

An Empirical Study to understand the role of Management in the Professional Development of Employees in the Education sector in India

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ABSTRACT :

Education plays a pivotal role in the Nation building. India with its vast population of 1.35 billion people poses a challenge as well as opportunities when it comes to education for the different sections of the society. The recently launched National Education Policy (NEP 2020) paves way for the change and the structural reforms in our education system which earlier remained unchanged for the past 35 years. The newly formed Ministry of Education replacing Ministry of Human Resources Development is a welcome change and would provide a new directional change to the India's education system. Higher education has also gone for massive reforms and changes in the New Education Policy 2020. This research paper intends to study the role of management in the Professional development of employees in the Education sector in India. This study will encapsulate what are the key driving factors for the change in this new form of education.

Keywords: Professional Development, Management role, New Education policy, employee motivation, skills development.

INTRODUCTION :

Globalization and international trade require countries and their economies to compete with each other. Economically successful countries will hold competitive and comparative advantages over other economies, though a single country rarely specializes in a particular industry. A typical developed economy will include various industries with different competitive advantages and disadvantages in the global marketplace. The education and training of a country's workforce is a major factor in determining how well the country's economy will perform.

The goal of sustainability oriented development requires a number of human resources development. Furthermore, when human resources development has been considered, it needs to have a strong ideological underpinnings. Education is a

key enabler for inclusive growth, sustainable development and participation in a democracy. It stimulates economic growth and empowers citizens to make informed decisions. While there has been a significant progress in improving access to primary and secondary education across the world, the quality of education, gaps in learning outcomes, inadequate infrastructure and teacher availability remains areas of concern. Today, education reforms are progressively driven by a growing understanding of how to go about successfully improving Management education. Strategic interventions are, therefore, essential to support policy reforms, effective planning and implementation of programmes, coordination with stakeholders, knowledge management, research and innovation, and training and capacity building, as well as reaching out directly to disadvantaged sections of society.

- Along with Education, Skills Development is viewed as part of a larger effort of holistic and all-round development of individuals, leading to the achievement of optimal human potential. There is a need for speedy reorganisation of ecosystem of education and skills development, collectively, to suit

the needs of the industry and enable decent quality of life to its citizens. An integrated development approach can be a powerful catalyst for change as it has the potential of optimising the benefits of an emerging demographic dividend in many developing countries around the world.

- The knowledge and skills of faculty is the key determinant for both education industry and economic growth.
- Industries with higher education and training requirements tend to pay workers higher wages.
- Differences in training levels is a significant factor that separates developed and developing countries.
- An economy's productivity rises as the number of educated workers

LITERATURE REVIEW

Owoyemi, Oluwakemi Ayodeji, Oyelere, Michael, Elegbede, Tunde, Gbajumo-Sheriff, Mariam: The author's discuss the role of training in human resource management practice has spur renewed and vigorous debate about the

need for training and development. The debate has led academics and management to ponder on some issues germane to the benefits or otherwise of training. Is training an investment in people or cost? If training is required, what are the criterion used to determine who should be trained and when to train? These questions have permeated management circle and those in HRM department. Recent years have seen training terms renamed as training and development or learning and development, a sign of the spate of debate on the issue. Given these flurry, this paper explores the relationship between training and employees' commitment to their organisation. The paper was based on a survey of 250 employees and management staff of a financial firm based in the South Western part of Nigeria. Statistical Package for the Social Sciences (SPSS) was used to conduct several forms of analysis. The analysis revealed some evidence that suggest a positive statistical significant relationship between the different levels of training and employees' commitment to organisation.

Shah Rollah Abdul Wahab , Altaf Hussain , Ali Abdollah Zadeh, Fayaz Ali Shah , Jawad Hussain : This research paper states that in today's dynamic world organizations whether for profit or non-

profit are adopting new practices and procedures in order to compete successfully together with the need to utilize their resources effectively and efficiently. One of the important resources of an organization is human resource who plays fairly significant role in the success of any organization in both public and private sector . Successful organizations emphasize the importance of human element in the organizational effectiveness and focuses on their development, satisfaction, commitment and motivation in order to achieve desired objectives . Another study indicates that in an organization human potential has become a major competitive factor which provides the organization with mid to long term success.

Faris Ibrahim Algharibeh , Mahmoud Almsafir , Rosima Bte. Alias : Training is a process which able the employees to change their skills, knowledge, attitudes, and behavior. Organizations have capitalized on training in order to increase their human capital skills and competences. The training was employed as a tool for creating competitive advantage for organization. This research paper objective is aim to investigate the relationship between training program and employee performance in public

universities in Jordan and the research question.

Kavita Rani and Diksha Garg : This research paper dwells on Training and Development. The author describes Training to be “The aim of any training programme is to provide instruction and experience to new employees to help them reach the required level of performance in their jobs quickly and economically. For the existing staff, training will help develop capabilities to improve their performance in their present jobs, to learn new technologies or procedures, and to prepare them to take on increased and higher responsibilities in the future” Employee Development Programs are designed to meet specific objectives, which contribute to both employee and organizational effectiveness. There are several steps in the process of management development. These includes reviewing organizational objectives, evaluating the organization’s current management resources, determining individual needs, designing and implementing development programs and evaluating the effectiveness of these programs and measuring the impact of training on participants quality of work life.

BACKGROUND RESEARCH :

T. Rajeswari and Dr. P. Palanichamy :

The author describes the role of Human resource which is the life blood of any type of organization. Only through excellent-trained personnel, an organization can achieve its goals. Training is distinct as learning that is provided to get better performance on the present job. Given these flurry, this paper explores the impact of training and development on employee performance in select public sector organization. The research was intended to determine the role and impact of training on employees with emphasis on the Executives, Supervisors and Workmen of select public sector organization, who were randomly selected. The study assessed the training and development process of select public sector organization and whether training has improved employee performance. Questionnaire was designed using structured questions to collect primary data from employees of select public sector organization. The results indicated that select public sector organizations employees were not well informed about training and development programmes in the organization.

Victor A Malaolu , Jonathan Emenike Ogbuabor : Over time, organizations have been embarking on training and capacity building for their employees so as to enhance productivity and overall performance of the organizations. This is due to the recognition of the important role of training and manpower development in attainment of organizational goals. Consequently, this study investigated the effects of training and manpower development on employees' productivity and organizational performance. The findings of the study show that majority (70%) of the respondents agreed that training and manpower development has enhanced their efficiency and job productivity. Secondly, majority (80%) of the respondents overwhelmingly agreed that training and manpower development enhanced organizational performance. The study recommends that organizations should conduct training needs assessment to ensure that the right training is given; ensure that their training programmes should be on a continuous basis; and motivate staff who performed exceptionally well during training sessions so that other staff will in turn aspire to excel.

Chika Ugoji and Dr. Chima Mordi :

This study aims to identify reasons for which training fail and what impacts does it have on employees and what are the benefits of training evaluation and what are the employee's views on training evaluation. A mixed research approach with combination of literature review was adopted and which requires distribution of a questionnaire survey. This study covers 86 sampled employees of different service firms in Nigeria. This study used a simple qualitative and quantitative approach to data collection, in future there will be need for a more indepth application of quantitative techniques in order to validate the analysis on future data that might emerge. Hence, the need for future extension of this research so as to shape the study and further expand the study. This is the first study that examines employees' perceptions on training and development evaluations within the service sectors in Nigeria. For organization to achieve the best from training and development initiatives there must be a deeper understanding on the need for training evaluation

describes that employees are major assets of every organization. The accomplishment of the industry depends on its employee performance.

Nuray Akter : The author's discuss that In the age of rapidly changing business environment as well as workplace environment globally, the practices of effective employee training and their development is the vein for fetching the best employee performance in the various industrial sector as well as garments sector too. The current study conducted for exploring the associations of employee training (ET), employee development (ED) as predictors on employee performance (EP). For investigating the results, ET and ED were taken as independent variables with the most essential items for measuring their relationships with EP. An exploratory research design and deductive approach were followed to conduct the study and a questionnaire survey method was used for collecting primary data from different established garment organizations in Chittagong and BGMEA. A purposive sampling technique and survey strategy was followed to collect data and only 321 applicable responses were used for result analysis.

Shruti Lamba and Nirmala Choudhary : This research paper discusses that in this era of highly competitive environment, organizations in Manufacturing sector and Service sector are trying hard to win the mind of customers by providing them

value added service and quality innovative products to remain competitive in the market. The objective of this study is to investigate the impact of HRM practices on Organizational commitment of Employees in various sector in India. The study revealed that how HRM practices provide an edge to employee's commitment towards an organization goal in the global competitive market. Through study it is found that HRM practices influence the Organizational Commitment of Employees. It was found that HRM practices have a significant role on Organizational Commitment of Employees but there need to be improvement in the area like Training & Development, Compensation and Employee welfare.

Nabila Khan , Naveed Ahmad, Nadeem Iqbal and Najeeb Haider : The author's discuss that the aim of this study is to investigate the training that has positive impact on employees' performance and productivity. This paper is quantitative in nature. Data for the paper have been collected through primary source by questionnaires surveys. The data have been checked through statistical software to find the influence and relationship of training on performance of employees. There are two variable Training (Independent) and

Employees' performance (Dependent).
Seven conventional

GAPS IN THE LITERATURE REVIEW :

From the review of literature on all the building blocks it is clear that we need a proper measurement for understanding the role of management in professional development of employees in educational sector.. Literature review reveals that employees professional development is of great significance to educational sector and the literature gap identified emphasizes on the need of training and development and the transforming educational policies.

In other words past research has focused on sustainable education ,global development and transforming education system. However, the first research gap identified is-The study of existing literature in this domain reveals that none has been able to provide a complete structural view with regard to role of role of Management in the professional development of employees for sustainable growth in the Educational sector for an individual.

The second research gap found by the researcher is to measure the level of professional development of employees for sustainable growth in the Educational sector.

Following is the summary of building blocks identified through extant literature review done by the researchers to support identified constructs and its measurement indicators.

Summary of constructs and their latent variables identified

Sr. No	Constructs
1	Global Sustainable development
2	Flexible approach to education
3	Research environment
4	Recruitment and Selection
5	Training and Development
6	Transforming Education System

RESEARCH PROBLEM :

The purpose of this research is to know the role of Management in the Employee Development in the Education Sector in India Thus, the said study is carried out to answer following questions.

Research question 1

What is the role of management in professional development of faculty in education sector?

Research question 2

What is the level of commitment of faculty and academics needed to foster transformation in learning and education for sustainability with reference to Pune City?

Research question 3

What is the the concept of professional development sufficiently integrated into higher education institutions?

Research question 4

Whether the top management transformative approaches can enhance the emphasis to sustainability?

OBJECTIVES OF THE STUDY:

The study can be designed with the major objectives. The following are the specific objectives of the study:

O₁. To understand the role of management in professional

development of faculty in education sector.

O₂. To study about the commitment of faculty and academics needed to foster transformation in learning and education for sustainability with reference to Pune City

O₃. To study the concept of professional development sufficiently integrated into higher education institutions

O₄. To study transformative approaches can enhance the emphasis to sustainability and impact of top management policies.

**HYPOTHESES OF THE STUDY
BASED ON THEORETICAL MODEL
:**

The study aimed at validating the following hypotheses derived from the above discussion.

H₁: Lack of professional development activities is the reason for low productivity among educational sector employees..

H₂ The present top management policies are inadequate for individuals professional development in educational sector..

H₃: Role of management can enhance the level of growth and sustainability in education sector.

RESEARCH METHODOLOGY :

Entire research process can defined and distributed in a systematic manner. Researchers will apply descriptive research. The present research work was both primary as well as secondary data & information. In order to get the primary data from the root source, the structured questionnaire was prepared for the respondents. A detailed discussion on methodology adopted ; answers the questions are as follows.

Type of Research: Descriptive Research

The type of research adopted can be descriptive. Applied descriptive research to study descriptive information on Global Sustainable development, Flexible approach to education ,Research environment, Recruitment and Selection, Training and Development and Transforming Education System in education sector.

Nature of Research: Quantitative study

The research study is quantitative in nature .Quantitative research is the systematic empirical investigation of observable phenomena via statistical, mathematical or computational techniques. Quantitative data has been collected from various employees working in education sector.

KEY FINDINGS AND DATA ANALYSIS :

The sample size comprised of 300 respondents across India working in the Professional education space and were asked the questions which have been mentioned in the constructs to get the right output and to measure the results. The key findings were that the employees admitted that management role in the employee motivation, welfare and development was significant for the performance of the employees and thereby leading to the sustainable development of the education organization. Employees felt that more Non monetary benefits like providing transportation, children education, free healthcare for the family and the social well being of the employees would significantly improve the productivity from them for the betterment and growth of the organization.

MANAGERIAL IMPLICATIONS OF THE RESEARCH :

The originality and uniqueness of the research lies in investigating level of awareness about relationship between employees and Management in education sector measures. This research study can provide a direction for the management to implement the best practices in the motivation and employee welfare measures. Further studies can provide significant developments and enhance the professional growth and development of the employees in the education sector.

CONCLUSION :

In the age of rapidly changing business environment as well as workplace environment globally, the practices of effective employee training and their development is the vein for fetching the best employee performance in the various industrial sector as well as garments sector too. The current research was conducted for exploring the associations of employee training (ET), employee development (ED) as predictors on employee performance (EP). For investigating the results, ET and ED were taken as independent variables with the most essential items for

measuring their relationships with Employee Performance. If the education sector embraces these changes and develop new age policies for the employee growth, it will significantly drive the education sector to face new challenges and opportunities.

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