



A Study of HRM in higher Education Institution

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CHAPTER I

Introduction:

Human resources are increasing in the present business environment. Human resource is being considered as the nucleus of an organization; it is, no doubt, has become one of the biggest sources of competitive advantages for organizations. In the competitive environment of today world, any competitive advantage achieved by the organization is copied or imitated by its competitors in the minimum time but there is very rare case to copy the talent and abilities associated with motivated staff, hence organizations need to invest more and more in human resource to improve qualities and skills of their workers for achieving organization's strategic goals and objectives.

Remarkable changes and advancements have emerged in the higher education sector of Pakistan in the last few years. Higher Education Commission (HEC) of Pakistan is carrying out various programs for improving teachers' motivation for the enhanced performance of higher educational institutions (HEIs).

Revising compensation packages, training programs, increased facilities, indigenous and foreign scholarships for improving qualifications and many others are the part of such schemes initiated by HEC.

After allocating various resources to teachers' development and spending billions of rupees on them, HEC demands loyalty, perfection, effort and sincerity from teachers in return.

To maintain motivated teaching staff, HR departments of HEIs have to attract the right people to the institutions by offering various things like proper compensation, a learning environment, scientifically designed performance management system and training and development opportunities, etc.

This research has elaborated various factors of teachers' motivation, these include:

(1) COMPENSATION:-

Compensation packages offered to teachers in HEIs need to be made suitable in accordance with the qualification, abilities experience of a teacher and market rates, etc.

(2) JOB DESIGN AND WORKING ENVIRONMENT:-

Teachers' jobs need to be designed properly. The workload on teachers should not be higher that leads to demotivation. There should be a learning environment for teachers in HEIs and administration should try maximum to treat their teachers' with respect and without any discrimination.

Motivation is a compulsory ingredient for job retention and motivation is the common element between job retention and job performance of employees. Therefore this is much important for the HR management of an institution to ensure that the employee is motivated enough to perform well and to be retained in the institution for longer period of time. Any organization to be successful in global market, it is important to have motivated, satisfied and skilled human resource that could lead the organization to achieve its goals and objectives.

Teachers are the core employees of educational institution who plays an important role in the institution's success and in creating and promoting its good will among students and academia. Therefore teachers' motivation is an imperative and inevitable objective of the institutions' management in any educational institution. Teachers' motivation is an important player in the success and performance of an educational system. Teachers' motivation is one of the biggest contributors in maximizing teachers' performance.

A strong relationship has been found between teachers' motivation and students' achievements. The researchers have shown that teachers' motivation affects students' achievement positively; it increases overall productivity of the institution. On the other hand lack of teachers' motivation as one of the major hurdle in achieving teaching quality.

CHAPTER III

PROFILE OF THE STUDY AREA



Several disciplines make up the HR department, and human resources managers working at smaller companies might perform more than one of the five main duties: talent management, compensation and benefits for employees, training and development, compliance, and workplace safety.

1. TALENT MANAGEMENT:-

The talent management team in the HR department covers a lot of ground. What used to be distinct areas of the department have been rolled up under one umbrella. The talent management team is responsible for recruiting, hiring, developing, and retaining employees.



The talent management group is also home to HR practitioners who focus on workforce planning and management. This area includes succession planning and retention efforts across the business, from the C-suite on down. When an employee resigns, retires, is fired or laid off, gets sick, or dies, the workforce planning team kicks into action.

2. COMPENSATION AND BENEFITS:-

In smaller companies the compensation and benefits roles can often be overseen by one or two human resources professionals, but companies with a larger workforce will typically split up the duties. HR functions in compensation include evaluating the pay practices of competitors and establishing the compensation structure. The compensation department is also responsible for creating job descriptions in tandem with department managers, as well as working with talent management on succession planning.

3. TRAINING AND DEVELOPMENT:-

Every company wants to see its employees thrive, which means providing them with all the tools they need to succeed. These tools aren't necessarily physical such as laptops, job-related software, or tools for a particular trade; they can include new employee orientation, leadership training programs, personal and professional development, and managerial training. Training and development (sometimes called learning and development) is an integral part of the HR team. Depending on the type of employee role played at the company, the training team might be responsible for building out instructional programs that have a direct effect on the success of the business. Today, many colleges and universities offer degrees in training and development; an instructional design degree would also be helpful in this role.

4. HR COMPLIANCE:-

Legal and regulatory compliance is a critical component of any HR department. Employment and labor laws are highly complex, and having a team devoted to monitoring this ever-changing landscape is essential to keeping companies out of trouble with federal, state, and local governments' laws. When a business is out of compliance, it can result in applicants or employees filing claims based on discriminatory hiring and employment practices or hazardous working conditions. The HR compliance team is also heavily involved—working in tandem with other HR practitioners—in developing all company policy that makes up the employee handbook.

5. WORKPLACE SAFETY:-

Of course, every company wants to provide a safe place to work for its employees, and the Occupational Safety and Health Act of 1970 (OSHA) actually mandates that employers provide a safe working environment for their workers. A large focus area for HR is developing and supporting safety training and maintaining federally mandated logs in the event injuries or fatalities happen at work. In addition, this department often works hand-in-hand with benefits specialists to manage the company's Workers' Compensation filings.



RESEARCH SETTING: The study was conducted at Govt. College of Nursing, Srinagar. The total accessible population of students was 100. **STUDY POPULATION:** In this study the population comprises of Second Year Students studying in Govt. College of Nursing, Srinagar. **SAMPLE:-** The present study was conducted on 30 second year students, who were available during the period of data collection.

SAMPLING TECHNIQUE:- In this study Simple Random sampling technique was used to select the sample. Sample consists of 30 second year students which were selected by lottery method. **Data collection Instrument/Tool:** In the present study, data collection instrument used was Perceived Stress Scale (PSS) to assess the stress level Development of the tool (Perceived

Stress Scale (PSS): The tool was prepared on the basis of Objectives of the study. Perceived Stress Scale (PSS) comprised two sections:

Section A: Deals with demographic data related to the students. It includes gender.

Section B: Perceived Stress Scale is a classic stress assessment tool. It comprised of 10 items.

CHAPTER IV

DATA ANALYSIS AND INTERPRETATIONS

Perceived Stress Scale A more precise measure of personal stress can be determined by using a variety of instruments that have been designed to help measure individual stress levels. The first of these is called the Perceived Stress Scale. The Perceived Stress Scale (PSS) is a classic stress assessment instrument. This tool, while originally developed in 1983, remains a popular choice for helping us understand how different situations affect our feelings and our perceived stress. The questions in this scale ask about your feelings and thoughts during the last month. In each case, you will be asked to indicate how often you felt or thought a certain way. Although some of the questions are similar, there are differences between them and you should treat each one as a separate question. The best approach is to answer fairly quickly. That is, don't try to count up the number of times you felt a particular way; rather indicate the alternative that seems like a reasonable estimate.

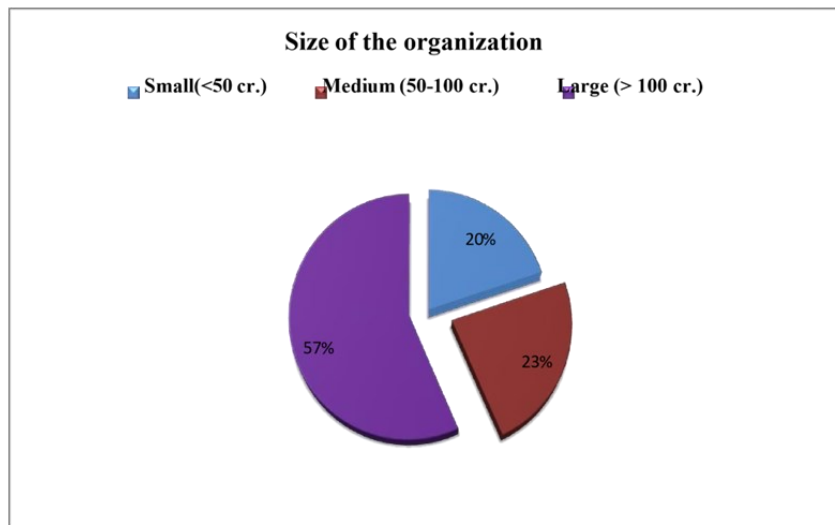
Scoring pattern/criteria to assess stress: Individual scores on the PSS can range from 0 to 40 with higher scores indicating higher perceived stress. 1. Scores ranging from 0-13 would be considered low stress. 2. Scores ranging from 14-26 would be considered moderate stress. 3. Scores ranging from 27-40 would be considered high perceived stress. **Data collection procedure:** In the process of data collection, The Perceived Stress Scale (PSS) were distributed to the selected participants in their classroom. As the level of education was known to understand the English language of item statements, the Perceived Stress Scale (PSS) was used with no translation to the local language. Thus, the Perceived Stress Scale (PSS) was easily administered by the participants. However, to smoothly facilitate the process of data collection, we were present at time. **Data analyses procedure:** First, data were inputted into 21 SPSS version. Then, descriptive statistics such as frequency of distributions, mean, and standard deviation were used to summarize and analyze the data. Finally, to test whether students' level of stress significantly differed across their gender, chi-square test for independence was determined. **Results:** Descriptive statistics of the study variables:

CHAPTER IV

DATA ANALYSIS AND INTERPRETATIONS

	Frequency	Percent	Valid Percent	Cumulative Percent
Small (<50 cr.)	6	20.0	20.0	20.0
Medium (50-100 cr.) Valid	7	23.3	23.3	43.3
Large (> 100 cr.)	17	56.7	56.7	100.0
Total	30	100.0	100.0	

SIZE OF THE ORGANIZATION



SIZE OF THE ORGANIZATION

SOURCE – PRIMARY DATA

In this study, the researcher analyzed E-HRM efficiency. So, the existence of E-HRM activity is necessary for the study. The researcher has bounded more than forty percent of electronic activity in HRM functions categorized as ‘Yes’ and lower than that categorized as ‘No.’ In this study, within thirty organizations, twenty-nine companies are involving with E-HRM activity with more than 40%.

But don’t worry—these abysmal statistics don’t mean you’re doomed to failure. You can be in the small percentage of businesses that actually achieve the goals in their strategic plans, and we’re here to tell you how. (You’re already a step ahead of your competitors simply by taking the time to research the problem!) Over the years, we’ve helped hundreds of clients beat the odds using the steps outlined in the guide below. It covers everything you need to know about strategy planning and execution, from beginning to end, in each of the three critical phases:



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- 1.Preparing for strategic planning.
- 2.Creating your strategic plan.
- 3.Putting your strategic plan into practice.

Based on our experience, we know that following this three-phase approach will significantly increase your odds of getting high-quality results.

On one hand, that definition makes strategy planning sound like a Business 101 concept— defines your goals and a plan to achieve them. Unfortunately, the strategic planning process isn’t as straightforward as it seems, especially for large companies.

CHAPTER V

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS:-

Though the FMCG sector is one of the fast-growing service sectors in India, researches do not provide a clear idea of measurement of the benefits of E-HRM utilization on different types of E- HRM practices. This study gives on the light on the possible influence of different E-HRM practice on different types of significant factors such as financial benefit, customer satisfaction, and strategic capability for web-based HRM practice than normal HRM system.

Our empirical result shows that operational, transformational, and relational E-HRM practice positively influenced different types of benefits which enhance to achieve the organizational goal. In our study, we have found that operational, transformational, and relational E-HRM practices have a very significant direct impact on financial benefit, customer satisfaction, and strategic capability. These benefits over normal HRM provides HR professional to keep busy in the strategic part of the organizations which ultimately keep lingering efficiency of the organization.



Our empirical study confirms that the drivers of E-HRM practice are a significant determinant to measure the HRM efficiency and benefits in FMCG Company.

This study also indicates that there is a clear mean difference in the functions of HRM and E- HRM practice. This makes HR professionals more attractive to use the E-HRM system than normal HRM.

Our graphical model confirms that E-HRM practice is a significant relationship with the transactional time reduction of an organization.

SUGGESTIONS:-

- ⇒ Review Compensation and Benefits.
- ⇒ Communicate and Foster a Strong Culture.
- ⇒ Develop Talent from Within.
- ⇒ Wellness Initiatives.
- ⇒ Ensure Compliance.
- ⇒ Embrace Technology and Analytics.
- ⇒ Understand Your Organization's Strategic Goals.
- ⇒ Providing security to employees.
- ⇒ Selective hiring: Hiring the right people.
- ⇒ Self-managed and effective teams.

CONCLUSION:-

In today world, the Human Resource Management plays a very significant role in the daily life.

On the one hand, the Soft and Hard Human Resource Management influence on the business and lets them development rapidly. It can improve employee's motivation in a business and pay attention to company's policy and law respectively, which can increase the efficiency of company and get higher profits. On the other hand, trade unions help the employee to achieve negotiation successfully in the early time; it means the employee can negotiate a better wages and a good working condition. However, at the present, the employment law gradually becomes the focus in the world, because it has more restrictive and more favorable to protecting employee's benefit. in the future, the Human Resources Management will continue to play its role in each business



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