

Analyzing Performance Management System for Non-teaching staff and Teaching staff in higher education Institutes

-Asst.Prof.Piyusha Yogesh Deshpande

ABSTRACT

The goal of this research is to conduct a comprehensive analysis of how higher education institutions' faculty and staff perform in relation to performance management systems (PMS). This study intends to compile and critically assess current literature, empirical investigations, and institutional reports using a secondary research methodology. The study will cover a wide variety of PMS models and look at how they are implemented, structured, and perform in different higher education environments.

Understanding how PMS affects faculty and staff performance—including teaching effectiveness, research output, administrative contributions, and overall institutional engagement—is the main goal of this study. Using data from conference papers, institutional documents, and peer-reviewed studies, the study aims to uncover common themes, success factors, and obstacles related to PMS implementation in higher education.

The methodical examination of academic journals, scholarly databases, and official publications from higher education institutions is a component of the secondary research strategy. By doing this thorough analysis, the research hopes to offer a nuanced understanding of the complex relationship—which takes institutional and contextual variances into account between PMS and faculty/staff performance.

The expected results will provide significant new information to the body of knowledge already available on performance management in higher education, educating administrators, decision-makers, and academics about the advantages and disadvantages of various PMS models. Furthermore, the study might point out areas that need greater investigation and improvement, leading to a stronger comprehension of how PMS influences the academic environment.

INTRODUCTION

Academic activities, staff, student activities, research projects, government and other supporters' financial support, student activities (including those of current students, parents, graduates, and alumni), student training in organizations, and so on are all connected to higher education. The three most crucial issues in education are quality, relevance, and quality of instruction provided. The goal of performance management is to increase employee productivity and competence through an ongoing, cooperative process. Performance management is a goal-oriented procedure aimed at improving organizational processes that can increase the productivity of teams, workers, and the company. According to Leopold and Harris (2009), performance management is one of the human resources activities that are expected to be significant in many businesses.

The conventional business approach to project management (PM) would not be effective in higher education institutions, according to Abdulkareem & Oyeniran (2011). As a result, current PM models and approaches must be modified to the requirements and goals of higher education institutions in order to create a gradual system that permits institutional transformation and methodical adjustment. The activities and performance at higher education institutions must now be continuously measured and quantified. In addition, they have to compete globally for researchers and students as well as adhere to government regulations. Courses and programs must be regularly revised, and it must be strategically decided whether to expand on existing strengths or create new ones.

OBJECTIVE

1. To investigate Performance Management Systems use in Higher education Institution
2. To examine the Performance Management System for Faculties & Staff in Higher Education Institutions.
3. To create a performance management system model specifically for academic staff in higher education institutions.
4. Examine how PMS affects academic staff members' service to the university and their participation in administrative duties, and consider how these aspects affect overall performance evaluations.

RESEARCH METHDOLOGY

The secondary materials gathered to examine the Performance Management System in Higher Education Institutions served as the foundation for the current investigation. The information was gathered from a variety of sources, including books, journals, scholarly articles, web pieces, and more.

LITERATURE REVIEW

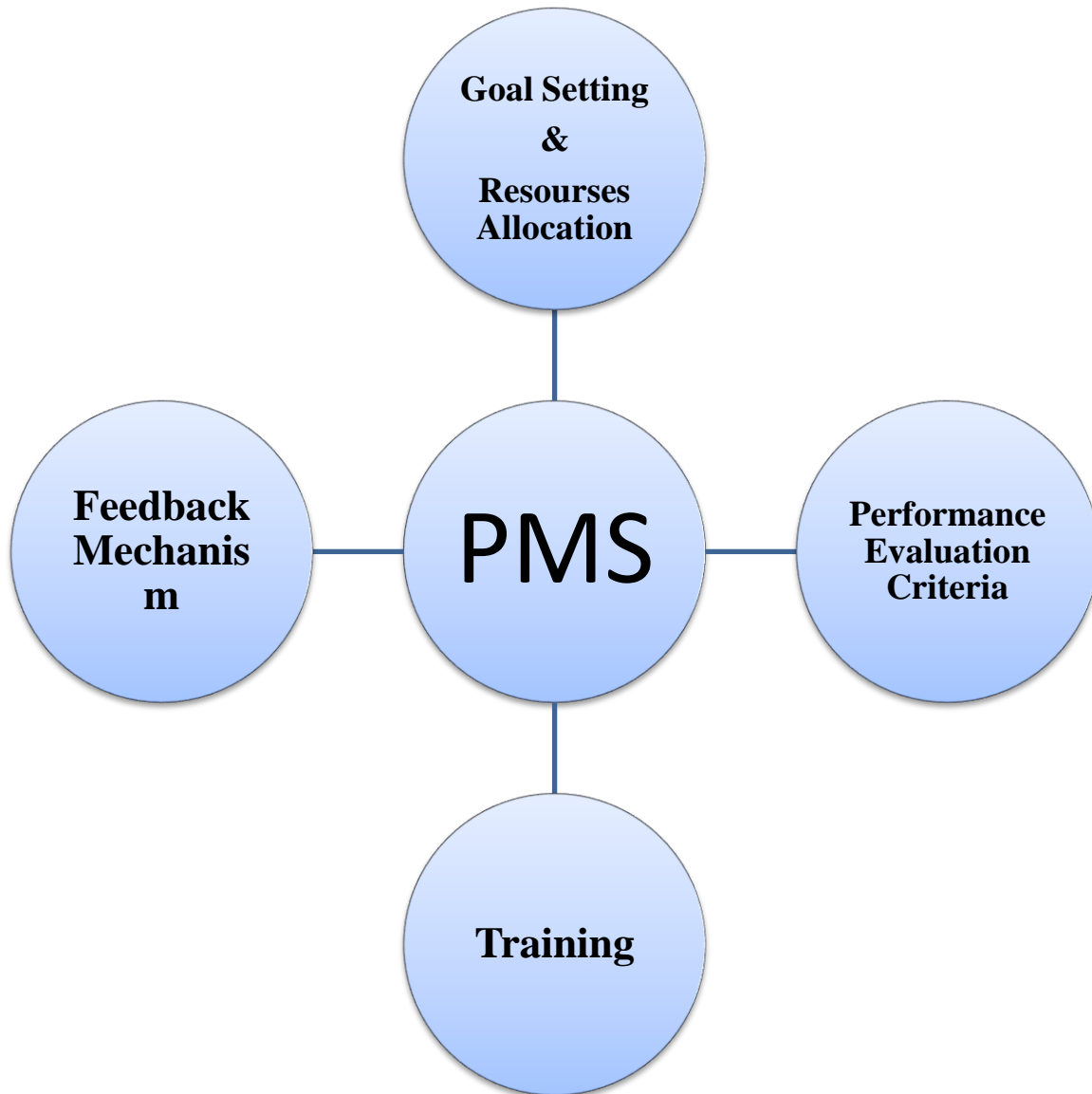
According to Dr. Gazala Amanullah Khan (2021) when adopting a performance management system in an organization, it is necessary to examine the organization's culture and structure. While the organization's success is contingent upon a devoted workforce, the tactics utilized must be fair and equal to all employees. Managers must establish an environment conducive to employees adopting organizational changes. In every sector of activity, new trends arise, while established trends are abandoned or repurposed to fit the general context of that sector of activity. The proposed framework is based on the principle that "there is no optimum performance; but there are always higher performances to achieve." The growth of a university depends on the efficient execution of a performance management system. A thorough examination of the literature was conducted, and Depending on the data analysis, various indicators were identified, resulting in comprehensive conceptual research. Performance management is a complicated, ongoing, and practical reality. Additionally, it stresses how deliberate staff expansion activities may help meet the need for a rapidly changing higher education environment. By applying PM methods, universities can increase or improve the university's overall performance as well as the performance of individual employees, and also the achievement of individual and institutional goals. Academic and administrative performance appraisals include key performance metrics that should be consistent.

According to Performance management is focused on individual achievements. Performance Management system is having a character of less distance of power between the employees and management. Performance Management has a long-term view of the objectives and goals as well as it has short term view of goals and objectives too where people value money and material benefits, and performance is valued more than loyalty.

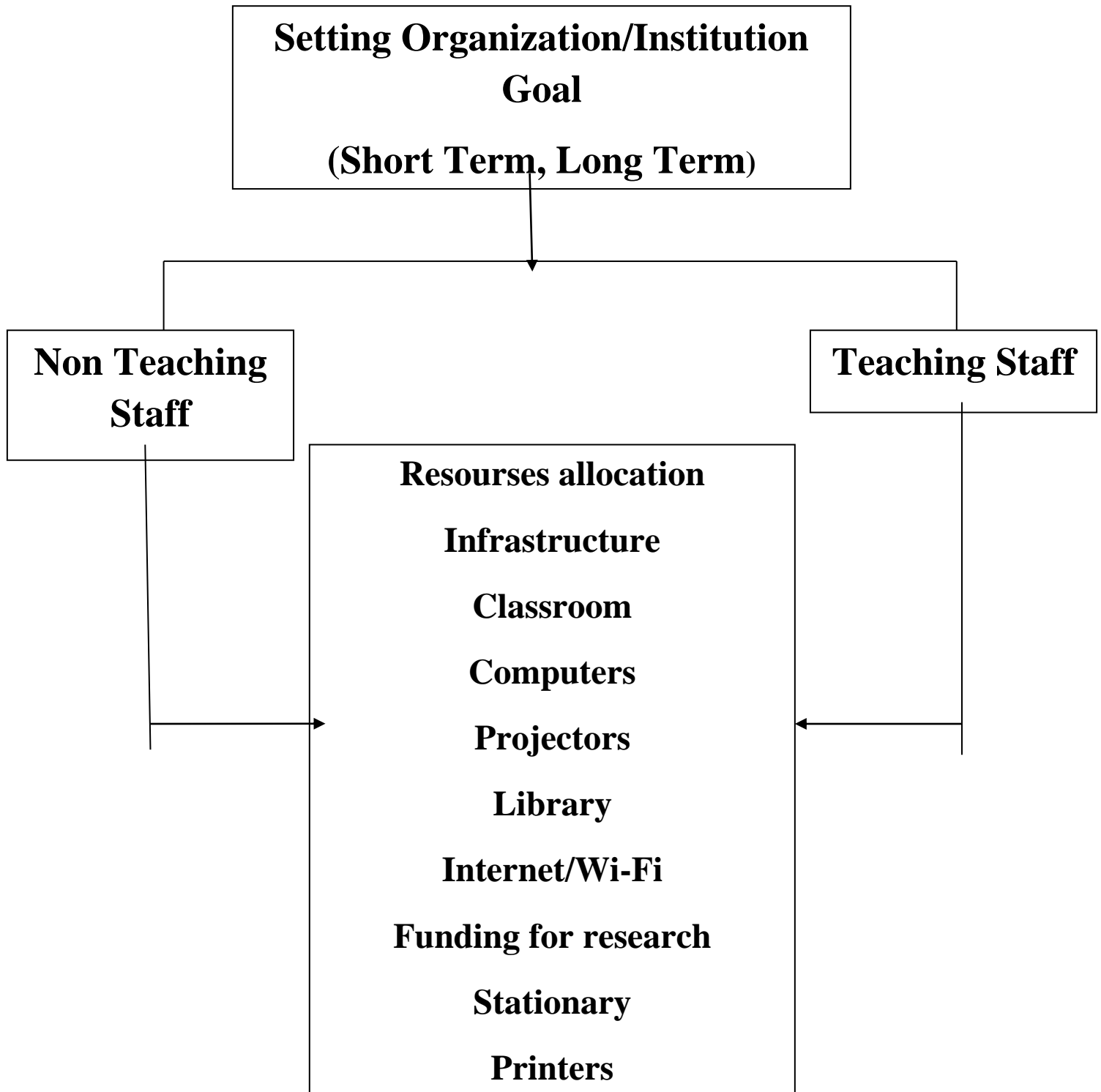
In Performance Management the feedback is provided to the employees frequently and openly. Career that is more important for the employees and both traditional as well as modern methods of performance appraisal are used. Methods such as 360-degree appraisals, confidential report, BARS, MBO, Balanced Scorecard, SMART performance pyramid etc. are used in Performance Management in higher education institution. The two types of rewards In Performance Management system are financial and Non-Financial. Financial rewards linked to merit pay or contingent pay whereas non-financial rewards are recognition, challenging assignments, development, career guidance and quality of work life. Based on the literature review conducted and keeping in mind the limitations associated with any study the researcher was able to develop a generic model of performance management for teaching staff for higher education institutions. The developed model can be used by the institutions as per their requirement, objectives, mission and vision of the institution.

DATA ANALYSIS

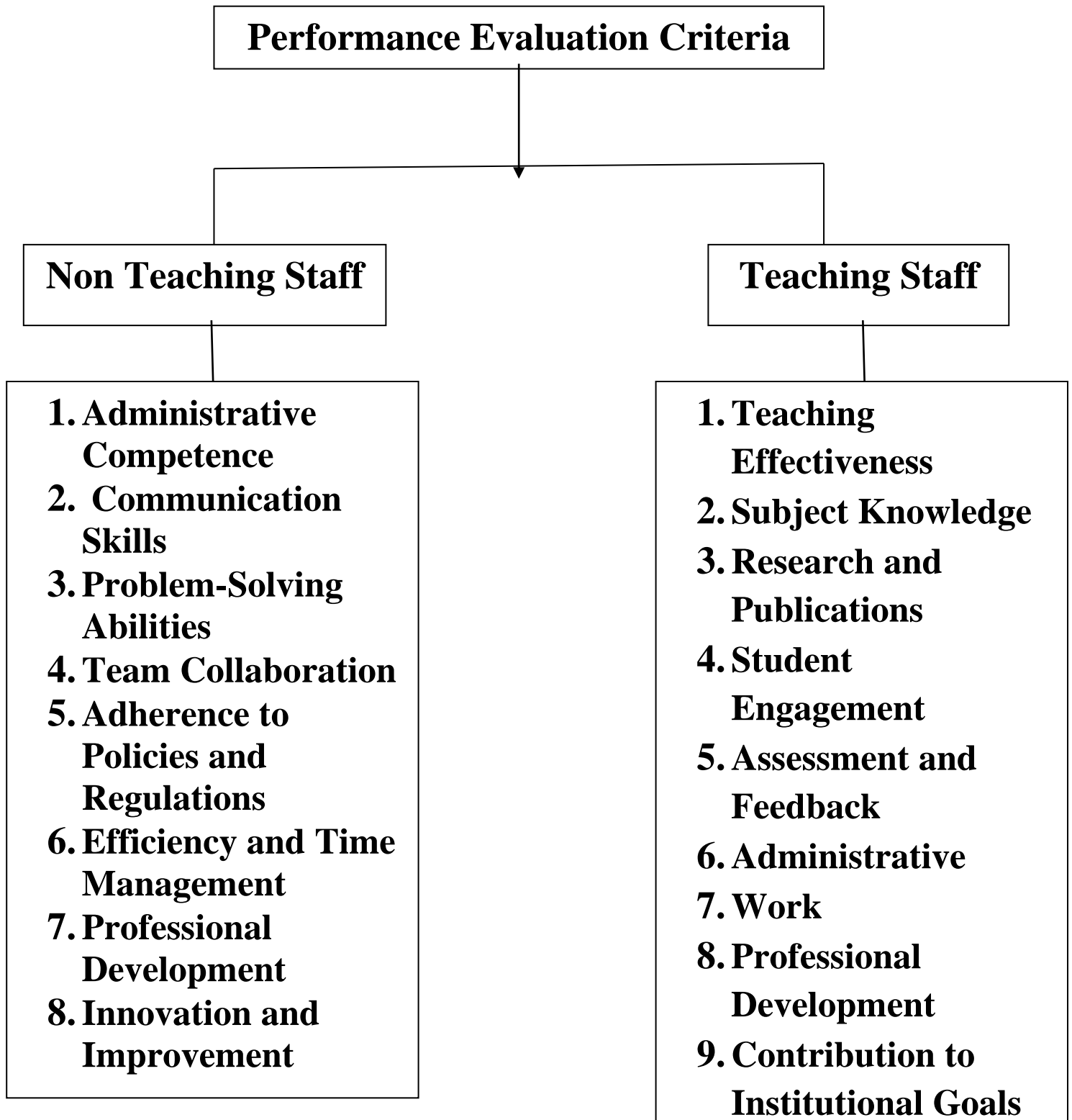
Model of Performance Management System for Teaching & Non Teaching Staff in Higher Education Institution



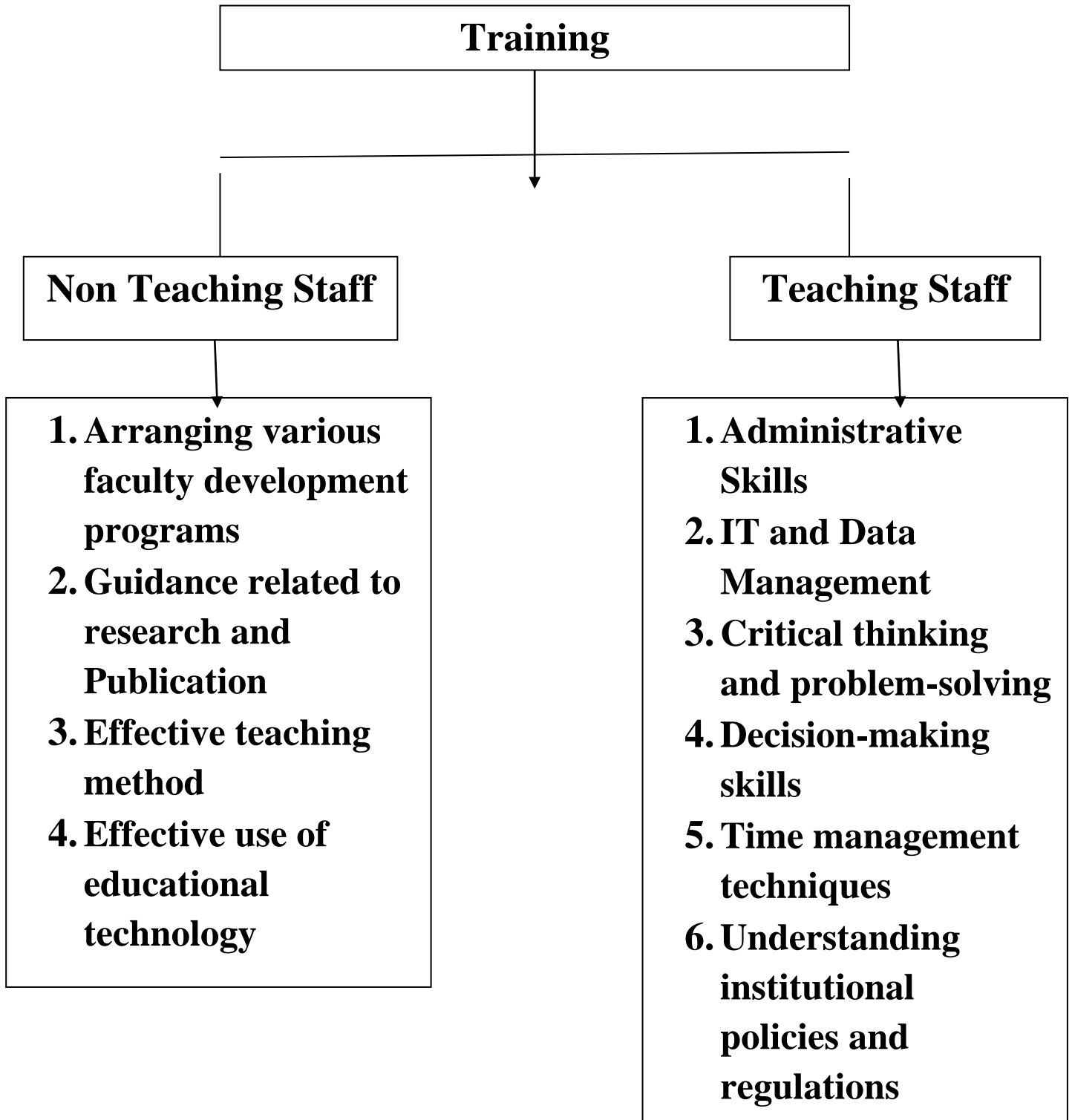
GOAL SETTING & RESOURCE ALLOCATION



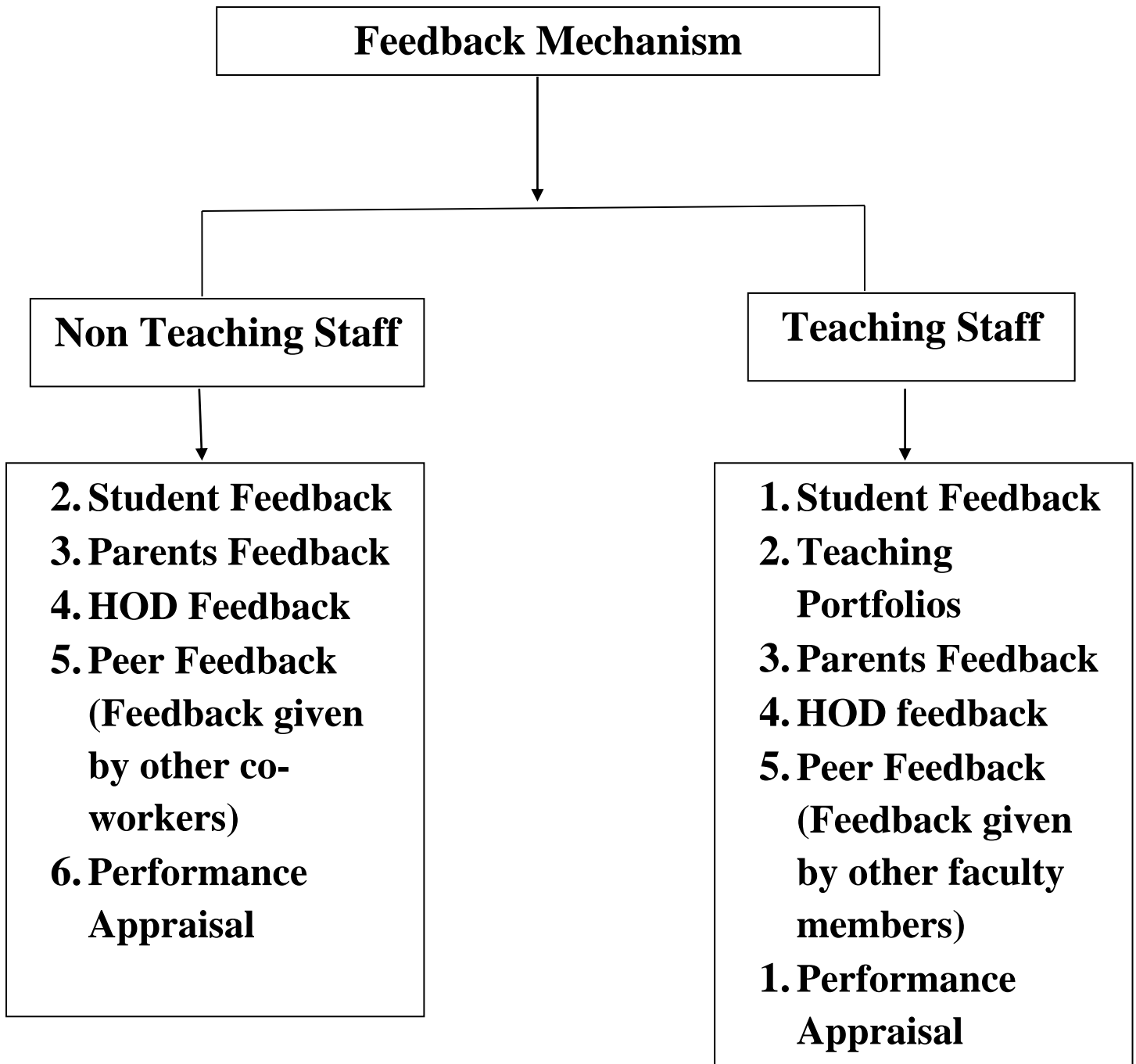
PERFORMANCE EVALUATION CRITERIA



TRAINING



FEEDBACK MECHANISM



FINDINGS

An examination of the literature showed that performance management is centered on individual accomplishments. A key feature of the performance management system is the reduced power gap between management and staff. In an environment where people appreciate money and tangible rewards and where performance is valued more than loyalty, performance management has both a long-term and short-term perspective on goals and objectives. Employees receive frequent, transparent feedback as part of performance management. A career that is more significant to the employees is adopted, and both conventional and contemporary techniques of performance evaluation are applied. Performance management techniques include 360-degree appraisals, private reports, BARS, MBO, Balanced Scorecard, SMART performance pyramid, etc.

REFERENCES

Gowri Menon (2018): TEACHERS' PERFORMANCE MANAGEMENT SYSTEM AT ISOMORPHIC HIGHER EDUCATIONAL INSTITUTIONS, Proposed Framework: IJAR

<https://www.journalijar.com/article/22824/teachers-performance-management-system-at-isomorphic-higher-educational-institutions/>

Dr. Gazala Amanullah Khan(2018): PERFORMANCE MANAGEMENT SYSTEM IN HIGHER EDUCATION IN INDIA: ANALYSIS OF CURRENT PRACTICES AND TRENDS, Proposed framework: International Journal Of multidisciplinary Educational Research

<file:///D:/Research%20Paper/8.pdf/>

Dr. Bhawna Chaha & Dr. Vinod Hatwal (2018): A Study of Performance Management System in Higher Education Institution with Special Reference to Academicians, Proposed Framework: Journal of Emerging Technologies and Innovative Research (JETIR)

<file:///D:/Research%20Paper/AstudyofPMS.pdf/>