

## **HR in Advanced Education: A Factor for Innovative Financial Improvement of India**

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### **Abstract**

*Higher education is an important tool for improving the social life of a nation. As we all know, Higher education in India is facing difficulties. Due to liberalization and globalization, doors of foreign universities are open for candidates which are ready to provide better salaries and better working conditions to employees. Indian universities have to be more alert in this case. The purpose of this study is to know about existing human resource practices in higher education. The researcher has taken private institution of Uttar Pradesh. This study is based on observation. The results showed there is need to improve human resource practices (recruitment and placement, training and development, performance appraisal, compensation and benefits) as these are the key factors for motivating the teachers.*

*Key words: recruitment and placement, training and development, performance appraisal, compensation and benefits*

### **Introduction**

Due to globalization all over the world, the culture of each and every organization has been changed. Higher Educational Institutions are also affected due to this change all over the world as they are also the work places for their employees. Now a day, education is also considered as business and there is a lot of competition in every business. To beat with this competition effectively, Quality of human resource and its consideration as the main focus of the educational institutes is a big factor for the success. HR in advanced education which is viewed as a huge factor for social, logical, innovative, financial, political improvement of countries. Almost all universities and affiliated institutions offer HRM courses and train their students to make them good managers but they are not able to train their human resources due to certain factors. That is the reason, why higher education is still controlled by public sector.

An organization can achieve its targets like quality, enhancement of profits, customer satisfaction and loyalty easily if it has proper management of human resources and sustainable competitive advantage can be achieved by the same.

## **Human Resource Management**

Human Resources are the most valuable asset for any organization. They are the bearer of cultures, experiences, abilities and skills and can generate innovations and creation in order to get the maximum profits. With the inventive and innovative soul, human resource can make the difference amongst success and failure, disappointment and achievement. If human resources get consideration from organization, it will lead to decrease in critical situations.

HRM is basically the management of human resources, how an organization can utilize its human resource. Effective the utilization of human resources, effective the results an organization can get.

### **Role of HRM in Higher Education**

The role of university and its teachers is becoming more and complex. The teachers are being challenged with the increase of teaching load, continuous improvement and research responsibility. The performance demands from faculty have increased tremendously. This is the time the universities in India need to evolve in many areas. In this context, HRM is one of the dimensions which need improvement. Researcher has taken four human resource practices which are as follows:

#### **Recruitment and Selection**

These are two imperative human asset functions that guarantee that the organization has a satisfactory supply of human resource at all levels and in all positions at the perfect time and in the correct place. Recruitment and Placement must be done on the basis of forecasting of human resources. Strategies must be contrived for recruitment of good and satisfactory number of teaching and non-teaching staff remembering present needs and plans for expansions. Recruitment in higher educational institutes can be done according to number of students. If there is less vacancy in any department of institute, they go for recruitment on ad-hoc basis because a single recruitment involves a lot of formalities and clearances from many departments and this entire process is too long and time-consuming. For getting the competitive advantage, a higher educational institute should have best faculties and this can be done only through reduction of bureaucracy during selection process.

#### **Training and development**

All the human resource functions are very critical because all the functions are associated with each other. It is very difficult to perform all of these in effective and efficient manner. After recruitment and placement, now this is the time to think how employees can develop on the job for yielding best outputs. This function is beneficial for both employer as well as employee because it is important to utilize employees' optimum potential. This function makes them prepared for handling the present and future situations as well as for taking additional responsibilities.

Training and development is all the more vital function for the higher educational institutes as preparing to workforce will have a double effect, in light of the fact that they will get trained as well as have the capacity to convey better as far as educating, along this will benefit students too.

At present after appointment as teaching faculty, they have to complete orientation and refresher courses to make themselves more practical and more relevant. Soft skills training is also must as higher educational institutes deal with people.

### **Performance Appraisal**

Performance appraisal means assessment of performance of employees. A good and effective performance appraisal help to direct behaviour of employees towards the objectives of organization and it will also help in how well the objectives are being accomplished. Higher educational institutions need to move beyond the essential appraisal systems laid by regulatory bodies. They should work with their own particular frameworks which help them to choose the good performers. This is essential because objectives of every institution and its students are different so the standardized parameters set by administrative bodies don't regularly yield the outcomes, institutions is looking for.

### **Compensation and benefits**

This is one area where the system is very sluggish to take action and is more reactive than proactive. With abridged state financial support and increasing cost it has difficult for institutions to carry on. Further where an institution is partly privately funded and partly funded by the government, the differences in compensation packages add to internal discrimination, which is not favourable to organizational health. Time has come for institutions to work out their own innovative incentive schemes so as to motivate employees to put in their best so that an institution can create and sustain a competitive advantage.

### **Conclusion**

The findings revealed that there is need of improving the Human resource practices in higher educational institutions. Most of the universities have no separate HR department which indicates that human resource functions are not executing properly. After reviewing so many research papers, it is found that there are very few studies in the area of human resource management in the technical and non- technical institutes of Uttar Pradesh. There is need to do more research in this area.

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