

PRESENTATION AGENDA

- THE CHANGING HIGHER EDUCATION SCENARIO IN INDIA
- EDUCATION AND MANAGEMENT
- HRM AND EDUCATION
- HRM IN THE KAKATIYA UNIVERSITY
- HEALTHY PRACTICES IN THE KU
- PERCEPTIONS & OPINIONS OF FACULTY, STAFF & STUDENTS
- CONCLUDING REMARKS

**HUMAN RESOURCE
MANAGEMENT OF HIGHER
EDUCATION INSTITUTIONS IN
INDIA- A STUDY OF KAKATTIYA
UNIVERSITY, INDIA**

Prof. N.Linga Murthy

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THE CHANGING HIGHER EDUCATION SCENARIO IN INDIA

- The end of colonial era - a new role for education in the developing world- India
- Report of the First Education Commission – role in the modernization of India
- The result is a phenomenal expansion in higher education in India.
- Development concerns – a paradigm shift from “Economic Development” to “HRD”
- The same is voiced globally-Delors Report – calls for an overhaul for four global movements

EDUCATION & MANAGEMENT

- Differences only in terminology and techniques of application
- IX plan (1997-2002)focused on Educational management – reiterated in the X plan (2002-2007)
- The challenges of post-globalized era- necessitated sound management principles
- A task of tall order- role of ‘people’ or HR -education leaders, teachers, students and staff – crucial in educational management.

HRM AND EDUCATION

- Role of HRM is evolving in recent years.
- Personnel management to SHRM – activity is to manage people on a priority basis
- Guest (1989) defines the core features of HRM – HR goals, HR policies, processes and organizational outcomes
- It is the same in any enterprise including the enterprise of education

OBJECTIVE & METHODOLOGY

- The study seeks to examine the innovations in the management of human resources in the Kakatiya university (KU) by applying the Guest Model ((1989)
- The “healthy practices’ of KU are given in a case study format
- To make the study objective and balance the university perspective, the perceptions of the Faculty, staff and students of the KU was solicited

HRM IN THE KAKATIYA UNIVERSITY

- The PG center in 1967 was upgraded to a full-fledged university in 1976 – named after Kakatiya.
- Fulfilled a long cherished dream and a new era in the telangana region of state
- From its inception, - trying to provide the intellectual traits and HR requirements for the regeneration of a humane and modern society- one of the prestigious educational institutions with Faculty, Depts, students, etc in a sprawling campus

HRM IN THE KU

- The vision, mission, and beliefs of KU speak of the HRM philosophy at KU
- Curricular aspects – proactive nature in the field of Higher education
- Teaching, research and evaluation – highest importance in the KU
- National and International Linkages, nation building activities, Special Centers – Women, teaching for the non-teaching staff, C& AE, student support services, etc

HRM in the KU (Contd)

- Library, infrastructure, welfare schemes, distance education, etc also signify the HR practices
- Healthy practices of KU include – Vision-2005, linkages with agencies, training, resource generation, restructuring of curricula, decentralisation of administration, support to the disadvantaged sections, etc

PERCEPTIONS & OPINIONS

Activity	Faculty	Staff
Personal Profile	Policy & goals of KU	Same as faculty
Recruitment	Open Advt. goals of KU	Same, roaster, satisfied
Training	Probation 2 yrs., encouraged	Same, yes, but need training
Promotion	Satisfied, Ext. evaluation	Satisfied, out of the way at times

Job Satisfaction	Yes, staff support, funding, peer support	Yes, Faculty guide, peer support, & Mgt. support
Grievances	Association, free to voice	Association and cell in the KU
Suggestions	Rigor, improve governance, incentives for improvement	Co-ordination, research, accountability, system driven norms, values, EC meetings, etc

PERCEPTIONS OF STUDENTS

Activity	Students
Personal profile	Matches with the other stakeholders
Admn. support	Average, needs improvement
Comparison with others	No comparison, rural university
Employability	Very few, no efforts done
Suggestions	Proper guidance, effective governance, Govt. policy, strong research base, funding, exposure

CONCLUDING REMARKS

- Higher Education needs an integrated approach- professional management
- HR policies and programs – framed within the organization strategy
- KU – the best rural universities as perceived by its stakeholders – lot of convergence of opinion among them
- Students as the future ambassadors of KU with Good principles of governance with administrative support
- The “Guest Model” of HR policies, Goals, culture, strategy and outcomes- is reflected in the KU system – both in the perspective of the KU and the stakeholders



Thank you

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