

Human Resource Management in Government College Libraries: A Study of Uttar Pradesh

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Abstract - The present study conducted on human resource management in Govt. Degree/Post Graduate College Libraries of Uttar Pradesh State, India to explore the extent of Human Resource Management (HRM) usually practiced by them. Discusses the position of human resources in the libraries of Government Degree/Post Graduate College Libraries of Uttar Pradesh State (India), and the necessity of human resource planning according to the nature of libraries and the workforce turnover which is unavoidable and even beneficial. Finally, the paper provided suggestions for HRM practices and future directions in the best interest of Govt. Degree/Post Graduate College Libraries of Uttar Pradesh State (India).

Keyword: Human resource management, College libraries, Library management, Library administration, Manpower in library.

I. INTRODUCTION

No resource in the world, even in this age of microchips and globalization, is more important than human resource. Human resource management (HRM) is making the best possible use of individuals for achieving the organizational objectives. The definition was developed in late twentieth century; thereafter employee motivation and job satisfaction came under focus instead of mere rational administration (Hartel, Fujimoto, Strybosh and Fitzpatrick 2007). Human resources have been defined as the knowledge skills, creative, talents and aptitudes obtained in the population. HRM is concerned with the people dimension in management, since every organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organization are essential in achieving organizational objectives. This is regardless of the type of organization – Govt., business, etc. Human resource management in academic libraries has defined as “those processes that are planned and implemented to establish an effective system of human resources and to foster all organizational goals.” (Elliot 1988).

Taking this definition as a starting point for human resource management can be defined as:

“In this definition more emphasis has placed on the strategic importance of HRM and on processes, because of the

continuous nature of the activities carried out. Precisely, the objectives of human resource management will vary from organization to organization and will depend on the organization’s stage of development. Storey (1992) believes that human resource management is often no more than a management style which stresses attention to and development of people.”

A. Human Resource Management in Libraries

Rubin (1991) explains in his preface that Human Resource Management in Libraries "is intended as a useful source of information and guidance on human resource management for library managers, administrators, other interested professionals, and students" (p. v). He points out that the human resource manager must have a sound background in the development and administration of personnel policies and procedures; but managing people also entails an understanding of the psychological and sociological forces that affect worker attitudes and performance (Rubin, 1991, p. v).

College librarians help students, faculty and staff with finding and recommending source materials as well as determining what type of materials they need. Librarians also instruct patrons on basic computer skills, educate them on policies and how to use library resources. Classes could also be taught on how to utilize new technology and information comprehension. Librarians must be knowledgeable about both print and electronic information sources and databases. College librarians must be able to quickly identify the needs of patrons and do so with precision. The staff, the documents and the users make up the fundamental trinity of a library. The success of a library largely depends upon the persons who are responsible for the effective use of a good collection of documents in the hands of the users. A library having good collections cannot render the best services to its users without efficient and trained personnel. Thus for the fulfillment of desired objectives of any library, sincere and organized human effort is essential. The basic aim of the library staff should be to place the right book in the hands of the right readers at the right time. They should ensure that no reader who requires help either in the choice of documents or in getting

information from documents should go without it. No library can run without human resources.

B.Functions of College Library

College libraries are an integral part of colleges in fact they may be regarded as the hearts of modern institutions of higher education. The principal function of a Library is to educate the educated. A well-equipped library is not only a storehouse of knowledge and experience but also a repository of world's culture-ancient, medieval and modern. College library represents one of the most important assets in support of the instructional programme of the college.

Based on the report of the Education Commission the functions of the college library can be outlined as follows:

1. Providing information resources necessary for teaching and research.
2. Aiding the teacher in keeping abreast of current development in his field.
3. Providing instruction and guidance necessary for all formal academic programmes.
4. Opening the door of the wide world of knowledge, that lie beyond the borders of a teachers own field of specialization, and
5. Bringing information, students and teachers together under conditions which encourage reading for pleasure, self discovery, personal growth and sharpening of intellectual curiosity.

The Library is a workshop for the entire college-students and teachers where library staffs are the conductors of this workshop. Out of the many components forming a library system, professional staff forms the most important and valuable resource because the quality of a library is judged by the service it rendered not by some idle collection and efficient library service is the result of some effective library staff. Thus, if the supplier of the information commodity is passive, frustrated, disinterested and even non-existent, the information resource becomes meaningless. It is the library staff who can bring them together according to their tastes, interests and needs for each other thereby establishing harmonious relationship between them. Professional staff in academic libraries is expected to promote academic programmes of the institution and encourage the optimal use of library resources. So, the role of the College librarian becomes much more crucial and important. It becomes the responsibility of college librarian to educate students into library use. S/he has a significant role in the promotion of overall college education programme.

II. REVIEW OF LITERATURE

A literature review is a systematic, explicit, and reproducible method for identifying, evaluating, and interpreting the practitioners. In other words, we can say that a review of the literature is important because without it

one cannot be able to acquire an understanding of the topic, of what has already been done on it, how it has been researched, and what the key issues are. The researcher has reviewed the literatures published in various reputed research journals includes national and international both and also downloaded on issues and trends related to HRM to supplement the present study are as follows:

- a. Amiya Kumar Das (2015) have survey technical college libraries entitled "Human Resources Management Issues in the Technical College Libraries of West Bengal: a Study". The study found that recruitment policies as decided by the AICTE or UGC formula were followed in the appointment of library professional staff but, no limitation for semi-professionals, nonprofessional staff. Only five colleges followed by the AICTE or UGC rules for remuneration in the appointment of library professional staffs, facilities available to the library personnel for their career growth and development were not a good policy to be up to the mark as compared to teachers. Performance appraisal was adopted in all engineering college, just a formality. In most of the cases, the relations of the library personnel with authorities, section-in charge and colleagues were usually cooperative and cordial. Motivation is an effective instrument in the hands of management in inspiring the work force. In this study personnel are not working motivator the employers but there are working by the humanity of library personal and force of management. Above the nineteen college are adopted the information communication technology but here are absent of ICT skilled professionals.
- b. Mangi, L.D. & Gupta, S. (2014) in her study "Human resources activities in libraries and information centers in India: a study of some apex bodies" discuss about three options of handling HR matter, first, within the library, second by the central HR office of the parent body and third through the combination of the two.
- c. Devendra Kumar & Shukla (2013) have survey college libraries entitled "Human Resource Management in Degree College Libraries of Meerut District (UP): A Survey". The study found that 11(84.61%) libraries face lack of professional human resources, 8(61.53%) face lack of ICT literate staff, and 12(92.30%) faced improper HRD policy. The present study reveals that there is a great difference between the present and proposed staff strength in every library, which is responsible for the poor services of the libraries.
- d. Sadsaniya Hitesh P. (2012) discuss the Library leaders need to evaluate the nature of the HR functions in their organizations. Do they view a strategic role for HR? Or is the function transactional and task oriented, providing limited input to library administration and governance? If the complexities of the ever-changing HR world in higher education seem

- to keep the library in turmoil, or if the service provided by the campus HR department is not as responsive as required, the library management team may wish to look at making some.
- e. Dessai, Sandesh; Satpute, B.B. & Fernandez, Carlos M. (2011) have survey college libraries entitled "Human Resource Management of College Libraries in the State of Goa". The study found about (57%) college librarians have masters degree in library science, (30%) have completed M.Phil and (6.66%) have Ph.D holders. A very few percentage (10%) Librarians have to acquire master degree in the profession. Nearly (3.33%) college librarians are having professional experience above twenty five and (16.6%), (20%), (16.6%), (23.33%), (20%) are having 20-25, 15-20, 10-15, 5-10, 0-5 years of experience respectively. Majority (63.33%) of college libraries have no adequate manpower. Nearly (63.33%) of college librarians opined that the available manpower is not sufficient. Nearly (53.33%) college librarians are getting strained due to less manpower in way of frustration, health disorders and decrease of interest in the profession. Only (56.66%) of the college librarians have job satisfaction. Only (67%) of the college librarians have interest in pursuing higher education in the profession. About (26.66%) of the higher authorities/ management do not understand the staff problem of the library. Most (73.33%) of the college libraries are working with one librarian and with one library attendant. There is no Assistant Librarian or Library Assistant in the colleges.
 - f. Devendra Kumar & Siddiqui (2010) have survey college libraries entitled "Status of Human Resource Management in Degree College Libraries of Allahabad City: A Survey". The study found that to be inadequate in the college libraries of Allahabad City. The study shows that the 6(66.67%) libraries are managed by rules of manual. Almost all the libraries follow HRD policy in the libraries. The problem faced in the library related to HRM. The study shows that (77.78%) libraries face lack of professional human resources, (66.67%) lack of HRD program, (66.67%) in sufficient library secure each.(55.56%) face inadequacy of I.C.T., 5 (55.56%) lack of ICT literate staff. 3 (33.33%) faced improper HRD policy, 3 (33.33%) lower social status and dignity. The present study reveals that there is a great difference between the present and proposed staff-strength in every library which is responsible for the poor services of the libraries.
 - g. Matseliso, & Chadzingwa (2010) have study entitled "Human resource management in Southern African libraries". The study finds that the library managers' participation varies in each of the HRM core functions, namely, workforce recruitment, HRD, employment relations, health/safety, performance assessment and remuneration. Some librarians handle HRM issues unassisted, others jointly work with HR officers. To the disadvantage of libraries, some others are aloof from HRM. Recommendations include librarians' close interaction with HR professionals; further studies, training plus advocacy in HRM.
 - h. Weerasuriya, W.A (2008) in his paper entitled "Problems encountered in managing the human resources in University Libraries in Sri Lanka" To resolve the HRM problems, a suggestion is made to introduce sound HRM policy for the ULSL. Other suggestions are the introduction of staff training and development policy along with different types of best fit (qualitative) and higher number (quantitative) of training and development programmes, proper motivational procedures and programmes, and the development of competencies among library professionals.
 - i. Tadasad & Maheswarappa (2001) have survey 571 college libraries entitled "Human Resources in the College Libraries of Karnataka State". The study found full-time professionals manage more than 85% of college libraries. More than 40% of the professionals are graduates and more than one third are post-graduates in library and information science. Nearly 25% of the professionals have an experience of less than 5 years. 165 professionals are paid a consolidated amount. Only 308 are paid in accordance with the existing pay scales. A greater majority of professionals who are heading the libraries are males. Two third of professionals do not have membership to any of the professional bodies. 80 college libraries do not have professional staff. 371 do not have semi-professionals and 141 do not have supporting staff.
 - j. Singh (1998) were surveyed 19 academic libraries entitled "An assessment and evaluation of human resource management issues in the academic libraries of Lucknow study" to assess the human issues related to human resource management in these libraries. Current status of professionals engaged, their views and remarks for improving library services to better meet the user needs is also discussed. Survey results indicate that persons engaged in libraries are not satisfied with their job, work culture, and promotional prospects. Recommendations for improving library services and strategies for implementing these recommendations are discussed. It has been emphasized that effective HRM is the only way to get best out of the people for successful management of LICs.

III. STATEMENT OF THE PROBLEM

Considering the fact that Libraries in Uttar Pradesh Govt. Colleges, in particular have to develop the human resources in today's complex work environment. Govt. college libraries have to gear up to meet the challenges of ever increasing volumes of information and collection development programmes in an electronic environment, growing demands of increasing number of users and the complex and multifaceted user requirements. This is

possible only when a proper HRM is made to reinvent programmes and services to meet the evolving needs, skills and goals of the client. An in-depth study of different categories in human resource employed in Govt. of U.P. State College libraries, present status, promotional avenues, better service condition, training and development.

In U.P. State due to the existing Govt. policy, Libraries are facing acute shortage of staff. Due to this reason we felt to conduct a research study of Human Resource Management of College Libraries in the Govt. of U.P. State. The Study provides current state of the art as well as gives an indication of the requirements of Human Resources in Govt. of U.P. State College Libraries. There is no staff formula applied in govt. college libraries of U.P. There are almost 2000 students studying in each 158 govt. colleges of U.P. 158 libraries of Uttar Pradesh were selected for the present study.

IV. OBJECTIVES OF THE STUDY

The main objectives of the present study are as follow:-

1. To find out human resource in the selected, Government College Libraries of Uttar Pradesh.
2. To identify the present status of human resources in Government College Libraries of Uttar Pradesh.
3. To suggest the human resource requirements in view of the future academic programmes of the Govt. college libraries and also for the changing scenario of information technology and automation.

TABLE 1 TOTAL GOVT. COLLEGE IN UTTAR PRADESH-158 (SEE APPENDIX)

Table-1 shows all 158 Government Colleges of UP. Earlier there were 158 UG & PG colleges in U.P. State.

TABLE 2 SERVICES OFFERED BY THE LIBRARIES

Type of Services offered	Status
Circulation	√
Reference services	√
Display of new arrival	√
Newspaper clipping services	√
Digital service	×
E-library services	√
Photostat services	√
Interlibrary loan service	×
Printing services	√
Media Service	×

In Table 2 the information about the services provided by the college libraries for the students and staff are listed. Here it is very clear that due the lack of human resources

V. METHODOLOGY

The scope of the study is limited to 158 Govt. college libraries (post graduate & degree colleges) of U.P. In order to make an intensive study, the scope of the topic has been limited to only Govt. College Libraries of U.P.

A.Tool for Data Collection

Survey methods were used in this study, with self-administered and hand delivered questionnaires distributed to the library surveys were used to collect data from their human resources management issues endeavors. As the study population was scattered and, the survey method was adopted for collecting research data keeping in view of the objectives of the study.

B.Statistical Inference

In the present study, the responses received from 158 college libraries were codified and data was feed to the computer using Microsoft Excel sheets. Techniques like frequency distribution and simple percentage have been used to analyze the data.

VI. DATA ANALYSIS AND INTERPRETATION

The collected data were analyzed and tabulated by using simple percentage technique.

the libraries are not providing other additional services to the users.

TABLE 3 SANCTIONED POST OF ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR - LIBRARY (FORMERLY LIBRARIAN) IN THE LIBRARIES

Status	No. of Libraries
Sanctioned	121
Non-sanctioned	37
Total	158

All the colleges in UP are not having even the post of Assistant Professor/Associate Professor - Library (Formerly Librarian). There are 37 colleges which are

running their libraries without professional librarians ultimately affecting the good library services.

TABLE 4 AGE GROUP OF ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR – LIBRARY

Age Groups (in years)	No. of Asst. Prof./Assoc. Prof. - Library	Percentage
Up to 30	NIL	0
30-40	16	40
40-50	18	45
Above 50	6	15
Total	40	100

In Table 4 the data is structured to display the age groups of working Assistant Professor/Associate Professor – Library. It reveals that majority of the working librarians in Govt college libraries of Uttar Pradesh belongs to the age group

of 40-50 years. However the next is 30-40 age groups. It is very surprising that out of the total 158 colleges, there are only 40 appointments have been made by the Uttar Pradesh government.

TABLE 5 GENDERS OF ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR – LIBRARY

Gender	No. of Asst. Prof./Assoc. Prof. - Library	Percentage
Male	29	72.5
Female	11	27.5
Total	40	100

Table 5 shows that there are 11 female and 29 male librarians working in total 40 colleges where the posts are filled.

TABLE 6 EDUCATIONAL LEVELS OF ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR – LIBRARY

Educational levels	No. of Asst. Prof./Assoc. Prof. - Library	Percentage
Ph.D,	27	67.5
P.G.(UGC-NET/SLET)	13	32.5
Total	40	100

Table 6 states that 13 out of 40 Assistant Professor/Associate Professor – Library are NET/SLET qualified, and there is no policy for these to do Ph.D. or

further research as they are only one in the library to do the all jobs. However the remaining 27 have Ph.D. degrees in Library & Information Science.

TABLE 7 EXPERIENCE OF ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR – LIBRARY

Experience (in years)	No. of Asst. Prof./Assoc. Prof. - Library	Percentage
Up to 5	NIL	0
5-10	18	45
10-20	14	35
Above 20	8	20
Total	40	100

This Table 7 displays that the all professionals are having good experience in their fields. Most of them have more than 5 years of experience but less than 10 years. Only 8

Assistant Professors-Library have more than 20 years of working experience.

TABLE 8 STATUS OF HUMAN RESOURCES IN THE LIBRARIES (DESIGNATION-WISE)

Designation	No.
Assistant/Associate Professor	40
Deputy librarian	1
Assistant librarian	1
Professional Asst./Cataloguer	2
Library Assistant	-
Library Attendant	-
Book Lifter	2
Office Assistant/ Clerk/ Data entry operator	3
Peon	47

Table 8 is showing the real picture of HR in college libraries of UP State, most of the colleges are lacking the staff at each level, even the single post of Assistant

Professor/Associate Professor - Library (Formerly Librarian) is not filled in 118 libraries.

TABLE 9 PROBLEMS FACED RELATED TO HUMAN RESOURCES IN LIBRARIES

Problems	No. of Libraries
Lack of professional manpower	118
Lack of ICT literate staff	158
Improper HRD Policy	158

Table 9 reveals that all the 158 college libraries are lacking the HRD policy.

VII. FINDINGS

- a. After study it is found that libraries are in the position of having a single Assistant Professor/Associate Professor on the staff and independently developing and administering routine working systems, classification systems, and hiring and evaluation systems. Many of them work within the personnel practices of UP state or parent institutions. While we certainly have the latitude and responsibility to manage our human resources to make the most of library performance and to recognize the worth of the individual employee, an acknowledgment by the author that there are broader systems within which most libraries operate would have added real-world credibility to his work.
- b. The study found that e-library services recently started by Dept. of Higher Education, Govt. of U.P. for faculty and students, but there are no additional human resource provided for this purpose. So most of the libraries facing problems how to provide better services without sufficient trained human resources.
- c. The study of present staff strength was found to be inadequate in the college libraries of Govt. college libraries of U.P.

- d. Majority of librarians/authority are not satisfied with staff strength.
- e. All libraries face lack of professional human resources, face lack of ICT literate staff, and improper HRD policy.
- f. The present study reveals that there is a great difference between the present and proposed staff strength in every library, which is responsible for the poor services of the libraries.
- g. None of the libraries have collection development policy to improve reading materials for providing better services.
- h. Study found that there is irregular budget for the library as provided by the Govt. of U.P. time to time.
- i. The study shows that all libraries are managed by neither staff formula proposed by University Grant Commission nor rules of manual.

VIII. SUGGESTIONS

On the basis of the findings of the study the following suggestions are made for better HRM practice in the Govt. college libraries of U.P. :-

- a. The Govt. of U.P. should follow some clear cut staff formula recommended for college libraries. Without considering this, the selection of library personnel or staffing is improper.
- b. There should be a proper IT infrastructure for each library to equip the staff with modern technology to store, organize, retrieve and disseminate information to their users.
- c. Provision should be created to recruit professional staff at all levels. Educational qualification experience, skills competencies, and ICT- literacy of the potential candidate must be given emphasis in the selection and recruitment process of human resources in the libraries.
- d. Keeping in view the present work load, need of users and services provided to the users by college library, the researcher proposes the following staff pattern which will be more effective to ensure smooth functioning of the library.
- e. Assistant Professor/Associate Professor: There should be 158 Assistant Professor/Associate Professor required for the libraries to supervise, organize and administer the entire library functioning and provide leadership to the fellow staff to organize the various activities of the library.
- f. Assistant Librarian: 158 Assistant Librarians are required to perform activities in different library.
- g. Professional Assistant: 2 professional assistant are required for each 158 college libraries to perform activities in different library services. So total 316 professional assistant are required.
- h. Computer operator: 158 Computer operators are required to perform activities in e-library services.
- i. Library Assistant: 2 Library Assistants are essential to assist the Assistant Librarians for smooth functioning of routine activities of the in each library. So 316 Library Assistants are required.
- j. Janitor: 158 Janitor are needed to assist the professionals in library.
- k. Book Lifters: 2 Book Lifters are needed to assist the professionals in circulation section in each 158 college libraries. So total 316 book lifter are required.
- l. To develop human resources, the Govt. College should undertake different HRD programmes including continuing education and training, IT-orientation, career development, organizational development etc. Libraries should create opportunities for staff training and higher studies with fellowship/ scholarship at home and abroad.

IX. CONCLUSION

The success of any college library largely depends on the intellectual, physical and technical infrastructures for effectiveness of library systems. The proper management of library human resources leads to the effective and efficient library and information services to satisfy library customers. Staff recognition and reward system by involving them in decision making. Planning should be bottom-up to make them feel they contribute and belong to their library.

Therefore, the college library should have well equipped with up-to-date collection of information resources, IT facilities, handsome budget, and experience and expertise. Besides governmental assistance, as an autonomous body, a college should take as well as implement a real-life plan for manpower development within limited resources. The authorities should also take initiative to implement suggested measures on priority basis for common interest of better HRM in Govt. College libraries in UP, State.

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APPENDIX- I

LIST OF GOVT. COLLEGES IN UTTAR PRADESH

S.No.	Name of Govt. College	51	Govt. College, DLW Varanasi
1	Govt. College (Girls) Badaun	52	Govt. College, Duddhi Sonbhadra
2	Govt. College (Girls) Hamirpur	53	Govt. College, Dumariyahanj Siddharth Nagar
3	Govt. College (Girls) Jhansi	54	Govt. College, Etawa
4	Govt. College (Girls) Raibareilly	55	Govt. College, Faizabad
5	Govt. College (Girls), Rampur	56	Govt. College, Faridpur Bareilly
6	Govt. College, Bahuwadehat Fatehpur	57	Govt. College, Fatehabad Agra
7	Govt. College, Banda	58	Govt. College, Fatehpur
8	Govt. College, Adalhat Mirzapur	59	Govt. College, Gabhana, Aligarh
9	Govt. College, Ahraula Azamgarh	60	Govt. College, Gajraula Jp Nagar
10	Govt. College, Akbarpur Ambedkarnagar	61	Govt. College, Gangeshwari JP Nagar
11	Govt. College, Akbarpur Kanpur	62	Govt. College, Gangoh Saharanpur
12	Govt. College, Alapur Ambedkarnagar	63	Govt. College, Gauribajar Deoria
13	Govt. College, Aliganj Lucknow	64	Govt. College, Gazipur
14	Govt. College, Ambari Azamgarh	65	Govt. College, Gohana Mau
15	Govt. College, Anaugi Kannauj	66	Govt. College, Gusaikheda Unnao
16	Govt. College, Anwal Khera Agra	67	Govt. College, Gyanpur
17	Govt. College, Aonla Bareilly	68	Govt. College, Hamirpur
18	Govt. College, Ashiyana Lucknow	69	Govt. College, Haraiya Basti
19	Govt. College, Atrauli, Aligarh	70	Govt. College, Harakh Barabanki
20	Govt. College, Aurai	71	Govt. College, Hardoi
21	Govt. College, Babrala Badaun	72	Govt. College, Harpur Nihastha
22	Govt. College, Badalpur GB Nagar	73	Govt. College, Hasaur Barabanki
23	Govt. College, Badaun	74	Govt. College, Hatabujurg Kushinagar
24	Govt. College, Banger Kannauj	75	Govt. College, Hempur Pilibhit
25	Govt. College, Bangermau Unnao	76	Govt. College, Iglas, Aligarh
26	Govt. College, Bangli Pinjda Mau	77	Govt. College, Jakkhani Mirzapur
27	Govt. College, Bareilly	78	Govt. College, Jalalabad Shahjanpur
28	Govt. College, BB Nagar Buland Shahar	79	Govt. College, Jalaun
29	Govt. College, Behat Saharanpur	80	Govt. College, Jalesar Etah
30	Govt. College, Bhadohi	81	Govt. College, Janhagirabad Bulandshahar
31	Govt. College, Bhojpur Moradabad	82	Govt. College, Kairana Shamli
32	Govt. College, Bidhuna Auriya	83	Govt. College, Kampierganj Gorakhpur
33	Govt. College, Bilaspur Rampur	84	Govt. College, Kandhla Muzaffarnagar
34	Govt. College, Bilsa Badaun	85	Govt. College, Kanth Shahjanpur
35	Govt. College, Bindki Fatehpur	86	Govt. College, Kaptanganj Basti
36	Govt. College, Bisalpur Pilibhit	87	Govt. College, Karwi Chitracoot
37	Govt. College, Bisauli Badaun	88	Govt. College, Kasganj
38	Govt. College, Chakiya Chandauli	89	Govt. College, Kaushambi
39	Govt. College, Chandauli	90	Govt. College, Khair, Aligarh
40	Govt. College, Chaprauli Bagpat	91	Govt. College, Khalilabad Sk Nagar
41	Govt. College, Charkhari Mahowa	92	Govt. College(Girls), Kharkhanda Meerut
42	Govt. College, Charra, Aligarh	93	Govt. College, Kota Saharanpur
43	Govt. College, Chibramau Kannauj	94	Govt. College, Kurawali Mainpuri
44	Govt. College, Chunar Mirzapur	95	Govt. College, Kursanda Hathras
45	Govt. College, Deoria	96	Govt. College, Lalganj Mirzapur
46	Govt. College, Devband Saharanpur	97	Govt. College, Lalitpur
47	Govt. College, Devganpura Mahowa	98	Govt. College, Madhavpuram Meerut
48	Govt. College, Dhanapur Chandauli	99	Govt. College, Magraha Mirzapur
49	Govt. College, Dhanupurhandya Allahabad	100	Govt. College, Magraura Pratapgarh
50	Govt. College, Didui Pratapgarh	101	Govt. College, Maharajganj

102	Govt. College, Mahmoodabad Sitapur
103	Govt. College, Mahobwa
104	Govt. College, Mahona Lucknow
105	Govt. College, Mahrauni Lalitpur
106	Govt. College, Manikpur Chitrcoot
107	Govt. College, Manth Mathura
108	Govt. College, Maudah Hamirpur
109	Govt. College, Miftiganj Jaunpur
110	Govt. College, Musafirkhana
111	Govt. College, Nadhabhoor Badaun
112	Govt. College, Nagwa Baliya
113	Govt. College, Naini Allahabad
114	Govt. College, Nanauta Saharanpur
115	Govt. College, Naugarhchandauli
116	Govt. College, Ninauwa Farrukhabad
117	Govt. College, NOIDA GB Nagar
118	Govt. College, Obra Sonbhadra
119	Govt. College, Odanyandariya Mainpuri
120	Govt. College, Palhipatti Varanasi
121	Govt. College, Paliyakalan
122	Govt. College, Panchvas Basti
123	Govt. College, Pathardeva Deoria
124	Govt. College, Paunikalan Sonbhadra
125	Govt. College, Pihani Hardoi
126	Govt. College, Pilibhit
127	Govt. College, Piphari Banda
128	Govt. College, Pulwara Lalitpur
129	Govt. College, Puwarka Saharanpur
130	Govt. College, Rabertsganj

131	Govt. College, Rajajipuram Lucknow
132	Govt. College, Rampur
133	Govt. College, Raniganj Pratapgarh
134	Govt. College, Rudhauri Basti
135	Govt. College, Saddik Nagar Gaziabad
136	Govt. College, Sahjanwa Gorakhpur
137	Govt. College, Saidabad Allahabad
138	Govt. College, Saidpur Gazipur
139	Govt. College, Salempur Deoria
140	Govt. College, Sambhal
141	Govt. College, Samthar Jhansi
142	Govt. College, Sangipur Pratapgarh
143	Govt. College, Sevapuri Varanasi
144	Govt. College, Shahganj Jaunpur
145	Govt. College, Shercot Bijnaur
146	Govt. College, Shivrajpur Kanpur
147	Govt. College, Shravasti
148	Govt. College, Sikandrrau Hathras
149	Govt. College, Sirsaganj Agra
150	Govt. College, Sitapur
151	Govt. College, Swar Rampur
152	Govt. College, Talbehat Lalitpur
153	Govt. College, Tilhar Shahjanpur
154	Govt. College, Tulsipur Balrampur
155	Govt. College, Unchahar Raibarailly
156	Govt. College, Unnao
157	Govt. College, Yusufpur Gazipur
158	Govt. College, Tappal, Aligarh