A Study on Human Resource Practices in Aided Higher Education Sector in Meerut District

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Abstract

Over the past two decades, the world saw a complete makeover in the way, Human Resource Management in organizations was defined, but in India, the change has been more prominent in the last decades. Higher Education Institutions leverage knowledge to spur innovation, improve customer service and help in achieving excellence. The administration, along with the faculty of the higher education institutes should pay attention in developing their educational institutes in the light of various dimensions of students' quality perception. They should comply with all the necessities, standards and requirements of quality education needed by students. Accreditation process and the law is not a solution for the problem instead the involvement of the stakeholders in every step is essential. The current paper describes the analysis of strategic human resource management practices in aided higher education sector with special reference to Meerut District. Standardized, valid and reliable tools were adopted for data collection.

Main Words- Human Resource, Higher Education, Career Progression

Introduction

Human Resources Management is a set of practices that businesses use to ensure that they have an effective workforce in place to meet operational needs. Successful organizations are those which value, develop and nurture their human capital to achieve their organizational goals and objectives. Human Resource Management Practices is a term used by many organizations which describes the combination of traditionally administrative personnel functions with performance, employee relations and resource planning. The goal of human resources is to reduce financial risk and optimize the return on investment from the company's human capital. Human resource managers are accountable for carrying out these tasks in a way that is efficient, compliant with the law, equitable, and consistent. By fostering a friendly environment, they aim to bring out the best in people. By fostering a friendly workplace where staff members may develop professionally, express their creativity, and have higher job satisfaction, they aim to bring out the best in individuals. A survey conducted by the Association of Commonwealth Universities (ACU) in 2006 indicated that the development of a more strategic approach to Human Resources Management, while critical, is still a relatively recent phenomenon. The survey also found that human resource management has become increasingly professional and more closely aligned with institutional management in the past decade. The Human Resources Management departments are charged with the responsibility of addressing wide-ranging changes within the university workforce (Daysh and Kubler 2009). Recruitment and

retention, staff pay structures, performance evaluation, the creation of newand evolving staff roles, the aging of academic staff, shifts in employee relations, and the creation of administrative tools to address these changes were among the issues that came to the forefront.

Objectives

1. To study the recruitment and selection techniques of this sector.
2. To study performance appraisal practices.
3. To study the career progression practices of the sector.

Research Methodology

- **Sample Design:** A working staff of 200 is taken as sample.
- **Collection of Data:** The study is based on both primary and secondary data collected through questionnaire and published materials.
- **Tabulation, Analysis and Interpretation of Data:** Collected data has been analysed and interpreted using necessary statistical and mathematical tools.

Strategic Human Resource Management Practices

The quality of higher education depends on the quality of faculty members and their intensive involvement in education, research, and development. The recruitment, selection, placement, and induction of faculty members play a role to contribute to quality education. A brief description is given in subsequent section.

Selection process of faculty members

At present, there is no standard process followed at the national level for selecting the people at different positions in the university. The existing system of selection has provision for qualification and experience which may not match with the competencies required for the position. So the authorities may come out with a standard process of selection of human resources may be at the national level and university level ensuring a minimum level of competency profile set for different positions.

Performance appraisal

Performance appraisal may be based on many factors such as potential, competence, aptitude, aspiration, etc. The appraisal format is designed in such a way that it acts as planning, implementation, monitoring, and assessment tool. The format should be data, fact, figure, and performance-based in most of the cases and not on input, process and behaviour base. The format encompasses the provisions of policy such as innovation, research, professional development, and other services to the institution. The performance appraisal results should be used for training, development, mentoring, guidance, coaching, and counselling purpose for individuals and teams.

Career progression

Persons performing well need recognition and advancement in their careers. At the university level, the career advancement scheme needs to be designed and implemented to promote performance excellence and creates competitive spirit among people working at the same level.

Conclusion

Systematically and scientifically designed and implemented will result inan assessment of current human resource capability in university, estimating the future requirements of human resources, selection of a right person for the right position, effective orientation and induction of the faculty in the system, competent and willing leaders and faculty members for achieving institutional goals, effective utilization of human resources, no gap for a particular position, recognition for achievements, right deployment of individuals and teams, harnessing the full potential of individuals and teams, highly self-motivated and guided faculty members, effective grievance management, retention of faculty, satisfied faculty members and staff. These outcomes will result in innovative practices, effective change management, conductive culture, image building, personal pride, empowerment, sense of accountability. Over a period, say five to ten years these results

will be transformed into sustained quality education, academic excellence, satisfied faculty members, work-ready graduates, happy employers, responsive university for an economic, social, and environmental cause.

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