

Employees Perception Towards Hr Practices In Higher Education Institutions

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Abstract

Education is the most important source of asset for a student, and proper education from a proper place is necessary for the growth of teenagers. Knowledge gained from universities is the greatest among all sources, as universities are a broad area to develop skills and essential ideas for future values. Universities also act as HR, especially in recruiting the right teaching faculty and maintaining them in the organisation with the right facilities, as the teaching faculties are the real assets for any educational institution. The teaching faculties, too, have issues and various perceptions towards the universities and deemed universities. This study will discuss the employees' (teaching faculty) perceptions of the working conditions of universities and HR practices followed in universities, as well as the employees' suggestions to improve the situation. Without HR practices, no organisation can survive. Better HR decisions will lead to the betterment of students and researchers.

Keywords: HR Practices, Education, University, Faculties, Working conditions.

1.1. Introduction

Human resources (HR) are widely acknowledged to be the most essential component of a company's competitive advantage. Human resources are regarded as an important resource for firms for a variety of reasons, including their importance in cost optimization, productivity enhancement,

and quality control. Human resource management, commonly known as HRM, should be organized into functional groups in order to facilitate cooperation and coordination among the various components that make a company. A new set of strategies emphasizes the importance of human resource capabilities for an organization's growth and survival. Researchers describe "organizational sustainability" as the achievement of addressing the needs of both existing and potential stakeholders while avoiding either direct or indirect stakeholder demands. Furthermore, they considered that the concept of sustainability evolved during the 1990s. Scholars, on the other hand, have not yet fully unearthed all of its strengths in human resource management. When assessing theoretical and practical linkages between human resources and establishing innovative perspectives through a "triple bottom line," which incorporates the economy, environment, and social aspects, it is suggested that ignoring HRM as a social component of sustainability is dumb. This is owing to the fact that sustainability is critical in the process of analyzing and strengthening these connections. According to them, the fact that the population is aging, that there is a labor scarcity, and that occupational health issues have increased all contribute to the fact that HRM sustainability is critical for businesses. Academics have proposed three sorts of explanations for the long-term viability of human resource management: efficiency-oriented, context-bound, and substance-oriented. The proposed definition of human resource management (HRM) and the difficult process of establishing this term serve as the foundation for these explanations. As a result, viable employment systems, sustainable resource management, and sustainable human resource management are three distinct conceptual frameworks that can be used to differentiate sustainable human resource management. Sustainable resource management aims to accomplish two basic goals: first, to clarify the link that exists between an organization and the environment, and second, to provide feasible solutions to the problem of limited resource availability. Work systems emphasize the social side of sustainability, and efforts are undertaken to increase public understanding of the processes that lead to the deployment and augmentation of human resources. Finally, sustainability is considered as a benefit that may be enjoyed by all parties involved and contribute to long-term economic sustainability. As a result, human resource sustainability is a combination of competencies, values, and trust that are intended to prevent negative environmental

consequences. This is accomplished by embracing justice, progress, and wellbeing. It is possible to accomplish the economic, social, and environmental goals of an organization's stakeholders at all levels by implementing sustainable human resource management approaches. At the moment, the majority of businesses are struggling owing to a shortage of trained and motivated employees. As a result, it is critical to research the notion of human resource management sustainability using the "triple bottom line" method. As a result, in addition to active participation at work, sustainable human resource management may result in workers having a long-term positive impact on the community. As a result, it has the potential to contribute to the existing body of knowledge on human resource management from two distinct perspectives: when it is incorporated into HRM systems, it has the potential to lead to long-term employee welfare in terms of the employees' physical, mental, and social well-being during their employment. Notable is the fact that sustainable human resource management indicates how the organization's social and economic environment contribute to the growth of sustainable development. Because sustainable development attempts to integrate environmental, social, and economic concerns, higher education institutions (HEIs) must take a holistic approach to their operations in order to assist sustainable development. As a result, regardless of the goal of administrative policies, higher education institutions should implement a logical and integrated plan for incorporating sustainable development into education. The notion of sustainability can be applied to higher education institutions (HEIs) at several levels, ranging from the state to the institution itself. may also emphasize the importance of sustainable development to higher education institutions (HEIs) because it will allow for the implementation of change and evolution.

1.2. Importance of the study

The motive of the study is to show the perceptions of Employees towards HR practices in deemed Universities in Tamil Nadu.

1.3. Objective of the study

To study the employees' perceptions relating HR Practices in Deemed Universities of Tamil Nadu.

1.4. Research Methodology

Data collecting involves enumeration and proper record-keeping. An inquiry's effectiveness depends on the correct

facts, and the current study examined the respondent's problems and difficulties in many ways in a real-world setting.

1.5. Sample Research

Higher education researchers conduct the study. The poll only surveyed 150 workers. In this study, respondents were conveniently sampled. Because 150 questionnaires were sent to employees, this study had 150 replies.

1.6. Statistical Tools

The percentage analysis and SEM has been used to analyze the connection towards HR practices related to universities.

1.7. Review of literature

Cherian (2012) the corporate sector is using environmental management systems at a significantly higher rate. The adoption of environmental practices has been highlighted in literature as a crucial goal of organisational functioning; thus, it's critical to recognise this with the backing of HRM practices. The effective implementation of green management concepts within organisations personnel is a topic of dispute and doubt in the modern era. The way that businesses now create human resource policies to support environmental management objectives is described in this review article. **Mukhuty (2022)** a key factor influencing research on environmentally friendly development is the trade-off between firms' social, environmental, and economic performance. Because Industry 4.0 development holds the potential for exponential productivity gains, time savings, and cost savings, it is a top corporate goal. But the growth of Industry 4.0 has been sluggish. Notably, Industry 4.0 still places a strong emphasis on human actors, and the Sustainable Development Goals of the United Nations and the European Commission have made industry a major advocate of the sustainable development agenda's social responsibility component. In light of this, we assess human-related obstacles to the adoption of Industry 4.0 and critically investigate how human resources administration (HRM) might get over them by adopting a socially conscious approach. We demonstrate how, through socially conscious HRM practices, industry 4.0 development may be significantly facilitated by HRM. Strategic multistakeholder partnerships, inclusive knowledge sharing, change leadership, holistic personnel management, co-designing curriculum, funding education research, smart technology for upskilling and

retention, and rewarding open Industry 4.0 ideas are a few of these. We close with suggestions for more research.

Mohiuddin (2022) The goal of this study is to gather proof of scientific backing from previously published works in order to address the research challenge, which is to distinguish between harmful and superior HRM practices in the MSME industry. After that, we post the information from several sources that we think can address the issue online. The study was conducted using a phenomenological method, with the goal of obtaining responses from a variety of available data sources in order to provide context for our results. We can conclude from the study and the discussion's outcomes that a few best practices have helped MSMEs succeed. These include possessing the best and superior human resources, which includes knowing how to market MSME products, having the heart to serve customers with empathy and empathy for decision-making solutions before putting the customer's face in front of them, and having the financial and generational governance capabilities to support MSMEs in an era of free competition.

Cahyadi (2022) The main goal of this research is to determine how HRM practices that improve ability, motivation, and opportunities relate to the corporate environmental citizenship and organisational ethical climate of Indonesia's telecommunications sector. This study also looks at the mediating function of the ethical environment within the organisation. This study proposes that corporate environmental citizenship is improved by an ethical workplace culture, as seen by recycling and waste reduction. When there is a formal environmental policy in place, employees are more motivated to adopt environmentally beneficial practices. The present study posits that organisational learning capability, which can maximise the likelihood of acquiring, applying, and sharing knowledge derived from environmental policies, can improve the impact of organisational ethical climate on business environmental citizenship.

Table 1 Employees perception towards Working Condition in Deemed Universities

S. No.	Variables	SA	A	N	DA	SD	Total	Mean
1.	The working environment is very	54	77	9	4	6	150	4.13
		36.00	51.33	6.00	2.67	4.00	100.00	

	nice and comfortable to work							
2.	Announcements' relating to University reaches fastest	66	44	24	11	5	150	4.03
		44.00	29.33	16.00	7.33	3.33	100.00	
3.	Working hours can be extended due to uncertain works	67	53	15	11	4	150	4.12
		44.67	35.33	10.00	7.33	2.67	100.00	
4.	Only handing of classes no other extra/ office related works are allotted to employees	48	37	40	8	17	150	3.61
		32.00	24.67	26.67	5.33	11.33	100.00	
5.	For employees there are separate rest room facilities	83	42	13	7	5	150	4.27
		55.33	28.00	8.67	4.67	3.33	100.00	
6.	Proper hygiene and sanitation facilities are available in university	70	51	16	8	5	150	4.15
		46.67	34.00	10.67	5.33	3.33	100.00	
7.	Personal leaves can be claimed	43	62	20	10	15	150	3.72
		28.67	41.33	13.33	6.67	10.00	100.00	

	at anytime according to employees' choices							
8.	Transportation facilities are provided by university	59	50	28	6	7	150	3.99
		39.33	33.33	18.67	4.00	4.67	100.00	
9.	Proper training will be given to employees in handling E-Classes	71	43	17	9	10	150	4.04
		47.33	28.67	11.33	6.00	6.67	100.00	
10.	Working for extra hours can be claimed for OT charges	33	63	28	17	9	150	3.63
		22.00	42.00	18.67	11.33	6.00	100.00	

Source: Primary Data

Table 1.1 shows that very nice working environment (87.33%), separate rest room facilities available (83.33%) working hours extended due to uncertain works (80.00%) and Proper hygiene and sanitation facilities (80.67%) are good in the institutions since, more than 80 percent are acceptance given regarding these statements. Proper training (76%), announcements reaches fast (73.33%), transportation facilities (72.67%), personal leaves can be claimed at anytime (70.00%) are also significant factors. However, working for extra hours can be claimed for OT Charges (64.00%) and only handing of classes no other extra/ office related works are allotted to employees (56.67%) less significant factors.

Table 2 Perceptions relating to HR Practices in Deemed Universities

S. No.	Variables	SA	A	N	DA	SD	Total	Mean
1.	Suggestions from employees' are welcomed by Deemed University	57	58	17	14	4	150	4.00
		38.00	38.67	11.33	9.33	2.67	100.00	
2.	Proper financial aids like allowances from deemed university provided to employees	40	67	23	14	6	150	3.81
		26.67	44.67	15.33	9.33	4.00	100.00	
3.	Salary will be credited in due time	36	40	40	24	10	150	3.45
		24.00	26.67	26.67	16.00	6.67	100.00	
4.	For handling research activities/projects special increment will be given from Deemed University	9	26	58	50	7	150	2.87
		6.00	17.33	38.67	33.33	4.67	100.00	
5.	Various other allowances are given by Deemed university like: stationary, education,	45	62	23	16	4	150	3.85
		30.00	41.33	15.33	10.67	2.67	100.00	

	uniform, transportation, etc.							
6.	Paid leaves are given by Deemed University	36	62	36	14	2	150	3.77
		24.00	41.33	24.00	9.33	1.33	100.00	
7.	Accident coverage given by Deemed university	26	78	22	20	4	150	3.68
		17.33	52.00	14.67	13.33	2.67	100.00	
8.	Travel allowance for holidays given by Deemed University	16	33	27	32	42	150	2.66
		10.67	22.00	18.00	21.33	28.00	100.00	
9.	Conflict between employees' and hours allotments of classes are effectively handled by Deemed Universities	21	82	33	11	3	150	3.71
		14.00	54.67	22.00	7.33	2.00	100.00	

Source: Primary Data

Table 2 indicates that a highest of 76.67 percent agree with employees' suggestions are accepted, followed by 71.33 percent agree with proper financial aids like allowances from deemed university provided to employees and 71.33 percent agree with various allowances are given are important HR in the institutions. The accident coverage given (69.33%), conflict between employees' and hours allotments (68.67%) and paid leaves are given (65.33) are accepted by more than three-fifth of the respondents. However, salary will be credited in due time (50.67%), travel allowance for holidays given (32.67%) and handling research activities/projects special increment will

be given (23.33%) are least important HR factors in the institutions.

Figure 1.1

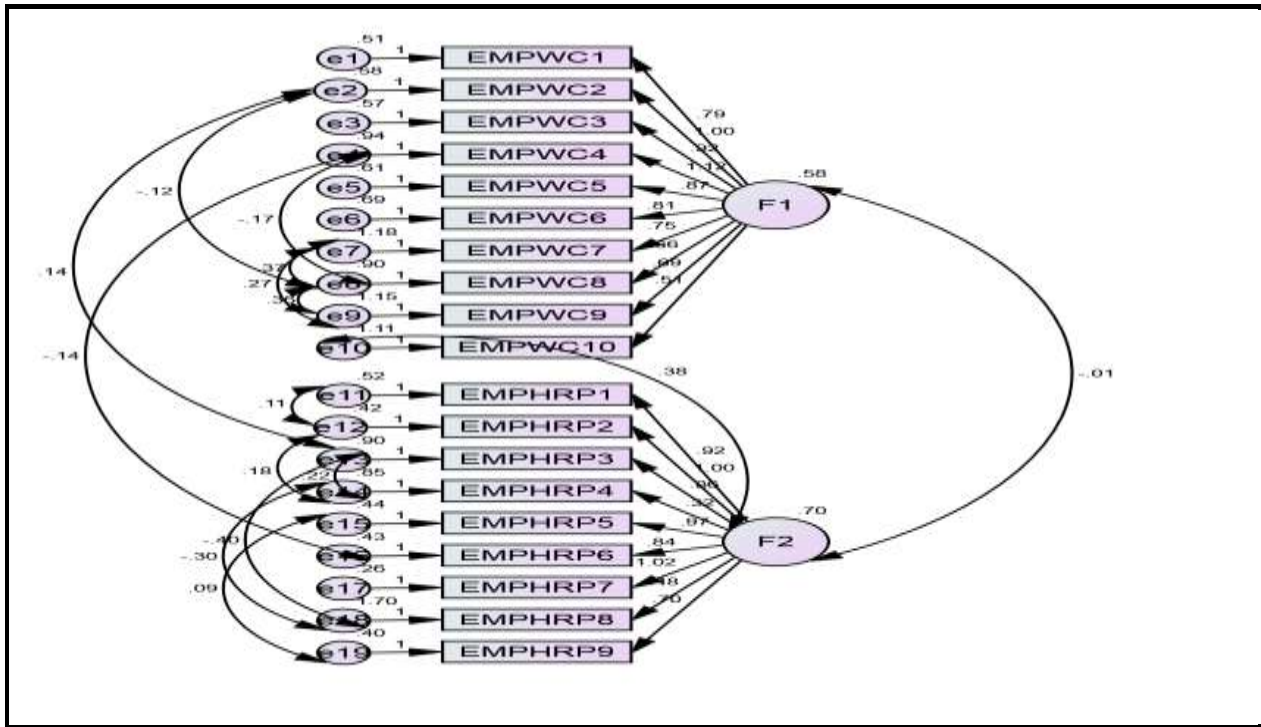


Table 3 Regression Weights

			Estimate	S.E.	C.R.	P	Label
EMPWC2	<--	F	1.000				
	-	1					
EMPWC1	<--	F	0.786	0.11	6.995	**	
	-	1		2		*	
EMPWC3	<--	F	0.923	0.12	7.387	**	
	-	1		5		*	
EMPWC4	<--	F	1.120	0.15	7.208	**	
	-	1		5		*	
EMPWC5	<--	F	0.871	0.12	7.050	**	
	-	1		4		*	
EMPWC6	<--	F	0.805	0.12	6.522	**	
	-	1		3		*	
EMPWC7	<--	F	0.749	0.14	5.107	**	
	-	1		7		*	
EMPWC8	<--	F	0.661	0.14	4.716	**	
	-	1		0		*	
EMPWC9	<--	F	0.695	0.14	4.881	**	
	-	1		2		*	
EMPWC10	<--	F	0.510	0.13	3.862	**	
	-	1		2		*	

			Estimate	S.E.	C.R.	P	Label
EMPHRP 2	<-- -	F 2	1.000				
EMPHRP 1	<-- -	F 2	0.918	0.08 5	10.83 0	** *	
EMPHRP 3	<-- -	F 2	0.864	0.11 4	7.595	** *	
EMPHRP 4	<-- -	F 2	0.325	0.09 2	3.543	** *	
EMPHRP 5	<-- -	F 2	0.967	0.09 7	9.999	** *	
EMPHRP 6	<-- -	F 2	0.840	0.08 8	9.517	** *	
EMPHRP 7	<-- -	F 2	1.023	0.09 0	11.40 6	** *	
EMPHRP 8	<-- -	F 2	0.481	0.13 9	3.462	** *	
EMPHRP 9	<-- -	F 2	0.704	0.08 2	8.538	** *	

Source: Computed from Primary Data

The measurement model shown in Fig.1 comprises two components. The first factor was tested with ten variables, and the second with nine. The connected error word shows that random measurement error impacts the dependability of the measurement. Each observable variable is decomposed into its constituents. The two are inextricably intertwined.

Table.4 Confirming the Measurement Model Using CFA

Number of distinct sample moments:	190
Number of distinct parameters to be estimated:	53
Degrees of freedom (190 - 53):	137

Source: Computed from Primary Data

Table.5 Result (Default model)

Minimum was achieved
Chi-square = 144.891
Degrees of freedom = 137
Probability level = 0.306

Source: Computed from Primary Data

The model that was proposed in this investigation is an over-identified model with 137 positive degrees of freedom, as shown in Table.3, which was derived from the AMOS result after the investigation was completed. There are 190 distinct sample moments embedded within this model. These sample moments are pieces of information that are utilized in the construction of the default model estimates. In addition, it is necessary to estimate 54 distinct parameters, which leads to 137 degrees of freedom, which, in this particular scenario, is positive (that is, larger than zero). This has led to the model being overidentified as a consequence. Assuming that the appropriate distributional assumptions are satisfied and that the model that has been presented is accurate, the value 144.891 reflects the approximate probability of obtaining a chi-square statistic that is as large as the chi-square statistic that has been calculated from the data that is presently being considered. For instance, if the value of 144.891 is lower than 0.05, then the departure of the data from the model is determined to be significant at the 0.05 level by statistical analysis.

Table.6 Model fit

GFI	0.910
AGFI	0.875
IFI	0.993
TLI	0.991
CFI	0.992
RMSEA	0.020

Source: Computed from Primary Data

A value of 0.910 was achieved for the Goodness of Fit attributes (GFI), which is significantly lower than the desired value of above 0.90. A value of 0.875 was achieved for the Adjusted Goodness of Fit attributes (AGFI), which is significantly lower than the desired value of above 0.80. All three indicators, IFI (0.993), TLI (0.991), and CFI (0.992), are all higher than the threshold that is suggested. The interpretation of this could be construed to suggest that the model provides an explanation for the good of fit.

1.5. Suggestions of the study

1. The HR practices have to be started well-beforehand especially at the time when the employee first enters into the institution and must clearly explain about the

work and payment queries must be discussed well in advance.

2. Employers' must make a clear plan and must create a proper plan regarding the recruitment process and must focus on the primary goal of the University.
3. Just because the employee is fresher, it should not be said as a reason for not selecting the candidate.
4. During calamities' or pandemic situation it will be difficult for students as well as teachers/professors to adopt new technological methods to conduct classes, so there should be separate classes weekly once for employees' to train them towards new e-class models.

1.6. Conclusion

HRM sustainability is new at prestigious universities. It should be examined in conjunction with other important and beneficial environmental, sociocultural, and human resource management methods, as well as organizational, psychological, political, and economic issues at various levels. Because goals require partnerships and interactions at different levels, short- and long-term temporal dynamics should be stressed. To handle negative feedback and ensure that society's current requirements do not harm the future, different organizational resources should be used to achieve goals. HRM initiatives centered on sustainability benefit employees' social, economic, and physical well-being. Work-life balance achieves long-term goals both inside and outside of universities as a result of university development. As stakeholders, legislators, and consumers have learned that some operations may impact the environment, HEIs must consider human resource sustainability to ensure long-term success. More than efficiency, sustainability may contribute in self-sustaining development. Despite the lack of evidence and focus on this topic, this study provided some insight into environmental sustainability and human resource management.

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