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PERCEPTION TOWARDS HUMAN RESOURCE DEVELOPMENT CLIMATE IN THE UNIVERSITIES OF ASSAM

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Abstract :- Normally, the term 'climate' is used and associated with the concept of 'Organizational Climate'. Human resource development climate is an integral part of organizational climate. It can be defined as perceptions the employees can have on the developmental environment of an organization. This concept of Human resource development climate always contributes to the area of enhancing capabilities of individuals, team and the entire organization or it can be said that organizations' wellbeing and self-renewing capabilities are only possible through increasing the effectiveness in Human Resource Development Climate. Assam, the prominent state of North-Eastern region has total 9 Universities at present as centre of higher education among which two are central type and others are state universities in nature. It is expected that there may have some differences in the prevailing HRD Climate among the universities. So, in the present problem, an attempt has been made to make a study on the prevailing Human Resource Development Climate in the Universities of Assam.

Key Words:- Human Resource, State University, Climate

INTRODUCTION

CONCEPTUAL BACKGROUND OF THE STUDY:

Education is regarded as the potential instrument of national development as it is a process that makes a complete individual. Education is considered as a lifelong process of growth and development of human being, and as an activity which brings about lot of changes in the society. Without developing the own intellectual base, no nation can survive; no nation can become progressive in its different aspects of modern society. According to World Bank "If knowledge is electricity of the new informational international economy, then institutions of higher education are the power source on which new development process must rely" (World Bank 1993). If the nation has to change, our universities will have to initiate the process and make themselves the change agents because, except universities, no other institution or organization can ignite the process of change in any country.

"A University stands for humanism, for tolerance, for reason, for progress, for the adventure of ideas and for the search for truth...But if the temples of learning become a home of narrow bigotry and petty objectives, how then will the nation prosper or a people grow in stature." (J. Nehru, The first Prime Minister of India in his convocation address given to Allahabad University). Presently, it is noticed that current trend of privatization, commoditization and commercialization of education has led to the universities as business ventures establishing new alliances. It has also been noticed that in order to cope up with the education of advanced countries, demand for skill-based/ employment oriented university education throughout the country has been increasing simultaneously. In such a situation, state universities of the country are struggling a lot in maintaining the standard of education with their limited infrastructure and resources. In case of financial management and expenditure incurred in running these higher educational institutions, state universities are fully dependent on the respective state governments. There is ample evidence that Vice-Chancellors of few state universities of the country had to resign from this most respectable Chair position of a university, facing lots of difficulties. Such type of situations definitely may hinder in

maintaining the Human Resource Development Climate of the University. So, there is the need to carry out a study on the Human Resource Development Climate in the universities of Assam

STATEMENT OF THE PROBLEM

Under the purview of such observations, the problem has been stated as “*Perception towards Human Resource Development Climate in the Universities of Assam*”

SIGNIFICANCE OF THE STUDY

Education is viewed as a developmental activity which has the power to bring about vast changes in the society. The process of human resource development in the universities too, invariably means change – a change for the betterment of the society and that kind of positive changes can be made only through various kinds of quality educational activities. With a view to attain egalitarian values or so called positive changes of the society, it is expected that the phenomenal growth in educational facilities would lead to a balanced development of human resources. In this respect, University education can make a reservoir of trained manpower for the national economy by creating congenial Human Resource Development Climate. Therefore, keeping this view in mind, it can be noted that the present problem is very significant and needs to study seriously about the prevailing Human Resource Development Climate in the Universities of Assam

OBJECTIVES OF THE STUDY

- (i) To study the perception level of teachers and nonteaching staff towards the prevailing HRD climate of central and state universities of Assam
- (ii) To study the difference in perception of teachers and non-teaching staff towards the prevailing Human Resource Development Climate in the State Universities.
- (iii) To study the difference in perception of teachers and non-teaching staff towards the prevailing Human Resource Development Climate in the Central Universities.

HYPOTHESES OF THE STUDY

Ho.1. There is no significant difference in the perception of teachers and non-teaching staff of State Universities towards the prevailing HRD Climate.

Ho.2. There is no significant difference in the perception of teachers and non-teaching staff of Central Universities towards the prevailing HRD Climate

DELIMITATION OF THE STUDY

The study has been delimited to regular Mode Central and State Universities of Assam.

REVIEW OF RELATED LITERATURE

A few research studies which were carried out on Human Resource Development Climate are highlighted here-

Mufeed & Gurkoo, (2006) highlighted on the whole gamut of HRD climate in universities and other equivalent higher level academic institutions by eliciting employee perceptions on HRD climate. The study was “Enhancing Educational Institutions Effectiveness through HRD Climate: An Empirical Assessment” and it was conducted to assess the existing status of human resource development climate in the University of Kashmir

Rodriguez, L.L.R (2006) studied on “Correlates of Human Resource Development Climate Dimensions: An Empirical Study in Engineering Institutes in India”. This study was undertaken in Karnataka State; taking a sample of 200 teaching faculty through proportionate representative random sampling method. Through this empirical study, missing HRD mechanisms were identified on the basis of which suggestions were made for the improvement of HRD climate.

Mohanty, B. Parija, S. & Sahu, G. (2012) conducted a study entitled “An Empirical Study on HRD Climate and Its Impact on Job Performance in Private Insurance Companies in Odisha” It was found that HRD climate was good in the private insurance sector in Odisha and has a positive influence on job performance of the employees of private insurance companies in Odisha.

Chougale, P. (2013) conducted study on “HRD Climate in Higher Educational Institutions: An Empirical

Assessment.” The study was conducted grouping the HRD Climate into three broad categories- general climate, OCTAPAC Culture and HRD Mechanism. The findings of the present study indicate that- Overall there exists an average level of HRD Climate in higher educational institutions; General HRD climate in HE institutions is slightly more than average level.

METHODOLOGY ADOPTED IN THE PRESENT STUDY

In the present study, Descriptive Survey method has been applied according to the nature and purpose of the problem. Total four Universities (two central and two states) have been selected purposively as sample institutions for the study. To study the prevailing Human Resource Development Climate in the Universities total 600 respondents taking 150 from each university were taken. Among them 75 were selected from teaching professionals and 75 were non-teaching staff. The investigator used a readymade standardized tool developed by Rao and Abraham (1990) at Xavier’s Labor Relation Institution, Jamshedpur Centre (XLRI). The investigator followed the slightly modified questionnaire by Mufeed and Gurkoo (2006) in the present study. This tool is popularly known as (HRDCQ) Human Resource Development Climate Questionnaire.

ANALYSIS AND INTERPRETATION OF DATA:

After collection, objective-wise treatment was given to data through tabulation, classification and analysis. For the purpose of analysis and interpretation Mean, S.D. and t test were applied. Perception level was classified by calculating the P33 and P67.

Table-1
Teachers and Non-teaching Staff’s Percentage of Scores on Perception towards the Quality of Human Resource Development Climate of Central and State Universities

Level of Perception	Central Universities				State Universities				Total	
	Teacher		Non-Teaching Staff		Teacher		Non-Teaching Staff		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
Low group (52-90)	20	13.3	16	10.7	28	18.7	6	4	70	11.7
Medium group (91-128)	114	76	130	86.6	118	78.6	134	89.3	496	82.7
High Group (129 - 167)	16	10.7	4	2.7	4	2.7	10	6.7	34	5.7
Total	150	100.0	150	100.0	150	100.0	150	100.0	600	100.0

Ho.1 There is no significant difference in the perception of teachers and non-teaching staff of State Universities towards the prevailing HRD Climate

Table No. 2
Table showing the significant difference in the perception of teachers and non-teaching staff of State Universities towards the prevailing HRD Climate

Group	N	M	SD	(CR) t	df	Level of Significance
S.U. Teacher	150	104.32	15.39	1.071	298	NS
S.U. Nonteaching Staff	150	106.76	12.33			

In table 2, S.U.= State University

Interpretation of Table No. 2

In table no.2 calculated t- value is found as 1.071 and it is smaller than table value at 0.05 confidence levels. Hence, it is not significant. As it is not significant, the null hypothesis (Ho2.6) “There is no significant difference in the perception of teachers and non-teaching staff of State Universities towards the prevailing HRD Climate” is accepted. It means no significant difference is observed in the perception of State University Teachers and Non-teaching staff towards the prevailing HRD Climate.

Mean value of state university teachers’ perception towards Human Resource Development Climate (104.32) is lower than the mean value of state university non-teaching staff’s’ perception (106.76). Therefore it can be concluded that state universities’ teachers have a little low perception than the state universities’ non-teaching staff’s perception towards human resource development climate but is not significant.

Ho.2 There is no significant difference in the perception of teachers and non-teaching staff of Central Universities towards the prevailing HRD Climate.

Table No. 3
Table showing the significant difference in the perception of Central University teachers and non-teaching staff towards Human Resource Development Climate

Group	N	M	SD	(CR) t	df	Level of Significance
C.U. – Teacher	150	110.33	18.81	1.26	298	NS
C.U. Non-teaching Staff	150	107.09	11.92			

In Table 3, C.U. = Central University

Interpretation of Table No. 3

Table no.3 shows the t-value between the perception score of Central University teachers and central University Non-teaching staffs in respect of prevailing Human Resource Development Climate in the Universities. The calculated t value is 1.260 and it is less than table value at 0.05 confidence level. Hence, it is not significant and the Null Hypothesis (Ho2.1) “There is no significant difference in the perception of teachers and non-teaching staff of Central University towards the prevailing HRD Climate” is accepted.

Mean value of central university teachers’ perception towards Human Resource Development Climate (110.33) is higher than the mean value of central university non-teaching staff’s perception (107.09). Therefore, it can be concluded that central universities’ teachers have a better perception than the State universities’ non-teaching staff towards human resource development climate but this difference is not significant difference.

FINDINGS OF THE STUDY

After analysis and interpretation the following findings were drawn-

- (i) Perception of Non-teaching staff towards the Universities’ Human Resource Development Climate was higher than the Perception of teachers.
- (ii) Mean value of central universities’ Human Resource Development Climate (108.71) is higher than the mean value of state universities (105.54) as perceived by all the sample respondents.
- (iii) No significant difference was found in the perception of Teachers and Non-teaching staff of the Universities of Assam towards the prevailing Human Resource Development Climate in the Universities.
- (iv) Mean value of central universities teachers’ perception towards Human Resource Development Climate (110.33) is higher than the mean value of central universities non-teaching staff’s perception (107.09)

- (v) Mean value of state universities teachers' perception towards Human Resource Development Climate (104.32) is lower than the mean value of state universities non-teaching staff's' perception (106.76).
- (vi) In both types of universities most of the respondents' (81.33% in Central & 84% in State) perception towards human resource development climate was found to be of medium level.
- (vii) From central universities highest 76% teachers and 86.6% non-teaching staff showed their medium level perception towards their universities' human resource development climate
- (viii) From state universities highest 78.6% teachers and 89.3% non-teaching staff showed their medium level perception towards the prevailing human resource development climate in the universities.

EDUCATIONAL IMPLICATIONS

The study has its implication for the university people that motivational Human Resource Development Climate is not to be discussed but to be practiced by providing adequate infrastructural facilities.

CONCLUSION

In the present study, no significant difference was observed in the perception of respondents of the central and state Universities of Assam towards the prevailing Human Resource Development Climate in the Universities. Therefore, findings related to human resource development climate in all the universities of Assam may said as almost equal type maintaining medium quality climate.

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