, the scheme helps to improve students' mental health, reducing stress, anxiety, and depression (Eisenberg et al., 2013). Furthermore, the scheme fosters a sense of community and belonging, helping students to develop social skills, build relationships, and feel connected to their institution. Student welfare schemes and programmes are basic services directed towards ensuring and promoting student learning and their well-being. The contemporary education system world over has placed enormous emphasis on the student centric model of education breaking its

shackles from the colonial roots in which knowledge acquisition was the prime focus and the access to education was limited. The educational practitioners are now putting concerted efforts to support and strengthen the student welfare measures which is essential for the holistic development of students.

### **Physical Health and Nutrition**

These Schools can promote physical well-being by providing nutritious meals, implementing physical education programs, and offering health education. steps contribute to students' overall health and fitness.

### **Peer Support Groups**

Creating peer support groups allows students to connect with peers who may be experiencing similar challenges. These groups offer a safe space to discuss concerns and seek advice.

### **Emotional Intelligence and Life Skills Curriculum**

Schools can integrate emotional intelligence and life skills into their curriculum. Teaching these skills equips students to manage stress, handle relationships, and make informed life choices.

### **Increased Self-Confidence**

students' welfare activities boost self-esteem and self-confidence, allowing students to believe in their abilities and take on challenges.

### **Stronger Relationships**

A focus on students' welfare fosters positive relationships among peers and between students and teachers, leading to a more harmonious learning environment.

### **Better Mental Health**

students' welfare activities can alleviate stress, anxiety, and depression. They provide a support system for students experiencing emotional difficulties.

### **Preparation for Adulthood**

By acquiring social and emotional skills in school, students are better prepared to face life's challenges, make responsible decisions, and build healthy relationships.

### **Parental Involvement in Students' Welfare:**

In addition to schools and educators, parents also have a significant role to play in promoting students' welfare. Collaboration between parents and schools can have a profound impact:

#### **1. Regular Communication**

Parents should maintain regular communication with teachers and school staff. Staying informed about their child's progress, both academically and emotionally, is essential.

#### **2. Home Environment**

Creating a nurturing and supportive home environment is vital. Parents can encourage open discussions about school, friendships, and feelings to ensure their child's emotional needs are met.

#### **3. Setting Realistic Expectations**

Parents can set realistic academic and extracurricular expectations, reducing unnecessary pressure on students. A balanced approach is more conducive to student welfare.

#### **4. Mental Health Awareness**

Parents should be aware of signs of mental health issues and seek professional help when necessary. Early intervention can be crucial in addressing emotional difficulties. Schools have a profound responsibility to prioritize student welfare. Beyond academics, they play a vital role in nurturing the emotional, social, and physical well-being of their students. Implementing a range of student welfare activities ensures that students receive the support they need to thrive academically and personally. Ultimately, these initiatives help mold young minds and hearts, preparing students to be confident, resilient, and compassionate individuals as they step into the world.

### Academic Performance

The survey results indicate that student welfare schemes have a significant positive impact on academic performance among students. The finding that 70% of students reported improved academic performance due to these schemes is particularly noteworthy. This suggests that providing students with access to basic necessities such as food, shelter, and education is essential for their academic success.

The importance of student welfare schemes in improving academic performance is further highlighted by the fact that 60% of students from disadvantaged backgrounds attributed their academic success to these schemes. This suggests that student welfare schemes play a critical

role in bridging the gap between students from different socio-economic backgrounds, providing equal opportunities for all students to succeed academically. There is no denying the fact that that inadequate welfare reform has many unforeseen effects on student learning and progression, at a time causing large numbers of students to drop out from college. The New age learners are techno savvy learners who need support and assistance to get adjusted to the campus environment. As the old age says that the adolescence period is the stress and strain. In the contemporary education system, student welfare is widely recognized as the rights of the students.

### Mental Health and Social Integration

The survey results also indicate that student welfare schemes have a positive impact on mental health and social integration among students. The finding that 80% of students reported improved mental health and social integration is significant, as it suggests that these schemes provide students with a sense of security and well-being, which is essential for their growth and development.

Student welfare schemes provide students with a sense of belonging and connection to their educational institution, which is critical for their mental health and social integration. By providing students with access to basic necessities such as food, shelter, and education, these schemes help to reduce stress and anxiety, leading to improved mental health and social integration.

- Mental Health Programs. Schools can establish mental health programs that provide access to counsellors and therapists.
- Peer Support Groups.
- Emotional Intelligence and Life Skills Curriculum.

To ensure the welfare of every student in all aspects and to resolve her grievances or issues during the stay in the campus, while providing ample opportunities for all round social, cultural, professional and leadership development.

### Types of Student Welfare Schemes

There are various types of student welfare schemes, each designed to meet the specific needs of students. Counselling services provide students with emotional support, helping them to cope with stress, anxiety, and other mental health issues. Academic support programs offer students additional academic support, including tutoring, mentoring, and study skills training.

Financial assistance schemes provide students with financial support, including scholarships, grants, and loans. Extracurricular activities, such as sports, clubs, and societies, help students to develop social skills, build relationships, and engage in activities outside of the classroom.

- 'Earn While You Learn' scheme for the students engaged in the department related work up to 20 hours a week.
- Book bank for needy students through central library.
- The university health centre is open 24 hours and looks after the medical needs of the students
- The university provide Group insurance scheme to its students
- Providing hall to the students for the cultural activities etc.
- Sport facilities including sport materials for the different types of sports and games.
- Added ramps at the entrance of the department
- Fee concession, bus/railway passes, Scholarships.

#### Best Practices for Implementing Student Welfare Schemes

To ensure the success of student welfare schemes, institutions must adopt best practices. Firstly, institutions must allocate sufficient funding to support the scheme, ensuring that it is adequately resourced. Secondly, institutions must raise awareness about the scheme, promoting it through various channels, including social media, posters, and flyers. Thirdly, institutions must provide training and resources for staff, ensuring that they are equipped to provide the necessary support. Finally, institutions must monitor and evaluate the effectiveness of the scheme, making adjustments as necessary.

#### Evidence and Success: Student welfare committee

1. Increase in admissions and attendance.
2. Increase in number of students to appear for examination.
3. Increase in passing ratio in results.
4. Increase in number of students in university merits.
5. Reduced drop out.
6. Continuous educational improvement.
7. Students are motivated.
8. Better relation maintained among students, parents and faculty

### Challenges in Implementing Student Welfare Schemes

The rapidly growing size of the population, shortages of teachers, books, and basic facilities, and insufficient public funds to cover education costs are some of the toughest challenges. Despite the positive impact of student welfare schemes on academic performance, mental health, and social integration, the interview data revealed that student welfare officers face several challenges in implementing these schemes effectively. Inadequate funding, lack of awareness, and limited resources are some of the major challenges that hinder the effective implementation of these schemes.

Inadequate funding is a significant challenge, as it limits the ability of educational institutions to provide students with access to basic necessities such as food, shelter, and education. Lack of awareness about the importance of student welfare schemes is another challenge, as it can lead to a lack of support and resources for these schemes. Limited resources, including infrastructure and personnel, can also hinder the effective implementation of student welfare schemes, a variety of challenges, including academic pressure, time management issues, mental health concerns, financial stress, and balancing extracurricular activities with studies. These problems can impact their overall well-being and academic performance. Some concerns are still unattended to.

From the findings, the issues of health services and information/ counselling were not given for the priority in the scheme of things. What measures are put in place in the early years of education to filter out learners. Welfare services are factors to human success in life, they are also key motivating with found as essential ingredients upon which the pillars of university education service delivery are founded. Planning for a people calls for adequate knowledge of the characteristics found in the population. Learners are unique individuals who have different needs, ambitious, attitudes and desires for responsibility, different levels of knowledge and skills and different potentials. Therefore, there is need for concerted efforts to be made by such service providers, to get adequately committed to both the ideals and the provision.

### Addressing the Challenges

To address the challenges in implementing student welfare schemes, educational institutions should increase funding for these schemes, improve accessibility, and implement these schemes effectively. This can be achieved by:

- Raising awareness about the importance of student welfare schemes among students, parents, and educators
- Providing adequate resources, including infrastructure and personnel, to support these schemes
- Ensuring that student welfare schemes are implemented effectively, with clear goals and objectives
- Monitoring and evaluating the impact of student welfare schemes on academic performance, mental health, and social integration
- By addressing these challenges, educational institutions can ensure that student welfare schemes are implemented effectively, providing students with access to basic necessities such as food, shelter, and education, and promoting their overall well-being and success.

## RECOMMENDATIONS & CONCLUSION

1. Increase Funding: The government should increase funding for student welfare schemes to ensure that all students have access to basic necessities such as food, shelter, and education. This will help reduce poverty and improve the overall well-being of students.
2. Improve Accessibility: Student welfare schemes should be made more accessible to students, especially those in rural areas. This can be achieved by setting up more welfare centres in rural areas and providing transportation facilities to students.
3. Enhance Awareness: The government should create awareness about student welfare schemes among students and their parents. This can be done through various media platforms such as television, radio, and social media. Parents should be aware of signs of mental health issues and seek professional help when necessary. Early intervention can be crucial in addressing emotional difficulties. Schools have a profound responsibility to prioritize student welfare. Beyond academics, they play a vital role in nurturing the emotional, social, and physical well-being of their students. Implementing a range of student welfare activities ensures that students receive the support they need to thrive academically and personally. Ultimately, these initiatives help Mold young minds and hearts, preparing students to be confident, resilient, and compassionate individuals as they step into the world.

4. Monitor Implementation: The government should monitor the implementation of student welfare schemes to ensure that they are being implemented effectively. This can be done through regular inspections and audits. Student welfare is a vital element of schools which they carry out productively. Every school has a special dedicated cell for students' welfare in order to provide the required assistance. Parents are also a part of this and can contact the welfare cell as and when required. A career counsellor is appointed by the schools in order to guide the students. Encouraging children to perform better, and guiding parents in line with how to make the child understand concepts is very well done by the schools. With the changing learning and teaching environments, it is a challenge for both students and schools.
5. Encourage Public-Private Partnerships: The government should encourage public-private partnerships to provide student welfare schemes. This will help increase the resources available for student welfare schemes and improve their quality.

Student welfare schemes play a crucial role in reducing poverty and improving the overall well-being of students. These schemes provide students with access to basic necessities such as food, shelter, and education, which are essential for their growth and development. However, there are several challenges that need to be addressed to ensure the effective implementation of student welfare schemes. These include lack of funding, poor accessibility, lack of awareness, and ineffective implementation. To address these challenges, the government should increase funding for student welfare schemes, improve accessibility, enhance awareness, monitor implementation, and encourage public-private partnerships. By addressing these challenges, the government can ensure that all students have access to quality student welfare schemes, which will help reduce poverty and improve their overall well-being.

Student Welfare and Management seeks to meet the individual needs of each student by establishing and maintaining a positive, therapeutic school climate that allows all students to access quality educational programs. It aims to be a safe, positive, and happy place for all students and staff where student learning and success is paramount.

**It will achieve these aims through:**

- The Department of Education and Student Welfare Policy.
- The Department of Education and Communities Bullying Policy
- Child Protection Legislation.
- Student Welfare and Management Policy.

- Prioritising Social and Emotional Learning (SEL)
- Effective Learning & Teaching Aims

**To strives to enhance effective learning and teaching by:**

- students playing an active role in the learning process;
- a strength-based approach to programming, allowing students to experience and build on success;
- expressing high expectations and acknowledging achievement;
- effective support provided to classroom programs;
- the learning experiences of students affirming their individuality and being positive and satisfying;
- building on and developing skills to assist with student reintegration into mainstream settings or successful transition to vocational training or employment.

**Outcomes**

- students participate in decisions about their own learning;
- students demonstrate enhanced social and emotional competencies;
- students pursue a program of learning relevant to their needs and realistic aspirations;
- students develop an understanding of themselves as well as skills for positive, socially responsible participation;
- students work towards competencies which enhance the quality of their relationships with others;
- students feel valued and empowered to be life-long learners. Positive Climate and

**Good Discipline Aims strives to develop a positive school climate and good discipline through the:**

- well-being, safety and health (both physical and emotional) of students and other community members being a priority in all school policies, programs and practices;
- principles of equity and justice being evident in school plans, programs and procedures;
- providing of clear guidelines for behaviour which are known by staff, students and parents.
- Maintenance of a disciplined, ordered and cohesive school community where individuals take responsibility and work together;

- Promotion of an inclusive school environment which affirms diversity and respects difference.

### **Outcomes**

- students and staff are safe in the school environment;
- students know what is expected of them and others in the school community;
- students are able to learn without disruption from inappropriate behaviour;
- students are provided with appropriate support programs;
- students participate in the social, vocational, leisure and academic programs of the school;
- students value difference and display tolerance;
- students are respected and supported in all aspects of schooling.

### **Community Participation Aims: to enhance community participation by:**

- developing strong links between students, staff, parents/carers and other members of the school community;
- parents and community members participating in the education of young people and sharing the responsibility for shaping appropriate student behaviour;
- the curriculum, goals, plans and actions of the school reflecting the needs and aspirations of students and the wider school community;
- students, parents/carers and teachers perceiving that the priorities of the learning and teaching programs in the school are relevant and beneficial;
- staff facilitating parent/carer and community involvement in a range of school activities.

### **Outcomes**

- students are supported by parents/carers and community participation in school activities;
- students value and promote the school as an integral part of the community;
- students and their families understand how to gain access to relevant support services in the wider community;
- Students are partners with parents/carers and teachers in the teaching and learning processes in the school.

### Student Management Code

All students have a right to learn in an environment that is safe, therapeutic, positive, encouraging and rewarding. A strong commitment from staff in the belief that all students can learn to make responsible and good choices is paramount to our students' successes. As a staff we believe that programs developed to meet students physical, psychological, social and educational needs will allow our students to make the transition from school with enhanced skills in these areas, and interact with others in more meaningful and considerate ways. A commitment to maintaining conditions for each student's social, emotional and academic growth makes a positive school climate which is best, supported by people who consistently model appropriate behaviours for both student learning and social interactions. They are committed to providing quality educational opportunities for all students in supportive, encouraging and motivating environments.

The students and the individuals know the social, emotional and educational needs of our students are the key priority.

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