

Human Resource Practices in Self-Financed Sector in Higher Education

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Abstract

Modern universities are institutions of society that best solve the problem of translating knowledge into intellectual capital. The solution to this problem is provided by the lecturers and researchers of the university. Therefore, for educational organizations, the concept of human resource management has become the main basis of management. The purpose of the study is to examine and analyse the level of human resource management practices in self-financed professional institutions. The study shows an optimistic correlation with affective commitment. The high positive compensation and performance-based employee appraisal with normative and affective commitment.

Main Words- Human Resource, Self-Financed Sector, Higher Education

Introduction

The HR management system attained a strategic foundation by quickly modifying the fundamental procedures in a self-financed higher education institution in a successful competitive setting. The HR system is increasingly based on individual performance and evaluation in order to raise employee quality. The most valuable resources in higher education institutions are the individual contributions made in the areas of skill development, training for new technologies, and improving instructional techniques.

HR management includes staff requirements, selection, and termination. It encompasses the fundamental hiring process, which involves interviewing qualified candidates. The methods and regulations for firing employees. Environmental protection and risk management are included in the concept of risk management, health, and employee safety. It required acceptable salaries and compensation for its employees, a demand for, selection of, and compliance with

termination with all relevant laws, handling the conditions and techniques of salary negotiations based on employee labour contracts. To maintain leisure, manage employee absences related to leave or medical reasons, which involves decision-making and pay.

Objectives

1. To study the effect of recruitment and selection techniques on level of satisfaction of employees of this sector.
2. To study the effect of performance appraisal & compensation practices on level of satisfaction of employees.
3. To study the effect of promotion policies on level of satisfaction of employees.

Research Methodology

1. **Sample Design:** A working staff of 200 is taken as sample.
2. **Collection of Data:** The study is based on both primary and secondary data collected through questionnaire and published materials.
3. **Tabulation, Analysis and Interpretation of Data:** Collected data has

been analysed and interpreted using necessary statistical and mathematical tools.

Recruitment and selection techniques and satisfaction of employees

The starting point in any recruitment process is an accurate analysis of the job. Selection and assessment chosen for the selection process should be done on the basis of the requirement of the job. From the analysis, recruitment and selection is of prime importance to job satisfaction in order to get the best of employees.

Performance appraisal and satisfaction of employees

Both employees' satisfaction and performance appraisal are interrelated with each other. Performance appraisal should satisfy the employees and if the employees are not satisfied with the performance appraisal, then it should be explained to them that why their performance is not proper, counselling is the best way to overcome this problem about the employees' performance through which it's get clear about the personal and organization goals.

Promotion policies and satisfaction of employees

Promotion can be one of the factors that an employee can see as an aspect of job satisfaction. When employees perceive that there are golden chances for promotion, they feel satisfied for the respective place in the organization.

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Conclusion



The Study on satisfaction level on recruitment and selection was satisfactory. The organization should improve their techniques or the processes in recruitment and selection. When integrating new technologies or business processes, should focus more on training and development of staff.

It is concluded from the study that if employees are satisfied from performance appraisal their contribution towards organizational achievements will be increased. If employees feel dissatisfied with performance appraisal and perceived it to be inaccurate and unfair, they will be not motivated to use appraisal criteria to improve their performance.

The study reveals promotions have an immediate positive effect on job satisfaction. The positive effect on job satisfaction will most likely improve job performance. The effect of a job promotion seems very impressive if translated into the level of wage increase that is needed to produce the same effect on job satisfaction.

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