

## **A Study on Human Resource Practices in Private Educational Institutions in Chennai City**

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### **ABSTRACT**

This present study is concerned with human resource practices in private education institutions in chennai city. Every organization is facing the problem to selecting the employee and dividing job to them and the organization success is also depended on the human resources. This study is elaborated to knowing about the selection process of employees in educational institutions and training programs and atmosphere and infrastructure of work place and satisfaction of employees. This study helps the researcher to identify the problems of employees and is being faced them and give suggestions to solve the problem. Nowadays educational industry is one of most developing industry in our country.

### **1. INTRODUCTION**

Human resource is doing a typical role for an organization success. Human resource is nothing but to finding the right employee, recruiting for particular job, giving specialized training and administrating the employee benefits. The work of evaluating the employee's skills, motivating them, designing and structure of job is essential work of human resource practices. This study has been used to analyze the innovation in recruitment, selection of employees, proper training through success. Economic development of any nation depends on the natural resource, the note of capital formation and technological progress. In the recent years, the economists have added human resource besides land, capital and technology as key factors for building and developing the nation. When right employees have been chosen by the recruitment board to organization the success and development of organization will be huge. But the organization should be fulfilled individual needs. The organization success is possible when the employees are fully satisfied with their needs.

### **2. STATEMENT OF THE PROBLEM**

The present study is concerned with human resource practice in private educational institutions. According to education private sector must have shouldered some of states responsibility. In India studying about private educational institution is essential. Education has a power to make a change in individual's personality and assist them to survive in the society. Education provides equal knowledge and opportunity among them. Chennai is the capital city and most famous city in tamilnadu, where the high amount of private educational institutions is located.

### **3. SCOPE OF THE STUDY**

The human resource practice is very important area for the investigation in the private educational institutions in chennai District. The research is oriented to the employee's satisfaction, the present

pay system, the promotional opportunity for private sector, job security and motivation of the employees, management and employee's relationship and job stress. It is a study on the attitude on the employees to their jobs and the reasons for the employees to change the institutions periodically. This study suggests that the effective performance management system in educational institution increases its performance as a whole. This research identifies a need of HR practices in private educational institutions, because private educational institution has responsibility to create powerful human resource for country and their performance. Comprehensively-defined policies and criteria of performance management system open new phases for improvements, such as imparting the required behaviour of teachers in private educational institutes, streamline the functionalities of institutions and to assist in getting the accreditation, which straightens the way to meet international standards and also help in long term existence.

## **SIGNIFICANCE OF THE STUDY**

The present study is mainly focused on human resource practices in the all the Private Educational Institutions in chennai city in Tamil Nadu. The main purpose of the study is to review the private educational institution employee's views, their expectations and how their expectations are going to be fulfilled by the Institutions and present work load and work burden for the employees. The researcher has also analysed whether the Institutions are providing the deserving pay or not and why the employees shifted from the present institutions to other Institutions. Finally, the result of the present study is to help all the Private Educational Institutions to formulate their Human Resource policy in an effective and efficient manner.

## **4. OBJECTIVES OF THE STUDY**

- To study the importance of human resource practices for the success of an organization.
- To find out the relationship between demographic factors and overall perception of the respondents.
- To suggest the private institutions to develop the strategies for the management of HRM practices.

## **COLLECTION OF DATA**

Both primary data and secondary data have been collected in this study. Primary data was collected from the respondents through scheduled interview and secondary data was collected from books, journals and websites.

## **REVIEW OF LITERATURE**

**Pankaj tiwari 2012** in his study is related with human resource management practices. The purpose of the study is to understand the importance of human resource practices and to examine the unique HRM practices implemented by different companies. The results indicated that HRM practices had partially a direct effect through employee's service factor. he explained that the organization which implements such practices with dedication, remains ahead of their competitors because such practices affects other variables such as competitive advantage, job satisfaction, financial performance, employee turnover, service quality, employee commitment etc. It emulates that while designing and implementing such practices, one important thing is to be kept in mind

that the HRM practices should be analyzed from time to time and it should be updated accordingly. Top management should provide fullest possible support (financial as well as moral) to the HR department in designing and implementing the HRM practices.

**RELATIONSHIP BETWEEN GENDER AND OVERALL PERCEPTION OF THE RESPONDENTS**

		MEAN	STD	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
<b>Training</b>	Between Groups			.118	1	.118	.542	.463
	Male	1.6458	.48332					
	Female	1.7059	.45790					
	Within Groups			32.156	148	.217		
<b>Promotion</b>	Between Groups			.159	1	.159	.743	.390
	Male	1.6458	.48332					
	Female	1.7157	.45331					
	Within Groups			31.734	148	.214		
<b>Motivation</b>	Between Groups			1.351	1	1.351	6.389	.013
	Male	1.5417	.50353					
	Female	1.7451	.43796					
	Within Groups			31.289	148	.211		
<b>Satisfaction</b>	Between Groups			.572	1	.572	2.557	.112
	Male	1.7500	.43759					
	Female	1.6176	.48836					
	Within Groups			33.088	148	.224		

**TABLE NO 1**

The above table 1 shows that relationship between gender and overall perception of the respondents. The highest mean value 1.7059 and the F value .542 indicate that female respondents are more satisfied about training than male respondents. The mean value 1.7157 and the F value .743 indicate that female respondents have good perception about their promotion than male respondents when gender is compared with overall perception of the respondents. The highest mean value 1.7451 and the F value 6.389 reveal that female respondents have good perception about motivation than male respondents when gender is compared with overall perception of the respondents. The highest mean value of 1.7500 and the F value 2.557 indicate that male respondents are satisfied than female respondents. The above table reveals that there is no significant relationship between gender and overall perception of the respondents [training = .463 < 0.05/ promotion = .390 < 0.05/ motivation = .013 > 0.05 / satisfaction = .112 < 0.05]. Hence the calculated value is higher than the table value.

**RELATIONSHIP BETWEEN AGE AND OVERALL PERCEPTION OF THE RESPONDENTS**

	<b>PARTICULARS</b>	<b>MEAN</b>	<b>STD</b>	<b>SUM OF SQUARES</b>	<b>DF</b>	<b>MEAN SQUARE</b>	<b>F</b>	<b>SIG.</b>
<b>Training</b>	Between Groups			1.410	3	.470	2.224	.088
	upto 25 years	1.8529	.35949					
	26 years to 35 years	1.6615	.47687					
	36 to 45 years	1.5600	.50662					
	above 45 years	1.6538	.48516					
	Within Groups			30.863	146	.211		
<b>Promotion</b>	Between Groups			.112	3	.037	.172	.915
	upto 25 years	1.6765	.47486					
	26 years to 35 years	1.7231	.45096					
	36 to 45 years	1.6800	.47610					
	above 45 years	1.6538	.48516					
	Within Groups			31.781	146	.218		
<b>Motivation</b>	Between Groups			.266	3	.089	.400	.753
	upto 25 years	1.6471	.48507					
	26 years to 35 years	1.7231	.45096					
	36 to 45 years	1.6800	.47610					
	above 45 years	1.6154	.49614					
	Within Groups			32.374	146	.222		
<b>Satisfaction</b>	Between Groups			.165	3	.055	.239	.869
	upto 25 years	1.6471	.48507					
	26 years to 35 years	1.6923	.46513					
	36 to 45 years	1.6000	.50000					
	above 45 years	1.6538	.48516					
	Within Groups			33.495	146	.229		

**TABLE NO 2**

The above table 2 indicates that relationship between age and overall perception of the respondents. The highest mean value 1.8529 and the F value 2.224 reveal that upto 25 years respondents have good perception about their training when age is compared with training. The highest mean value of 1.7231 and the F value .172 indicate that 26 to 35 years respondents have good perception about promotion when age is compared with promotion of the respondents. The highest mean value 1.7231 and the F value .400 reveal that 26 to 35 years respondents have good perception about motivation when age is compared with motivation of the respondents. The highest mean value of 1.6923 and the F value .239 reveal that 26 to 35 years respondents have good perception with their satisfaction level when age is compared with satisfaction level of the respondents. The above table reveals that there is no significant relationship between age and overall perception of the respondents [training = .088 < 0.05/ promotion = .915 < 0.05/ motivation = .753 < 0.05 / satisfaction = .869 < 0.05]. Hence the calculated value is higher than the table value.

## **SUGGESTIONS**

- The employees in some private educational institutions are happy to stick with the institutions while others look for a change.
- Employees expect safety, healthy and happy work place to stay for working in a long time and also provide security to stay and give them motivation and incentive for staying.
- The open management policy can be practiced using several tools.
- The educational institutions should develop an evaluation system that clearly links individual performance to the institutional goals and priorities.
- To adopt a systematic approach to ensure that knowledge management supports strategy.
- Every educational institution has some employees who outperform others. Create profiles of top performers and make these visible through institution intranet, display boards and the like
- Recognition has to be made public and what better way than holding ceremonies and announcing to the whole world (the employees), the achievements of a fellow employee.
- Teachers should be encouraged to attend various Conventions, Conferences, Seminars, and Workshops in their disciplines to update their subject know-how.
- The participation of the teaching faculty in through a democratic process should be ensured.

## **5. CONCLUSIONS**

The purpose of the current study is to examine the effects of Human Resource practices in the private educational institutions in chennai district. This study explored the current working conditions and obligations of one hundred and fifty teachers who are working private educational institutions. Furthermore, the study describes the elements of the human resource management infrastructures that govern the private educational practices in these institutions. Recommendations for human resource management infrastructure are proper proffer. The results highlight elements, which are outdated traditional performance assessment system inherent in private educational institution in chennai District with no well-defined, policies and criteria. Further, the ineffectiveness of this old assessment system such as lack of communication of performance assessment criteria to teachers and administrative staff, poor feedback, lack of clear reward, unorganized developmental plans collectively act as an input in falling the standards of private education in interior chennai District.

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