

HR MANAGEMENT PRACTICES EMPLOYEE PRESERVATIONS IN HIGHER EDUCATION INSTITUTIONS IN TAMILNADU

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Abstract

Recently, the HR management is heart of every successful educational organisation in educational administration. In the current world, the higher education which has more competitive and market-driven decision making, the HR department is most important as that an education institution make a modern entrepreneurial paradigm. The HR management decide best role to play organisational policies and strategic to gain better competitive advantage. The aim of the research focus on the HR department in higher education to improve the better quality of organisations. Considered as a social significant, new technology outcome, economic balance, political environment. The proposed method of this research the HRM in education institution and investigate the present realisation of this method in educational institution in Tamilnadu, in term of this method to applied each level of practice. Analysing every results factor may contribute the better quality of education improvement and improving guidelines in higher education especially in Tamilnadu. A study on this research has developed two models and implement to Tamilnadu higher education institution and the methods send to the head of the HRM and assistants of all institutions in Tamilnadu. There are eight basic practices covered, each one including different responsibilities. The applied tasks were checked in their organization recipients. The sample N=38 respondent reaching a return rate of 74.8%. The analysing results shows the number of higher institution variations to apply the basic practice of HR. Basically, some of the practices are given most efficient and powerful attention of the current state of HR planning in Tamilnadu institutions.

Keywords: HRM, HR practices, Higher education institution

I. INTRODUCTION

In social life, the higher education is one the instrument for improving the knowledge. The character of human is not being a physical equipment or political environment. [1][3] The main tasks of higher education institution are improvement of the human character. The UNESCO 1998 conduct world conference on higher education held in paris. Its needed transformation and reformation of education that allow whole society to overcome the challenges of the 21st century.

In this century to develop a better improvement, good responsible, individual performance and knowledge experts without whom the country cannot advance in politically, economically and socially.

The HR management is become more important and implementing strategic operation in higher education institution. The HR is making a best work life report listed in successful strategic partner. The factors are: the HR acknowledgement, [4] HR strategic status, professional resource accomplished. In Tamilnadu, some truths to be mentioned before proceeding to view the strategic planned implemented in higher education institution.

An educational institution plays an essential role in uplifting economic improvement, social strategic and cultural. The education organisations, experts and researchers investigated a set of practices should undertake in institution. The HR association have presented a [7][8] guideline for good practice to improve the quality of HRs in higher education institution a major function should consider and implemented in higher education. The factors like in associated with employee health, compensation, dental, medications and other benefits related to staff welfare systems. Promote employee knowledge, activities, policies, and respect individual performances in workplace. In HRM processes on employee selection, requirement, record retention, legal factors, training and development. Analysing employee performance based on skills, training and development to explore the performance measures.

In HR management includes staff requirement, selection and termination. It includes basic procedure to recruiting, interviewing of quality employees. [9] The procedures and policies for employee terminating. The risk management, health and employee safety it includes environmental protection and risk management. It needed employee salary and compensation in a reasonable manner. An employee requirement, selection and termination compliance with all corresponding laws. Handling employee work contracts based and salary

negotiations terms and strategies. Handle employee absence activities like leave or medical based to maintain leisure, in includes determination and compensation.

II. METHODOLOGY

The aim of the research mainly focused on the higher education is improving the better quality of HR management in the education administration. Improving social factor, technical improvement, training-based assessment and political based enhancement. The study is based on the HR current situation in higher education institution in Tamilnadu. I proposed 8 models are presented and practice in every institution and how to get good improvement in this model. The practice models are:

1. Staff requirement and termination
2. Skill development Training & professional development.
3. Staff Performance, assessment and appraisals
4. HR management system and technology
5. Job based security, safety and medical
6. Salary
7. Staff relations
8. Staff retirement

III. DATA COLLECTION

A survey on eight practices of HR questionnaire and sent to head of the HRs management in Tamilnadu institutions. The sample N=38 respondents reaching a return rate of 74.8%. The analysing results shows the number of higher institution variations to apply the basic practice of HR. Basically, some practices are given more powerful attention of the current state of HR planning in Tamilnadu institutions.

Table 1 Various institution responded to their types

Type of Institution	Total	Responded
Traditional University	15	14
University College	19	9
Community College	21	17
Open University	1	1
Total	56	41

IV. FINDINGS

The total responded in the higher education institution based on the questionnaire, the average responded result shows the variation of higher education institutions apply the practices of HR strategic. The HR management in educational administration need not to apply all the 8 practices of HR. The employee selection and termination are a first practice of the HR, the table 2 shows the most of the Tamilnadu higher education institution are hiring some new criteria to select the employee based on the vacancy, knowledge based, interviews and presentation skills. After the requirement the institution offer orientation programme for the new employee most of them not specify the termination process. The staff selection and requirement process some criteria to follow as very signification process such as background verification of experience, certificate checking, references and apply job tracking for new employee.

Table 2 Some criteria to apply the employee selection and termination

	Organization	Frequency	Percentage (%)
Vacancy Advertisement	38	33	86
Job Requirements and Specification	38	33	86
Background Check	38	20	52
Applicants References	38	16	42
Interviews	38	31	81
Terminations Policy	38	14	36

For the next practices of staff professional development and skill training, the result shows the most of the Tamilnadu higher educational institution do not conduct any skill based professional training and development

programme for employees. Table 3 shows some higher education institution offer skill development, professional training and knowledge-based system, professional ethics and communication development for new employees. In future, the employee takes best roles and responsibility for their institution.

Table 3 Offer special training and development

	Organization	Frequency	Percentage (%)
Job progress	38	23	58
Professional skills growth	38	19	50
Ethics exercise	38	9	24
Communication exercise	38	13	35
Leadership and management Programmes	38	12	32

The review of the practices is shown in most of the Tamilnadu higher education institution are evaluating, employee performance and staff assessment are tabulating the performance appraisal are measures tabulating and turnover rate, performance data analysis, balanced scorecard, staff salary comparison the based on the performance are not common in their employee.

Table 4 Employee performance and assessment

	Organization	Frequency	Percentage (%)
Tabulating and turnover rate	38	31	79
Performance data analysis	38	29	74
Balanced scorecard	38	7	16
Salary comparison data	38	9	22
Benchmark adoption	38	8	19

The table 4 shows the employee performance and measures of higher education institutions in Tamilnadu. The practices are shown in the staff health, safety and risk management most of the higher education institution were adopting some employee strategic are implemented. The table 5 shows the employee safety-based policy are establishing like employee safety, health policy and smoking policy applying for the higher education institution in Tamilnadu. The policy of this strategic are better improvement and slight attention of the economic institutions in Tamilnadu.

Table 5 Employee safety management analyse

	Institutions	Frequency	Percentage
Smoking policy	38	23	60.5
Crisis management policy	38	8	21.1
Firearms policy	38	26	68.4
Safety policy	38	26	68.4
Ergonomics training and assistance	38	15	39.5

V. CONCLUSIONS

The goal of this research shows the present situation of the HR management in Tamilnadu higher tutoring institutions. The main practices were applied and measures in most of the higher education institution in Tamilnadu. Some of the practices are applied most of the institutions and collect performance measures rate and the practices rate are evaluating and used strategic policy to measure the overall performance rate percentage of the Tamilnadu higher education institutions. So, the Tamilnadu higher education institution are not establishing a positive optimism for efficient performance measures of HR analyses. Finally, the effective plan and HR strategic should be revisit to uplift the better quality of the Tamilnadu education services and contributing the overall institutional growth of the nation.

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