A study on Research Competence & satisfaction among employees in Educational institutions with special reference to institutions in Medchal

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Abstract:

The study is abased on the research competency of the faculty. Research experience is considered as one of the important qualifications for the admission into faculty position. But knowingly or unknowingly this factor is ignored. The study was conducted to find the reasons for not taking up the research work and find the solutions to make quality faculty at the ground root level to strengthen the organization as well as to make faculty research base strong. Chi square was used to analyze all the factors conducted both on male and female faculty. Male faculty are more capable and have good opportunity to take up research activities

Key words: Research, competence, opportunity, organization, quality, association.

Introduction:

Advanced education foundations are viewed as associations that are created under a humanistic

approach. The college endeavors to guarantee that their school personnel grows well and that the quality of the establishment is constantly moved along. , the investigation of the capacity to understand anyone on a deeper level is consolidated as a variable that can emphatically impact the work life of any person. In this manner, it works with articulation in the research field and its comparing scholarly creation. In this sense, the significant limits of the capacity to understand people on a profound level are viewed as an important condition. Although it isn't the one to focus on, it is one of the variables that show specific capability in educators who are committed to explore and the creation of logical articles at a college level.

NEED OF THE STUDY

The purpose of the study is to identify the potentiality of the faculty in research. Reasons for keen interest and to identify the reasons for not up to the mark.

PROBLEM STATEMENT

The present study is to identify research competency of employees in educational institutions and identify the hurdles in doing research.

SCOPE OF THE STUDY

The study is conducted only in one in educational institutions. The study is only to identify the reasons for not taking up the research work

PERIOD OF THE STUDY

The study is conducted for a period of 3 months .The opinion was collected during employees free time.

OBJECTIVE OF THE STUDY

1. To identify the awareness level of faculty regarding Research activities in Educational Institutions

2. To identify preference levels of faculty members related to Research activities in Educational Institutions

3. To analyze whether the preference level of faculty members differ with related to demographic factors with related to Gender , age , no of children and type of the family

4. To identify the factors which affect the research interest of the faculty members in educational Institutions

RESEARCH METHODOLOGY

Type of the Research : Descriptive in nature

Sample Design : The sample selected is convenient sampling

Population: The total employees are around 60 per college

Sample: A sample of 50 employees responded

Data Collection: The data is collected both from primary and secondary source.

Primary Source: Direct opinions from the faculty through questionnaire

Secondary Source: through articles and journals

Instrument for collection: Questionnaire through google form. Shared to all faculty. Questions consists of open ended questions and close ended questions. Questions follow the pattern of Likert's Scale

Strongly Agree, Agree, Neutral, Disagree, strongly Disagree

Research Tools : Data Analysis is done through bar graphs, percentages, mean and chisquare.

Hypothesis :

Ho: There is significant awareness among faculty related to Research activities

H1: There is no significant awareness among faculty related to Research activities

Ho: Faculty members generally prefer to take up research activities

H1: Faculty members generally do not prefer to take up research activities

H0: There is no significant difference in preference level of faculty members differ with related to demographic factors with related to Gender ,marital status, no of children and type of the family

H1: There is significant difference in preference level of faculty members differ with related to demographic factors with related to Gender, marital status, no of children and type of the family

STATISTICAL TOOL : SPSS PACKAGE

Case Processing Summary

	N	%
Valid	50	64.9
Excluded[a]	27	35.1
Total	77	100.0

a. Listwise deletion based on all variables in the procedure.

Cronbach's Alpha	N of Items
.189	7

LIMITATIONS OF THE STUDY

1. The study is only for Research activities among employees

2. The study was conducted only for a period of 2 months

3. The data might be bias

4. The opinions of the employees may vary from time to time

REVIEW OF LITERATURE

Mariya Begunova(2021) The current article shows the discoveries of a fundamental quantitative examination of the educators' exploration capability and its effect on higher instructive foundations' (from this point forward: HEI) intensity on the example of Kazakh University of International Relations &World Languages after Ablaikhan (henceforth: KazUIR&WL). Utilizing the technique for poll, the review explores the degree of fulfillment of the understudies and guardians with the training quality in KazUIR&WL, their requirements and assumptions, as well as shows the linkage between instructors' exploration capability and the nature of schooling. The examination includes 19 educators, 70 understudies and 70 guardians, who present their perspectives by noting both unassuming and close-finished questions. The current exploration is inductive non-trial and helps construct serious areas of strength for a stage for producing further examination questions. The fundamental reason for the examination is generally an appraisal of the ongoing circumstance in showing English in Kazakhstan, with components of assessment and depiction. In this viewpoint, the ongoing review can turn into a decent logical foundation for creating further examination thoughts in the circle of training, phonetics, technique, history, unfamiliar culture studies and others. The technique utilized in the current exploration is the strategy for addressing

Adriel G. Roman(2021)This study analyzed the examination abilities and exploration execution advanced education foundations (HEIs) personnel with regards to the quantity of investigates finished, introductions, distributions, and references. The example included 135 staff of 8 public and confidential HEIs in the Philippines. Measurable medicines, for example, frequencies, rates, and weighted implies were utilized to introduce graphic information while calculated relapse was utilized to decide a reasonable free factor that fits to the model for anticipating the exploration execution. The outcomes uncovered that the recurrence of staff in the HEIs diminishes as the examination moves starting with one exploration execution boundary then onto the next higher boundary. The discoveries additionally showed that examination skill of the advanced education

establishments' employees is an indicator of exploration efficiency especially on the quantity of explores finished by the personnel. A few suggestions were given to increment research execution of the HEI staff on examination, for example, giving exploration preparation phases and tutoring programs.

*Mustafa Çelebi1(2019)*The discussion on training both in Turkey and on the planet go on for a long time. Especially after the 2000s, the elements of schools, obligatory training, qualified schools and limitation at all degrees of government have been examined habitually. Specialists grouped optional training establishments as per their capabilities; Science secondary schools,Anatolian secondary schools, Super secondary schools, Curriculum Laboratory Schools (MLO), Social Sciences secondary schools, etc. The last type of qualified school preliminaries is the undertaking schools, which actually experience the ill effects of subjective issues as far as lawful and gear related to standardization. The point of this study is to decide the mentalities and capability levels of the educators in the undertaking schools that are supposed to be equipped for logical examination and to foster ideas for the preparation of qualified teachers. A sum of 336 project teachers took part in this expressive review which was led with the study model. Unmistakable measurements were utilized in the examination of the information got in the review, furthermore t-test and change examination were utilized for autonomous examples in the distinction tests. Toward the finish of the exploration, it is seen that the mentalities of the instructors towards logical investigates are not at the normal level, the low degree of perspectives and premium show that the abilities connected with logical reasoning cycles can't arrive at the normal level.

In spite of the fact that educators find themselves profoundly equipped as far as their logical exploration abilities, current examinations show that this level is lacking. In this review, negative connection between instructors' negative mentalities towards logical examination and logical exploration not entirely settled. Furthermore, a positive relationship was viewed as between instructors 'uplifting outlooks towards logical examination and their capabilities for logical exploration
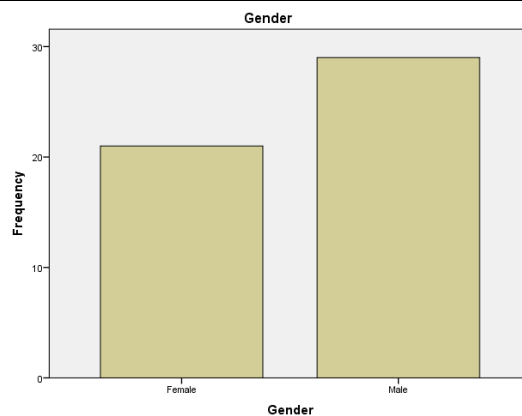
DATA ANLAYSIS

Designation:

	Frequency	Percent	Valid Percent	Cumulative Percent
Assistant Professor	33	66.0	66.0	66.0
Associate Professor	9	18.0	18.0	84.0
Professor	8	16.0	16.0	100.0
Total	50	100.0	100.0	
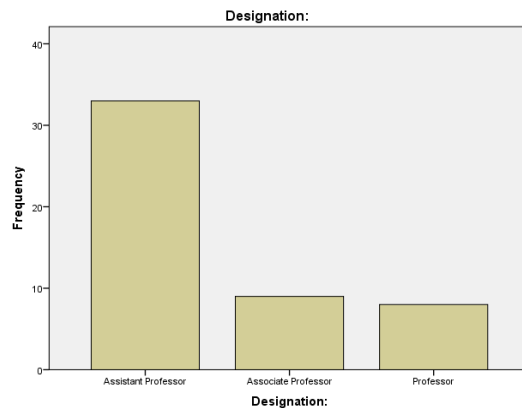
Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Female	21	42.0	42.0	42.0
Male	29	58.0	58.0	100.0
Total	50	100.0	100.0	

Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Married	42	84.0	84.0	84.0
Un-married	8	16.0	16.0	100.0
Total	50	100.0	100.0	
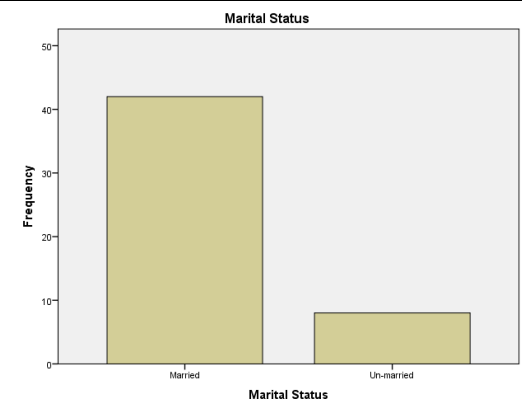
Joint Family/ Nuclear Family:

	Frequency	Percent	Valid Percent	Cumulative Percent
Joint Family	21	42.0	42.0	42.0
Nuclear Family	29	58.0	58.0	100.0
Total	50	100.0	100.0	
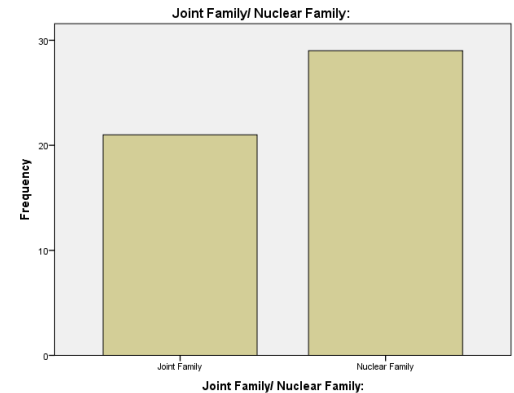
No.of Children

	Frequency	Percent	Valid Percent	Cumulative Percent
.0	20	40.0	40.0	40.0
1.0	11	22.0	22.0	62.0
2.0	19	38.0	38.0	100.0
Total	50	100.0	100.0	
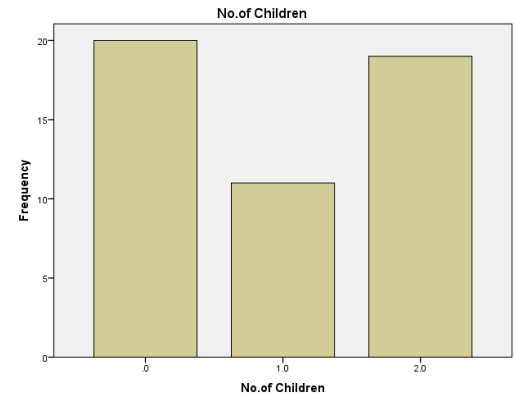
Are you aware of Research Activities

	Frequency	Percent	Valid Percent	Cumulative Percent
No	5	10.0	10.0	10.0
Yes	45	90.0	90.0	100.0
Total	50	100.0	100.0	
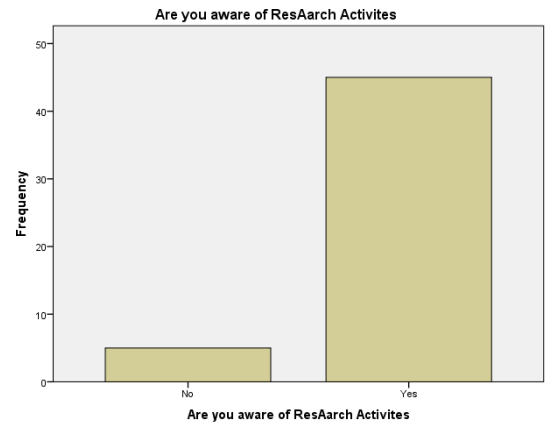
Would you like to prefer Research if opportunity is given

	Frequency	Percent	Valid Percent	Cumulative Percent
No	8	16.0	16.0	16.0
Yes	42	84.0	84.0	100.0
Total	50	100.0	100.0	
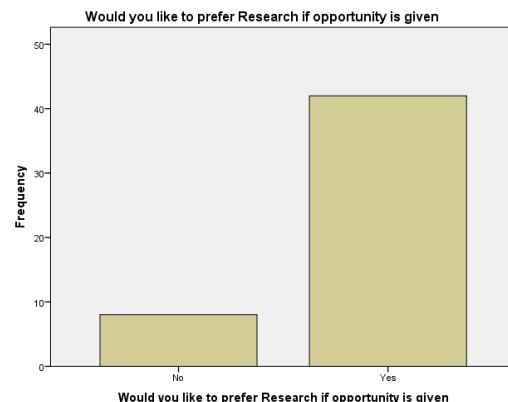
Area of interest

	Frequency	Percent	Valid Percent	Cumulative Percent
Conference Publications	7	14.0	14.0	14.0
FDP	7	14.0	14.0	28.0
Publication of journals	17	34.0	34.0	62.0
Seminars	19	38.0	38.0	100.0
Total	50	100.0	100.0	
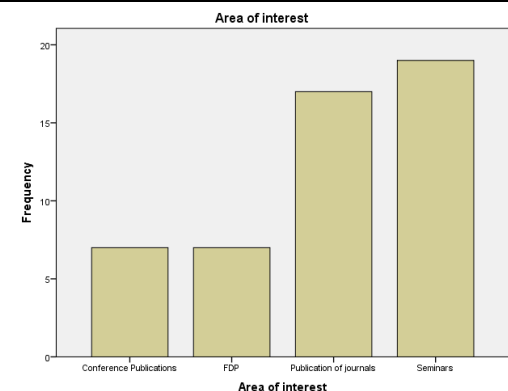
Do you feel that work load is hurdle for Research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	4.0	4.0	4.0
Disagree	4	8.0	8.0	12.0
Neutral	2	4.0	4.0	16.0
Agree	8	16.0	16.0	32.0
Strongly Agree	34	68.0	68.0	100.0
Total	50	100.0	100.0	
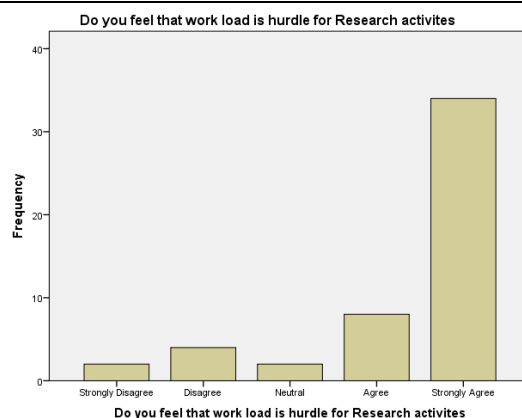
Are you satisfied with your research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Highly satisfied	8	16.0	16.0	16.0
Some What	42	84.0	84.0	100.0
Total	50	100.0	100.0	
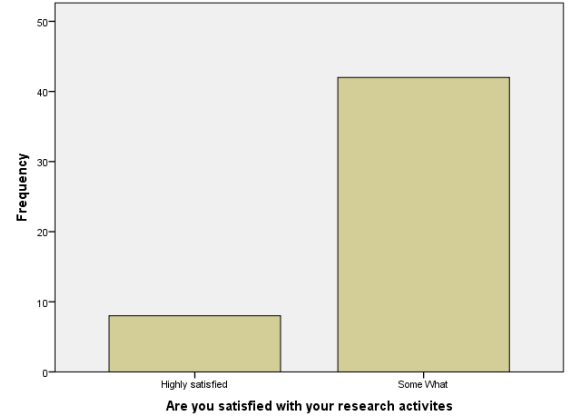
Do you feel that Type of family is hurdle for Research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	6.0	6.0	6.0
Disagree	3	6.0	6.0	12.0
Neutral	1	2.0	2.0	14.0
Agree	5	10.0	10.0	24.0
Strongly Agree	38	76.0	76.0	100.0
Total	50	100.0	100.0	
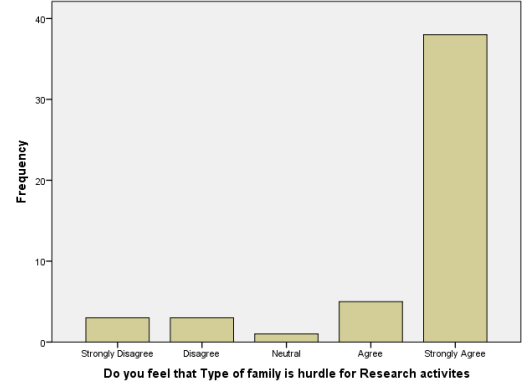
Financial issues is hurdle for research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	6.0	6.0	6.0
Disagree	2	4.0	4.0	10.0
Neutral	3	6.0	6.0	16.0
Agree	6	12.0	12.0	28.0
Strongly Agree	36	72.0	72.0	100.0
Total	50	100.0	100.0	
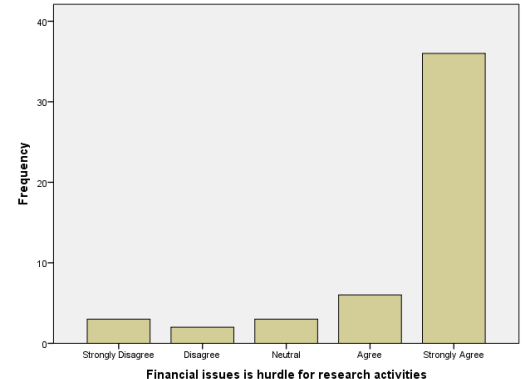
Proper Training & Guidance

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	4.0	4.0	4.0
Disagree	2	4.0	4.0	8.0
Neutral	4	8.0	8.0	16.0
Agree	7	14.0	14.0	30.0
Strongly Agree	35	70.0	70.0	100.0
Total	50	100.0	100.0	
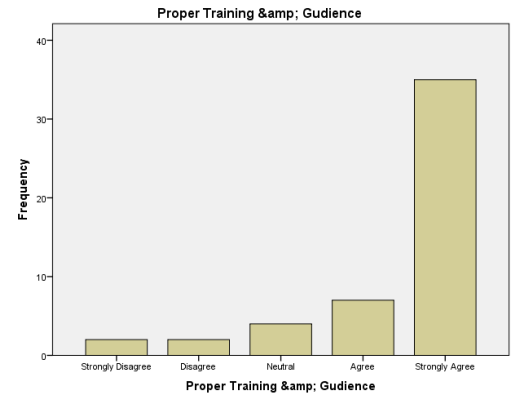
No of children is hurdle for research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	4.0	4.0	4.0
Disagree	3	6.0	6.0	10.0
Neutral	5	10.0	10.0	20.0
Agree	6	12.0	12.0	32.0
Strongly Agree	34	68.0	68.0	100.0
Total	50	100.0	100.0	
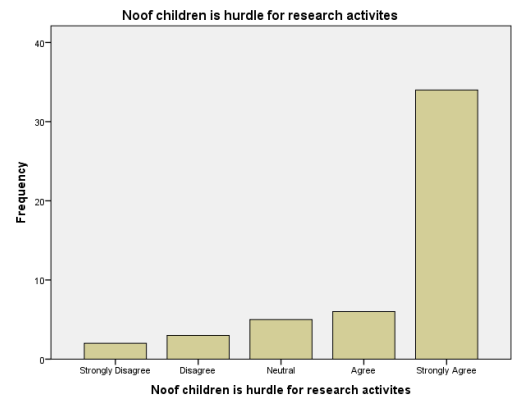
Marriage is hurdle for research activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	6.0	6.0	6.0
Disagree	3	6.0	6.0	12.0
Neutral	3	6.0	6.0	18.0
Agree	4	8.0	8.0	26.0
Strongly Agree	37	74.0	74.0	100.0
Total	50	100.0	100.0	
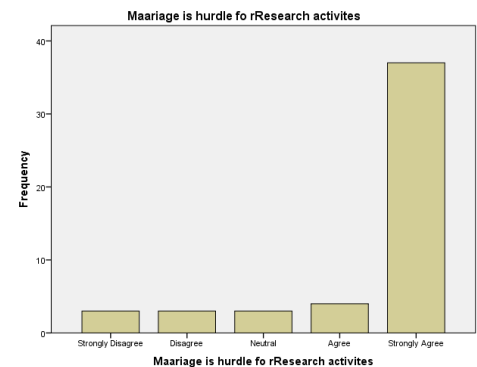
CHISQUARE ANALYSIS

Gender * Are you satisfied with your research activities

Crosstab

Count

		Are you satisfied with your research activites		
		Highly satisfied	Some What	
	Female	1	20	21
	Male	7	22	29
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.402[a]	1	.065		
Continuity Correction[b]	2.113	1	.146		
Likelihood Ratio	3.872	1	.049		
Fisher's Exact Test				.117	.069
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.36.

b. Computed only for a 2x2 table

Gender * Would you like to prefer Research if opportunity is given

Crosstab

Count

		Would you like to prefer Research if opportunity is given		
		No	Yes	
	Female	5	16	21
	Male	3	26	29
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.643[a]	1	.200		
Continuity Correction[b]	.794	1	.373		
Likelihood Ratio	1.624	1	.203		
Fisher's Exact Test				.255	.186
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.36.

b. Computed only for a 2x2 table

Gender * Are you aware of Research Activities

Crosstab

Count

		Are you aware of Research Activities		
		No	Yes	
	Female	2	19	21
	Male	3	26	29
Total		5	45	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.009[a]	1	.924		
Continuity Correction	.000	1	1.000		
Likelihood Ratio	.009	1	.924		
Fisher's Exact Test				1.000	.654
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.10.

b. Computed only for a 2x2 table

Marital Status * Are you satisfied with your Research activities

Crosstab

Count

		Are you satisfied with your research activities		
		Highly satisfied	Some What	
	Married	7	35	42
	Un-married	1	7	8
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.087[a]	1	.768		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.092	1	.762		
Fisher's Exact Test				1.000	.622
N of Valid Cases	50				

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.28.

b. Computed only for a 2x2 table

Marital Status * Would you like to prefer Research if opportunity is given

Crosstab

Count

		Would you like to prefer Research if opportunity is given		
		No	Yes	
	Married	7	35	42
	Un-married	1	7	8
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.087[a]	1	.768		
Continuity Correction	.000	1	1.000		
Likelihood Ratio	.092	1	.762		
Fisher's Exact Test				1.000	.622
N of Valid Cases	50				

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.28.

b. Computed only for a 2x2 table

Marital Status * Are you aware of Research Activities

Crosstab

Count

		Are you aware of ResAarch Activites		
		No	Yes	
	Married	0	42	42
	Un-married	5	3	8
Total		5	45	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	29.167[a]	1	.000		
Continuity Correction[b]	22.636	1	.000		
Likelihood Ratio	21.923	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is .80.

b. Computed only for a 2x2 table

No.of Children   * Are you satisfied with your research activities

Crosstab

Count

	Are you satisfied with your research activites		
	Highly satisfied	Some What	
.0	1	19	20
1.0	3	8	11
2.0	4	15	19
Total	8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.202[a]	2	.202
Likelihood Ratio	3.579	2	.167
N of Valid Cases	50		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is 1.76.

No .of Children   * Would you like to prefer Research if opportunity is given

Crosstab

Count

	Would you like to prefer Research if opportunity is given		
	No	Yes	
.0	2	18	20
1.0	2	9	11
2.0	4	15	19
Total	8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.936[a]	2	.626
Likelihood Ratio	.976	2	.614
N of Valid Cases	50		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is 1.76.

No.of Children   * Are you aware of Research Activities

Crosstab

Count

		Are you aware of ResAarch Activites		
		No	Yes	
	.0	5	15	20
	1.0	0	11	11
	2.0	0	19	19
Total		5	45	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.333[a]	2	.016
Likelihood Ratio	10.015	2	.007
N of Valid Cases	50		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is 1.10.

Joint Family/ Nuclear Family: * Are you satisfied with your research activites

Crosstab

Count

		Are you satisfied with your research activites		
		Highly satisfied	Some What	
	Joint Family	5	16	21
	Nuclear Family	3	26	29
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.643[a]	1	.200		
Continuity Correction[b]	.794	1	.373		
Likelihood Ratio	1.624	1	.203		
Fisher's Exact Test				.255	.186
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.36.

b. Computed only for a 2x2 table

Joint Family/ Nuclear Family: * Would you like to prefer Research if opportunity is given

Crosstab

Count

		Would you like to prefer Research if opportunity is given		
		No	Yes	
	Joint Family	3	18	21
	Nuclear Family	5	24	29
Total		8	42	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.079[a]	1	.778		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.080	1	.777		
Fisher's Exact Test				1.000	.549
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.36.

b. Computed only for a 2x2 table

Joint Family/ Nuclear Family: * Are you aware of Research Activities

Crosstab

Count

		Are you aware of ResAarch Activites		
		No	Yes	
	Joint Family	2	19	21
	Nuclear Family	3	26	29
Total		5	45	50

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.009[a]	1	.924		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.009	1	.924		
Fisher's Exact Test				1.000	.654
N of Valid Cases	50				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.10.

b. Computed only for a 2x2 table

FINDINGS OF THE STUDY

1. Out of total respondents 66% are Assistant Professor

2. Most of them are between age 30-32 years

3. 58% are male faculty and balance Female faculty

4. 84% are married and balance 16% are unmarried

5. 58% of the respondents are from Nuclear family

6. 40% of the members are not having children and don't prefer to have as they are obstacles to career

7. 90% of the faculty are aware of the importance of research activities

8. Most of them agree that workload of the faculty is very high

9. Most of them agree that they would take publications if proper guidance and opportunity is given

10. Respondents from joint family and possessing children find less time for research

11. Few agree that marriage is a hurdle for the research activities

12. Few agree that financial problem is one hurdle for research activities

13. Compare to female staff male staff have greater opportunity to do research activities

SUGGESTIONS

1. To impart the seriousness of research by focusing on the nature of educating.

2. To give required training to employees required for research

4. Rewarding employees who excel in Research,

5. Explaining the employees about benefits of research

6. To strength the technical aspects to support research

7. To plan for faculty development programs

8. To make research as a part of regular duty.

CONCLUSION

It is clearly understood, today, Research quality is one of the keys to work on a genuine seriousness. The current study shown that representatives of institutions and their administration staff feels that employee research quality is pioneer in running of educational institutions Simultaneously, the greater part of the responders think about high showing quality as a significant mark of a fruitful Education. Though, the overview among the employees of institutions has shown that the majority of the responders are intimately acquainted with the intension of conducting research, yet rather battle with its execution, in actuality.

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