HUMAN RESOURCE MANAGEMENT IN WESTERN ODISHA UNIVERSITIES

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Abstract

Human resource and its management are most concerning issue for the all organization that may be profit organization or NPO. Manpower is the most important resources of an organization, without employees an organization cannot be survived.it is play an active part for the organization. An organization may have large quantity of passive for run the work but no use, only with effective and efficient use of active part i.e. manpower, organization should use its passive resources properly. Human resource concerned with human beings, which reflects a new philosophy, new idea, new strategy, approaches and new outlooks for different sectors. Now a days each and every enterprise focuses on their human resource management. The process and growth of globalization has played phenomenal metamorphosis in all the sector of contemporary business progress and the development of human resources and their management is no exception to this unique phenomenon.

In this research the researcher is divided it into three part. The primary part gives an understanding about the idea of Humana resource management and Administration as well as Authorities of universities. Second part is including about its objectives of study, hypothesis and research methodology. The aim of the researcher is to examine human resource management on specified universities. Different parts or variables from various questionnaires already used in related studies were taken and a new questionnaire is designed. A sample of 300 respondents based on purposive sampling technique has been selected and interviews have been conducted to collect the primary data.

The researcher taken of data from different Universities of Western Odisha regarding HRM. There are several universities recently granted in Western part of Odisha in India. Researcher taking the sample from selected universities that are

- ➢ Sambalpur University, Jyoti Vihar, Sambalpur
- ➢ Gangadhar University, Sambalpur
- ➢ Rajendra University, Balangir
- ➢ Maa Manikeswari University, Manika Vihar, Bhabanipatna, Kalahandi

At the end there is the data analysis and conclusion got from my observation through review of certain journal, books and different website.

Key words :- HRM, NPO, Active and Passive Resources, Phenomenal, Metamorphosis, Contemporary, Authorities, Administration, Philosophy.

INTRODUCTION

Now a days with out Human being no work can be possible. In every sector there is needed manpower to run the organization effectively and efficiently. Hats the reason all organization mainly focuses on human being and their management.

HUMAN RESOURCE MANAGEMENT

Human Resource Management refers to that part of management, which manage the people at work. HRM is a process of planning, recruitment and selection of employee, providing, induction , orientation, training and development to the employee in compliance's with their work with in the organization with guidance of Indian Law. According to **Edwin Flippo,** " planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved."

Features of Human Resource Management

- It is one of the branches of management.
- It utilized the human resources effectively.
- It procures right personnel for right job.
- It ensure training and development program for employees.
- It maintain high moral , encourage value system and create environment trust, mutuality of interest.
- It secure integration of individuals and groups in securing organizational effectiveness.
- It ensure the no unemployment threats, inequalities and adopting policies recognizing.
- It develops a redressal mechanism for managing the conflict between the employees and management.

The purpose of HRM is that every human being who are working in the organization gives her/his maximum efficiencies toward their business goals. In HRM, various polies and washing methods are designed to help the organization as well as himself to achieve the target. An organization is a group of people, so it is necessary to developed their skills, providing motivation to them.

Functions of HRM

Their can be broadly described the following function of HRM.

1. Manpower planning :-
    The manpower planning concerned with timely fulfilment of manpower requirement in the organization. The manpower process included two aspects i.e. quantitative and qualitative. Quantitative aspect determine how many people will be needed in the future. It includes workload analysis and work force analysis. Second is Qualitative aspect which determine what qualities and characteristics are required for performing the task. It includes job description and job Specification.

2. Recruitment :-
    Recruitment is a process publishing information about vacancies in the organization and locating or searching and encouraging the potential employees as well as stimulate them to apply for the job. Recruitment arise by two sources one is internal sources i.e. Pro motion and transfer and another one is external sources i.e. Direct recruitment, advertisement, campus recruitment, jobber, placement agencies etc.

3. Selection :-
    Selection is the process of choosing the most suitable candidates among the applicants for the job. It involved the different steps such as   screening, blank application, selection tests, interview, background check, references, medical tests and at last selection.

4. Placement :-
    Placement is the process of familiarizing the selected candidate to other employees and orientation regarding the rules and regulations of the work place.

5. Training and Development :-
    Training is the process of modifying knowledge and skill in a particular work. Training may be on the job and off the job. In on the job training their included various method, these are like

apprenticeship, internship, coaching, induction etc. where off the job training includes classroom lecturer, case study, vestibule training, films etc.

6. Performance appraisal :-

It is the systematic evaluation of the performance of employees and understand the abilities of the person for further growth and development.

7. Compensation :-

It involves developing the system of fair and equalities incentive and remuneration. The compensation includes minimum wages, fair wages and living wages as well as fringe benefit.

Thus Human Resource Management is a systematic process of reviewing human resource requirements to ensure that the required number of employees with requisite skill and knowledge that are mostly needed.

Needs of HRM

➢ To foster attractive, equitable incentives, rewards, benefits, social security measure.
➢ To ensure integration of individuals and groups in securing organizational effectiveness.
➢ To identify resistors to change and to overcome these hurdles so as to make change as smooth as possible. 1
➢ To provide, create, utilize and motivate employees to accomplish organizational goals.
➢ To create a sense and feeling of belongingness, team spirit and encourage suggestions from employees.
➢ To identify training needs and to create appropriate training programs.
➢ To ensures welfare of employees.

ADMINISTRATION OF UNIVERSITY

Administrative not clear or definite term that encompasses many task and position. It is a department that handling various function essential to the organization. Thus every organization uses the administrator to organise and manage the operation. The administration of University is in inter State as well intra state not having any definite uniformity in system or pattern. The varied system depend upon the period for establishment and the controlling authority. But one thing is common to all the Universities that they are all bound to function as autonomous institutions established by an enactment of the legislature central or state in India. At the University level two bodies are exist these are the Academic Council and the Syndicate. It is stated in brief that University is being a corporate body in accordance with the law.

Universities Administrator

University administrator cover many position, each position helps manage, maintain ,improve and stabilised campuses in unique way. It focuses on each and every organization activities such as keep meeting performance and governance standards as well as understanding common and crucial position in administrative. Universities administrators are like as chancellor, vice chancellor, deans and departmental heads.

1) Chancellor :-

The Governor (premier, prime minister)of a State Acts as the Chancellor of the Universities in the State. A chancellor is the leader of a university usually a executive head or colonial head. As administrative powers are concentrated in top University authorities, however there should be a good deal of effort to decentralize University administration.

2) Vice-Chancellor :-

Vice-Chancellor is an officer ranking next below the chancellor as regarded as the Chief Executive Officer of the University. A Vice-Chancellor shall exercise general control over the universities affairs on basis maintenance of discipline in universities.

3) Registrar ;-

The Registrar is the permanent part of the University Executive. For carrying out dayto day administration of the University he is by far the most important officer. A Registrar is usually

appointed from amongst the members of teaching community of the University, but a recent trend has been to appoint I.A.S. Officers as Registrar of a University. He has power of registration of appeal, petition and application.

4) Deans :-

In various Universities there is provision for Deans. He is the academic head of the University. Who manage individual colleges or universities. A Deans are often former or current professors, which give him more insight into the institution interest and needs. The Deans are usually appointed according to seniority for a period two years from amongst University professors, by rotation.

5) Department Head :-

At the lower level of hierarchy, department heads run their department and report to higher authorities.

Authorities

The following shall be the Authorities of the Universities

I. Senate :-

Senate is the legislative organ of the University. The Senate represents people from all walks of life and is mainly a deliberating body and has a large membership. After amendment of the Odisha Universities Act, the syndicate , instead of senate , will function as the highest authority in universities.

II. Syndicate :-

Syndicate is the main decision-making and executing authority of the University. Syndicate is very small body, membership generally being twenty to twenty-five as distinguished from Senate Court. The syndicate is the highest governing body of the university.

III. Academic Council :-

Academic Council is the authority concerned with minting and enhancing the academic standard of the University. The Academic Council is the only body that can coordinate between the Faculties and is mainly composed of the teachers of the University.

IV. Other Authorities like : Faculties, Finance committee, Examination Board etc.

DETAILS ABOUT UNIVERSITIES

Sambalpur University

The Sambalpur university Act was passed by the Odisha Legislature on 10th December, 1966 to fulfill long cherished dream of the western Odisha People. the University start functioning from 1st January 1967 with Prof. Parshuram Mishra as 1st Vice Chancellor.it started fistly in a rented private building at Danupali, Sambalpur. In the year 1973 the university was shifted to the present campus named Jyoti Vihar at Burla.

Gangadhar Meher University (G M U)

Gangadhar Meher College, one of the oldest one in Odisha origin in 1944, situated in mid town in Sambalpur, previously known as Sambalpur college. It was later renamed in 1949 as Gangadhar Meher College after Gangadhar Meher, a renowned Odia poet and a worthy son of the soil. G.M college recommended as a University on the 30th of May 2015.

Rajendra University

Rajendra University, Balangir, recognised by UGC as a State public University, owes its origin to an intermediate college setup in Balangir in 1944 by Maharaja Rajendra Narayan Sighdeo, the ex-ruller of Patna State.it was granted autonomy body in 2002, and it has been upgraded to a University with effect from 1st September 2020.Prof. Dr. Uma Ballava Mahapatra was its 1st Vice-Chancellor on 20 April 2021.

Maa Manikeswari University

Kalahandi University is upgraded from Govt. College (Autonomous) Bhawanipatna, 1960, on 1st September 2020 as an affiliating university. The University took momentum after the joining of the regular Vice-Chancellor, Prof. Sanjay Kumar Satapathy on 16th April 2021.

RESEARCH METHODOLOGY

This chapter deals with the details of research methodology used in this research. It describes the research design, population, tabulated presentation of the sample data, sampling procedure and design, data sources, collection of data, measurement of variables, reliability of variables and scoring for questionnaire and lastly utmost function analysis of data which will produce the results. The research is a scientific process in measuring the management of Universities which exerts the effects on the moderators of environment in quantitative and qualitative methods. The process starts from developing the instrumental scale and ends to the present the findings of the study.

Research Design

The data would be collected from different sources which will be analysis by using Karl Pearson's Correlation Coefficient, Regression Analysis, Chi-square Analysis, One Way Analysis of Variance (ANOVA) using F test, z-test and Preferential ranking. These will be done on each independent and dependent variable wise. The purpose of the study is to evaluate the academics and non-academics, Registrars on the behalf of the human resource Management perspectives towards management of Universities. There is analysis made on relationship between dependent variable Humana Resource Management with independent variable University's management.

Objectives of the Study

The primary objective of this study is to measure the factors associated with the management of Western Odisha's Universities. On the basis of judgement resesrcher taken Five University of Western part of Odisha, these are Sambalpur Univesity, Jyoti Vihar, Sambalpur, Gangadhar university , Sambalpur, Odisha Open university, Sambalpur, Rajendra University, Balangir, Maa Manikeswari University, Manika Vihar, Bhabanipatna, Kalahandi.

For the purpose of study following objectives are focuses.
- To study the administration of Western Odisha's Universities.
- To measure the HRM practices of Universities.
- To study the examination system of Universities.
- To measure the faculties standard of Universities.
- To suggest measure for improving the management of Universities.

SAMPLE SIZE AND SAMPLE TECHNIQUE

Sample Size and Sampling Technique The beneath mentioned standards were followed to determine the sample population and size for the collection of primary and secondary data.

Respondents (employees) must working In Western Odisha's Universities.

Sample Size and data Sources for Primary Data

To collect the appropriate data, an organized questionnaire is used to collect data from respondents. A total of 300 employees from different area of company. 30 questionnaires are collected.

Secondary Data sources

Data are collected from International, National journals ,books regarding Humana Resource management and through the universities website regarding Universities details.

Development of the Questionnaire

Development of questionnaire is very essential for any study which comprises of primary data. The main considerations of questionnaire are: construction and framing of appropriate questions. To get maximum possible view from different internal and external user of Universities. Investigator has done pilot study with questionnaires from the selected members of selected Universities. There is used closed-ended inter-related questions, so that respondents can understand the synchronisation of questions. Statements language is kept simple, understandable, without descriptions and acronyms.

HRM and Administrative management of Universities questionnaire is prepared and factors are determined after deep discussions with academicians on the related areas.

Scale	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Code	5	4	3	2	1

Research Variables and their Factors

Variables of research in this study are Administrative of Universities which are independent by nature and HRM practices acknowledged as dependent variable. In every organisation these three variables play a significant role and these are also considered as the core issues in every Universities. Present study emphasised on relationship between them.

STATEMENT OF PROBLEM

The purpose of the study is to examine the HRM disclosure level of selected Universities and its relation with administrative. this study to assess the levels of the utilization of the human resources as well as to the functional status of the human resources in different Universities. Further, the study attempted to trace out various problems, deficiencies and bottlenecks existing in various stages of accepting change and in implementing the change processes in the institutions. The HRM has been expanded and grown significantly in India despite, this study showing the problem that facing by employee working in the organisation whether they satisfy or not. It emphases the lacking of manpower use and their proper utilisation and creating development and training opportunities with in the universities as well as improve the job security and welfare of the employees as well as to improve the productivity and betterment of organization under study. Therefore, the importance of the study lies in understanding the HRM and their relationship with organizational administration and academic. The study also measured the important HRM factors in their annual data, informational reports and their official websites. Given that, as part of the survey method, investors were asked to rate and rank the impact of HRM on organisation. The study then examined the differences change in management and general condition of the organisation in relation with employees welfare.

RESEARCH OBJECTIVES

There are main following objectives: -

➢ To find out the role of human resource in the institution and also determined the functional status of the change management practices in selected organizations.
➢ To know whether the employees of the institution under study have a healthy understanding of management change and are well prepared for it.
➢ To investigate the socio-economic status of employees in the selected universities.
➢ To identify differences, if any, in the change management and implementation processes of the units under the study.

➢ To investigate the relationship between HRM with Organizational administration and academic.

➢ To critically evaluate the concept of Human Resource Management (HRM) in India with special reference of **Western Odisha's Universities** and significances in the overall operations of the business organization.

➢ To estimate the status of working and general conditions of the selected oranization in relation to welfare of the employee and its impact on acceptance of change.

HYPOTHESIS

Ho: 1 There is no significant relationship between Human Resource Management with Organizational administration and academic.

Ho:2 There is no significant difference among the employees of selected organizations on change management.

Ho:3 There is no significant impact of Recruitment & Selection on Employee Performance in terms of management of Universities.

Ho: 4 . There is no significant impact of change management on human resource management.

Ho: 5 There Is no significant difference among the employees of selected organizations on operation and socio culture status of employees.

Ho: 6 There is no significant difference among the employees of selected organizations on the whole as far as change is concerned.

## DATA ANALYSIS AND INTERPRETATIONS

Demographic Profile of Respondents

The following data on the profile of respondents have been gathered on the basis of gender, designation, and experience in the present profession from different universities of Western Odisha. This data helps in collecting the information about the Human Resource Management of Universities. In this study total 300 academicians as well non academicians were chosen from selected four Universities. The tables and graphs given below present the data demographic characteristics.

Gender:- Gender wise frequency of distribution of Academician and no academician , the data shows that out of 300 respondents, 62% were male and 38% were female.


GENDER
■Male ■Female ■total ■
38% 62%
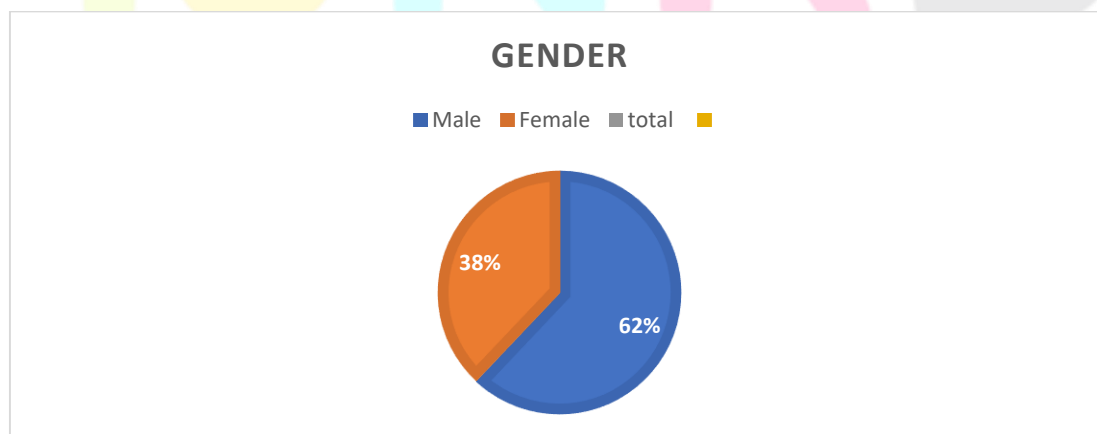
Designation :- Designation wise profiling of academicians is concerned, it shows that 37% were holding the post of Assistant Professor, 23% were on the post of Associate Professor and 7% were Professor and 33% non teaching staff.
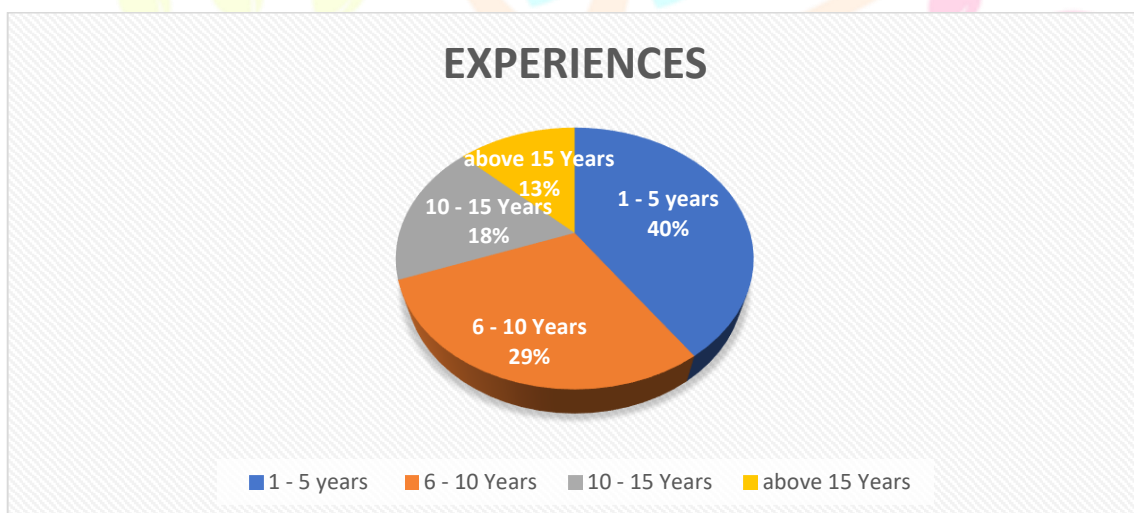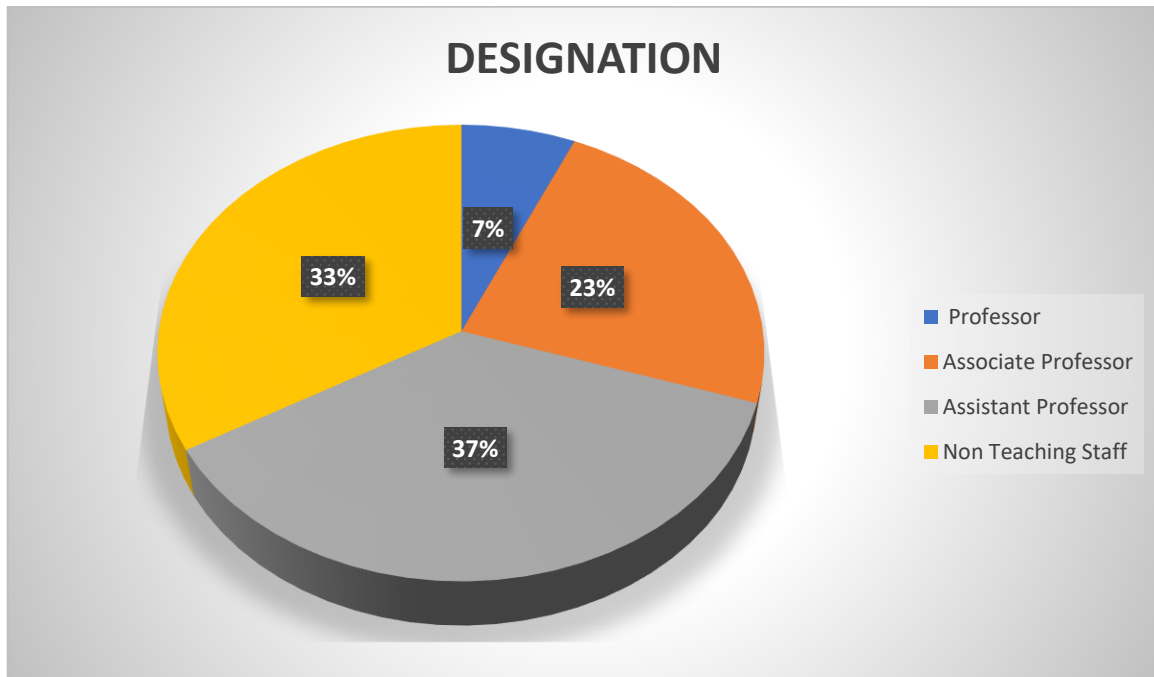
Experiences :- As regard the experience in academics, the data shows that 40% were having 1-5 years of experience, 29% have 6-10 years of experience, 18% have 10-15 years of experience, 13% having more than 15 years experience.

Human resource utilisation between the Universities
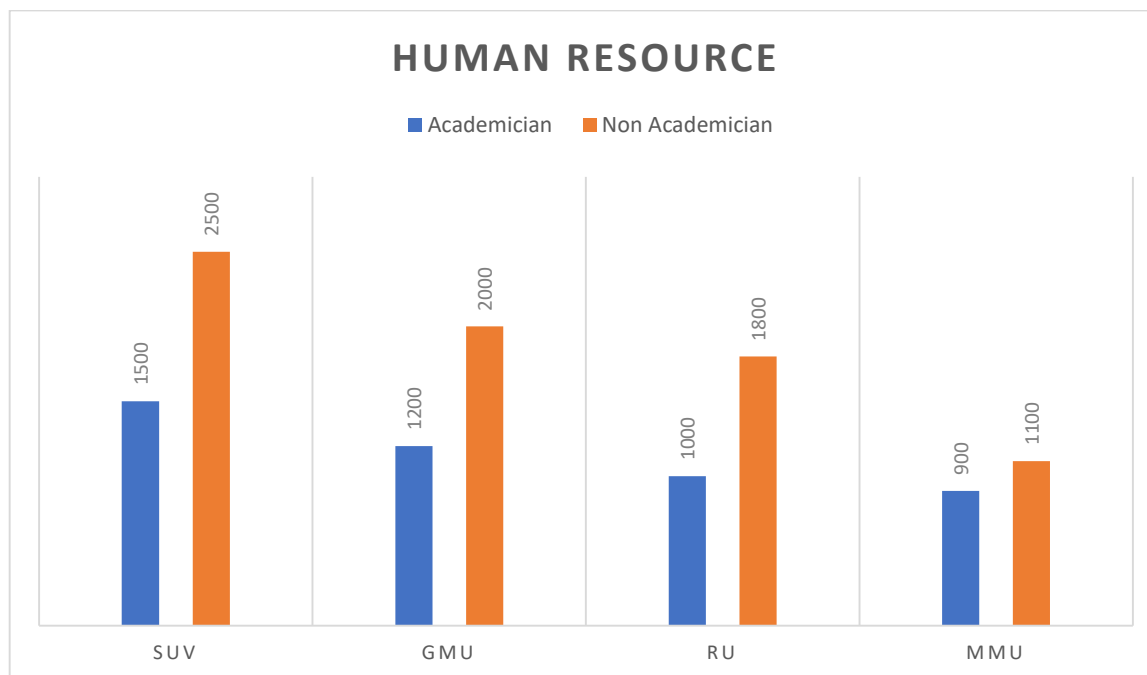
As regards the HR in both Academician and non academician there having huge and sufficient number staff working in all four university. There are include both regular and non regular (guest) academician are managing certain work.

Ho: 1 Correlation Analysis between Human Resource Management with organisational Administration and Academician

Variables	Humana Resource Management	Organisational Administration	Academician
Humana Resource Management	+1.000		
Organisational Administration	0.679	+1.000	
Academician	0.723	0.645	+1.000

To examine the relations between Human Resource Management with Organisational Administration and academician, the result reveals that there is the high degree of positive correlation between them. Therefore, the (H0) null hypothesis is rejected and (H1) alternative hypothesis is accepted. There is a significant positive relationship between HRM with Organisational Administration and Academician.

Ho: 2 There is a little significant difference among the employees of selected organizations on change management, because of coefficient is below to mark. **Ho: 3** The coefficient of determination R is 0.122 therefore, 12.2% of the variation in Employee Performance is explained by Recruitment & Selection. There is no significant impact of Recruitment & Selection on Employee Performance in terms of management of Universities. **Ho: 4** The coefficient determinant R is 0.167 therefore, 16% of variation in change of management thus there is no significant impact of change management on human resource management as well as **Ho: 6** There is no significant difference among the employees of selected organizations on the whole as far as change is concerned. There is **Ho: 5** significant difference among the employees of selected organizations on operation and socio culture status of employees as positive relationship between them.

CONCLUSION AND SUGGESTION

CONCLUSION

The study concluded that Human Resource Management their the recruitment & selection, training & development, performance appraisal, senior-subordinate relationship, teamwork and employee performance are essential for the Management of Universities. Hence, the study has attempted to analyse the impact of these factors on the Management of Universities. The study has also measured the demographic wise effect on the perception towards HRM of universities. For this study total four Universities were selected as per the convenience. For the study academics and non-academic staff were selected of the universities in order to gain the understanding of the functioning of organisation.

the study has assessed the administration and academician Western Odisha's Universities in various aspects. It is clear from the foregoing considerations that there is need for systematic research to assess the applicability HRM techniques to the administration of institution. The main purpose of the study is to analysis the Human Resource Management of selected University and there relation, impact on changes of management. Study also examine administrative and academician their honestly, ethically, and fairly in the performance of duties. The University regularly evaluates and improves their performance.

SUGGESTION

- Encourage transparency in operations, sharing information equitably with all faculty. Include faculty development opportunities in annual review conversations.
- Encourage the staff to develop their skill and efficiencies by providing professional development and training program.
- Foster a supportive environment for both administrative and academician by engaging their role.
- Adopt flexible and accommodating policies and practices for betterment of the HR.
- Should provide fringed benefit to the staff for better motivation.

FUTURE SCOPE OF STUDY

The study has paved the way for future scope as in coming years, the percentage of students who have aspiration for higher education will be increased. So there would be tough competition among Private Universities, State Universities and Deemed Universities in regard to quality of education and sufficient staff. In this study various factors have been identified so that more emphasize would be given for improvement in the Human Resource Management of Universities in India as well as In coming years, the education sector will expand and the demand of quality of education will be increased due to increasing the number of employment opportunities so, this study will be helpful future researcher proper analyse the information.

ANNEXURES

DEMOGRAPHIC PROFILE

Name: _____

Gender: (i) Male (ii)Female

Designation: (i) Professor (ii) Associate Professor (iii) Assistant Professor (iv) Non Academician.

Experiences: (i) 1-5yrs (ii) 6- 10ys (iii) 10-15yrs (iv) above 15yrs

QUESTIONAIRE :-

Kindly indicate the extent to which respondents were agree/disagree with the following statements regarding their opinion towards CSR practices. On a scale of 1 to 5 (where 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree), please provide response by ticking the box that best matches the response of respondents.

Human Resource Management :

SL.N	PARTICULARS	1	2	3	4	5
1	This university has a well-defined recruitment and selection policy					
2	The university conducts job analysis regularly					
3	Employees are sponsored for relevant training needs programmes, they take seriously to learn from the training programmes					
4	Transfers and promotions in this University useful for employee development					
5	Performance appraisal is done regularly and they provided performance-based feedback and required counselling in this university					
6	Appraisal system in this university is growth and development oriented					
7	Employees in this university have clear career prospects and they have more than one potential position for promotion					
8	Officers in this university believe that employee behaviour can be changed and people can be developed at any stage of their life					
9	Top management makes efforts to identify and utilize the potential of the employees in the university					
10	Employees in this university are informal and free to discuss their personal problems with their seniors staff					
11	Supervisors feel free to express or discuss their feelings with the subordinates					
12	Team spirit is of high order in this University					
13	I am satisfied with my performance as it is mostly met the desired levels					
14	I have been given every opportunity to develop my skills and knowledge					
15	The experience gained in this university will be helpful in advancement of my future career.					

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