

Human Resource Management Practices of Affiliated Colleges in Savitribai Phule Pune University

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Abstract

Appropriately qualified, well-supported and remunerated, highly motivated teaching personnel working in a stimulating teaching and learning environment are the most important elements of any education system. The idea that anyone can be a good teacher is a myth that still haunts national education systems across the globe. Too often, teachers' work atmosphere and employment conditions, the importance of a coherent framework of career and professional development and the ideas that teachers put forths, individually and collectively, need to be clearly heard in educational decision-making are neglected or underestimated by education planners and policy makers. The purpose of the study is to study the HR policies and practices that aim towards effective recruitment, career, professional support, and terms and conditions of employment for teachers.

Keywords: Teaching Personnel, HR Policies, Education System

Introduction

Teaching fraternity are recognized as key to educational quality and success in any society's education system. Understanding the importance of human resource policies and practices in the process of recruiting, retaining, professionally supporting and providing the proper working environment for sufficient number of faculty that meet the needs and expectations of quality education for all – in essence creating a decent Work agenda for these highly valued professionals. As international standards adopted already in the 1960s emphasize, teaching is a profession requiring expert knowledge and specialized skills, acquired and maintained through rigorous, ongoing education and training, and a sense of personal and collective responsibility for the education and welfare of learners. Teachers who benefit from equitable, enlightened human resource management and policies deliver better education and stay in the profession longer, reducing staff turnover and the associated costs and problems for education managers.

Objective of Study

1. To study the training and development programs conducted for the college teachers.
2. To analyze the recruitment and selection process of faculty in the affiliated colleges.
3. To study the role of HRM in the organization.

Research Methodology

Research is a common activity and such the term should be used in a technical sense. Research is a systemized effort to gain new knowledge. Research is also needed if the recruited staff is leaving the organization and post should be replaced. A cause for the staff leaving the organization needs to be analyzed. Research is required in the area of expansion. Research area is open in studying the new areas of education, so that new education streams are made available the new generation. At the same time the existing organization can be made strong by pooling in brains across the globe. The study is analytical and descriptive. This study is based on the university websites, management books, journals and news papers.

Review of Literature

Human Resource Management

The HRM has been relatively adopted in business organizations in place of the personnel management. According to Harvey and Brown HRM is defined as “The management activities under taken to abstract develop, motivate, maintain a high performing workforce within the organization”

There are different characteristics these are as follows.

- The role of HR professionals is to support and facilitate line managers who have the direct responsibility of managing personnel.
- The Human Resource Management is proactive and fused with corporate level planning.
- HRM focuses on horizontal authority & the reduction of hierarchy.
- The HRM plays important role in that employees are seen as subject development and growth.

The main purpose of HRM is to specify potential of employees and development of the HR line with needs of the organization. The Human Resource management views that the management and non- management have a common interest in the success of the organization.

Role of HRM in the organization

There are different roles and responsibilities of HRM in an organization these are as follows.

The development and implementation of a plan that meet personnel and needs of the job. To follows the rules and regulation of equal employment opportunities, without bias and other government obligations.

- To implement job description and job specification through the job analysis process.
- To find out the personnel needs and individual needs of the employee as well as organization and to achieve its goals.
- To provide the soft skill programs, faculty development programs, seminars, national and state level workshops to the employees.
- To implement infrastructure of management and organizational development programs.
- To implement the performance appraisal system and improve the growth of organization and evaluation of employee performance.
- To implement the compensation policies, medical facilities to employees.
- The development of communication skill, for the employees.
- Development of Grievance handling committee, Local managing committee and Training and placement cell in an affiliated colleges.
- Recruitment and selection of Teachers for affiliated colleges.
- To develop the career planning and its goals.
- To maintain administrative services.
- To develop social services and quality management
- To maintain payroll and transportation in the organization.
- To keep employee Health and safety.

Savitribai Phule Pune University

Savitribai Phule Pune University is one of the oldest universities established in 10th February 1948. The University has 629 affiliated colleges, 185 recognized institutes and 22 research institutes and as on financial year March 2014 with around 800000 students including all courses. University has 334 university departments, 11018 colleges, 50 non teaching staff class - 1, 32 non teaching staff class-2, 557 class-3 and 271 class-4. The University is in the centre of Pune and has jurisdiction over three districts of Maharashtra Pune, Ahmednagar and Nashik. It has covered arts, science and commerce, Engineering, Pharmacy, law, B.Ed/M.Ed. affiliated colleges. The intra campus of university has different departments like IUCCA- Inter university centre for Astronomy and Astrophysics, C-DAC- centre for development of advanced computing, NCRA- National Centre for Radio Astrophysics, NCCS- National Centre for Cell Science.

Table: 1

Sr.No	Name of stream	Colleges in Pune jurisdiction	Colleges in Ahmednagar jurisdiction	Colleges in Nashik jurisdiction
1	Arts, Science, & Commerce. BBA, BCA & B.Sc.	201	61	85
2	B.Ed/M.Ed	61	25	28
3	Law	16	04	04
4	B.Pharm and M.Pharm	29	07	13
5	Engineering	52	08	10
6	B.Architecture	9	02	05

Training and Development Programs

In university the Academic staff college has organized different programs for teaching and non teaching staff to the affiliated as well as non affiliated colleges. The Academic staff college has top position in the list as compare to other universities. College has successfully organized 494 refresher programmes, college has provided 16385 teachers for their academic development. Till date 151 orientation programmes have been organized by academic staff college. The young 5610 teachers have been provided. The orientation programs for administrators of higher education are also arranged.

Need for the study

Learning is continuous process. Further study can be a rewarding experience, not only it addresses exposes the latest trends and knowledge for field of interest. It can also give opportunity for gaining the skills attitude and knowledge. Education is useful to meet individual as well as organizational goals.

It helps to improve career prospectus, knowledge improvement, upgrade the qualification. It is also essential for create opportunity for growth. It helps to explore the subject area and it always fascinated for individually. This process gives lot of confidence as well as knowledge for better achievement.

Improvement of Education in University

University needs to provide decent salary and profession to teachers. Arrangement of training programs update their knowledge and skills for faculty members. It supports to develop mindset and attitude. It should focus quality of education not quantity of education. It should be mandatory for management school to appoint fulltime faculty to all programmes. It can also

appoint the visiting faculty for particular subjects for the improvement . Look for the professors who are passionate in the teaching and learning. The well qualified professors would love to share their knowledge, experience with students for growing goals. To appoint the well educated professors having their own research and consultancy with adequate teaching experience as it enrich the teaching process

Recruitment of Teacher of affiliated Colleges

There shall be selection committee for appointment for faculty for giving recommendations.

The selection committee consists of

- 1: Chairman, Governing body of college.
- 2: A nominee of the Vice-chancellor.
- 3: Expert member nominated by Vice-Chancellor.
- 4: One nominee of the Director of Higher Education,
- 5: principal of the College.
- 6: Head of the Department of the College.
- 7: For reserved post, Vice-Chancellor shall nominate one additional member, belonging to SC or ST or DT/NT who should prefer subject expert.

Recruitment and Qualifications

Recruitment for the post of Professors, Associate Professors and Assistant professors in the existing scale pay 37500-67000 with grade pay 10,000. The faculty recruited in affiliated colleges and Recognized Institute shall on the basis of merit through All India Advertisement and selection, provided that the incumbents fulfill criteria prescribed in Government Resolution.

The minimum qualification required for faculty, masters degree in relevant subject with at least 55% marks and good academic record as per UGC norm.

The University, Affiliated colleges and Recognized institutions shall reserve the posts of the total number of posts to be filled in by the selection for the member of reserved categories as

Scheduled Castes	13 %
Scheduled Tribe	7 %
Denotified Tribe and Nomedic Tribes	4 %

About Pune city

Pune is regarded as Oxford of East. Apart from Savitribai Phule Pune University, it has few of the best universities of the India. The local students and outstation students feel safe for education.

Conclusion

In this paper an attempt has been made to study the training and development programs conducted for the college teachers. To analyze the recruitment and selection process of faculty in the affiliated colleges. To study the role of HRM in the organization,It was successfully studied in this paper. In this study the HR policies and practices that aim towards effective recruitment, career, professional support, and terms and conditions of employment for teachers has been successfully studied.