

A Study of HRD Climate Prevails in Private Engineering College and Difference in Perception of Male and Female Employees

Mukesh Kumar Parashar^{a*}, Murlidhar Panga^b

^{a*}Registrar, Shri Vaishnav Institute of Technology & Science, Indore (MP)
E-mail- muh90@yahoo.com

^bDirector, Medi-Caps Institute of Techno-Management, Indore (MP)
E-mail- panga006@gmail.com

Abstract

The organizations are attaching great importance to human resources because human resources are the biggest source of competitive advantage and have the capability of converting all the other resources in to product and services. The effective performance of this human resource depends on the type of HRD climate that prevails in the organization, if it is good than the employee's performance will be high but if it is average or poor then the performance will be low. The study of HRD climate is very important for all the organization and the Education sector is not an exception, especially in the present situation of grooming of professional studies. The present study is an attempt to find out the type of HRD climate that is prevailing in Shri Vaishnav Institute of Technology & Science a private engineering college in Indore. The researchers have also tried to find out the perception of employees regarding HRD climate prevailing in the institute and difference in the perception of employees on the basis of gender. The researcher collected the data from the employees of the above engineering institute using structured HRD climate questionnaire. The data were analyzed using various statistical tools. The result shows that the HRD climate in private sector engineering college is average and the perception of employees regarding the HRD climate does not differs significantly on the basis of gender. The paper ends by offering useful suggestions to the management involved in the running of the private engineering college.

Keywords: Human Resource, Human Resource Climate, HRD mechanism

PAPER/ARTICLE INFO

RECEIVED ON: 25/12/2012

ACCEPTED ON: 15/05/2013

Reference to this paper should be made as follows:
Mukesh Kumar Parashar, Murlidhar Panga "A Study of HRD Climate Prevails in Private Engineering College and Difference in Perception of Male and Female Employees" *Int. J. of Trade and Commerce-IIARTC*, Vol. 2, No.1, pp. 218-225

1. INTRODUCTION

Technical Education is the system by which the technically skilled and professionally developed Human Resource Capital is generated to satisfy the industry needs of a nation. Industry is the backbone of any country and engineers in turn are the backbone of industry. Growth of industry is directly proportionate to the growth of the economy and as the industry grows the demand of engineers and technically qualified people increases proportionately. To satisfy the demand of industry for engineers, the Indian Government is encouraging technical education with the help of both public and private sector engineering institutes.

Education and training are the primary systems by which the trained human capital of a nation is increased and preserved. Higher education in general and technical education in particular, has a direct bearing on the economy of a country. The era of human resource development (HRD) has already begun and speaking in terms of engineering and technology, the demand for qualified engineers is increasing globally. In response to this, there has been a proliferation of engineering institutes in India. These institutions exist to enhance the learning experience of engineering student, and to foster an environment conducive to preparing graduates with competitive excellence for an ever-changing future. Hence, a developmental climate, which not only fosters innovation and creativity but also promotes a high level of motivation and commitment, is highly desirable in these institutes.

Human Resource Development (HRD) is the process of improving, molding and changing the skills, knowledge, creative ability, aptitude, attitude, values and commitment based on present and future job and organizational requirements. HRD Climate is a measure of the perceptions of the knowledge workers about the prevailing nature of HRD.

2. Meaning of HR+D+Climate

'Human Resource' mean employees in organization, who work to increase the profit for organization. 'Development', it is acquisition of capabilities that are needed to do the present job, or the future expected job. After analyzing Human Resource and Development we can simply stated that, HRD is the process of helping people to acquire competencies. 'Climate', provided by an organization, is an overall feeling that is conveyed by the physical layout, the way employees interact and the way members of the organization conduct themselves with outsiders.

3. REVIEW OF LITERATURE

Many researchers have been conducted on national and international level in related areas. Few of them are stated below

Rao (1999) regarding the HRD climate in 41 organizations revealed that the general climate in the organization is average. A general indifference on the part of the employees towards their own development was found to be the reason for this. The lack of support to the employees towards their own development was found to be the reason for this. The lack of support to the employees post training is a major hurdle in applying what they had learned. This in turn affects the career development of the employees. It was noted that the top management in most of the organization is doing routine things. The other impediments of HRD highlighted in the study are the lack of opportunity for transfer of training skill and career development. Yet the same study suggested

that the employees in this organization were serious about the training. The performance appraisal system was objective and the management was concerned about human resources

June (2002) highlighted the importance of examining employees' perception, employees adjustment to change. Climate and change appraisal factor were linked with a range of important individual /organizational outcomes as employee well being, job satisfaction, organizational commitment, turnover intension and absenteeism. Graffity University, Australia, a study "Employment adjustment during change: The role of climate, organizational level and occupation" was done to study the role of organizational climate factor in facilitating employee adjustment during change and to study the extent to which organizational sub-groups differs in their perception of climate and investigate the level of adjustment indicator during change.

Mufeed (2006) attempted to study whole gamut of HRD climate in universities and other equivalent higher level academic institutions by eliciting employee perceptions on HRD climate for which the University of Kashmir, Srinagar is selected as the main focal point of study.

Sachdev (2007) concluded that trust, pride and companionship are the primary factors considered in 'Great Places to Work' by Indian employees. Most of the organizations rated as a great place to work recognize the aspirations of the employees and focus on their growth and development. This indicates that most of these organizations have got a reasonably good HRD climate.

Srimannarayana M, (2007) conducted a study in local bank of Dubai and found that a good HRD climate was prevalent in the organization. He found out the differences in the perception of employees regarding the HRD climate on the basis of demographic variables

Khagendra, Purushottam and Srijana (2008) conducted a study of HRD Climate in Buddha Air, Their Objective behind the study is to understand the general HRD climate, the HRD mechanism of the organization, and to see the OCTAPAC culture of the organization. Their opinion about the overall HRD Climate of Buddha Air is encouraging, since there is a keen interest of top management in HRD and there is a high team spirit and employees take training seriously

Saxena & Tiwari (2009), concluded that HRD climate in some public sector Bank in Ahemdabad is average, and there is no significance difference in perception of employees according to their gender, experience and qualification but there is a significant difference in perception according to their age

Saraswathi S. Dr. (2010). Conducted a study stated that the success of an organization is determined by the skills and motivation of the employees. Competent employees are the greatest assets of any organization. Given the opportunities and by providing the right type of climate in an organization, individuals can be helped to give full contribution to their potentials, to achieve the goals of the organization, and thereby ensuring optimization of human resources. The study revealed that the three variables: General Climate, HRD Mechanisms and OCTAPAC culture are better in software organizations compared to manufacturing. The findings indicate significant difference in the developmental climate prevailing in software and manufacturing organizations.

Ajay Salokhe and Dr. Nirmala Choudhary (2011) conducted a study on "HRD climate and Job satisfaction: An empirical investigation". The study was focused on single measure i.e., Job Satisfaction because of dearth in amount of studies exploring this relationship. The study attempts to analyze and determine the relationship, further the impact of HRD Climate,

OCTAPAC Culture on Job Satisfaction as an Organizational Performance measure in the selected public sector enterprise. This study suggested that the early identification of human resource potential and development of their skill represent two major tasks of human resource development. This can only be achieved when HRD Climate becomes conducive in nature.

4. OBJECTIVES

The objectives of the study are

- To study the type of HRD climate prevailing in selected Private sector Engineering College.
- To study the differences in the perception of male and female employees.

4.1 HYPOTHESIS

- Private engineering colleges do not provide appropriate HRD climate to their employees which enables them to acquire adequate capabilities for their present job.
- There is no significant difference in the HRD climate as perceived by Male and Female employees.

5. RESEARCH METHODOLOGY

STUDY

Design : The study is exploratory in nature.

Sample: For the purpose of the study, the researchers selected Shri Vaishnav Institute of Technology & Science a private Engineering college situated in Indore (MP). On the basis of non probability random sampling respondents were selected.

TOOLS

For Data collection:

Questionnaire was used to collect data for the study. HRD Climate questionnaire developed by the centre for HRD at XLRI was used by the researcher to collect the responses from the respondents. The scale consist of 19 items each having five alternatives such almost always true, always true, sometime true, rarely true, not at all true.

The mean score of each item could theoretically range from 1.0 to 5.0 where 1.0 indicates extremely poor HRD climate and 5.0 indicates extraordinarily good HRD climate on that dimension. Scores around 3.0 indicate an 'average' HRD climate on that dimension giving substantial scope for improvement. Scores around 2.0 indicate poor HRD climate on that dimension. Scores around 4.0 indicates a good HRD climate where most employees have positive attitudes to the HRD policies and practices on that dimension and thereby to the organization itself.

Questionnaire was used for data collection covers aspects of employee perceptions towards the HR practices adopted by SVITS. Questions asked were under five traits such which are as follows: 1.Nature of Work 2.Working Condition 3.Welfare Measures 4.Performance Management 5.Employees Development. Each traits contain 4 question related to management policies supporting to develop a good HRD climate within the institute. All responses counted and arranged gender-wise against each question of each trait. Then, response arranged collectively and gender-wise against each trait and average response calculated collectively and gender wise.

Finally, responses of each trait were added collectively to assess the perceptual response of employees. This helps to find out the perception of employees about the HR practices adopted by the management of the Institute and has given an idea about the HRD Climate of the SVITS collectively and according to their Gender.

Data analysis: Statistical tools such as MEAN, SD and Z test were used to analyze the data.

THE INSTITUTE PROFILE

Shri Vaishnav Institute of Technology & Science came into existence in 1995. Institute is run by Shri Vaishnav Shekshanik and Parmarthik Trust which was established in 1981 as a branch of Shri Vaishnav Sahayak Kapda Market Committee and its associate Shri Maharaja Tukoji Rao Cloth Market Association which was established in 1884. SVITS offers graduate and post graduate programs in Engineering and Management courses, such as BE in CSE, IT, EC, ELEX., EI, TX, CE, MECH, MBA, MCA AND ME in CS, VLSI, IT and AI (Artificial intelligence.)

VISION

To transform India from 'A Developing Nation' to A Developed Nation' by enhancing technical education.

MISSION

"Develop Creative Technical Leaders who can carry out the Transformation".

QUALITY POLICY

Quality policy of SVITS states that 'We, at Shri Vaishnav Institute of Technology and Science, are committed to impart premium engineering and technology education by meeting customer requirements & norms of regulatory authority. We strive to continually improve the quality of our educational services and effectiveness of Quality Management System.'

SAMPLE DESIGN

DATA COLLECTION AND PERIOD OF STUDY

The researcher personally contacted 100 employees of Shri Vaishnav Institute of Technology & Science, during October and November 2012. They were appraised about the purpose of the study and request was made to them to fill up the questionnaire with correct and unbiased information. The researcher was able to collect the 54 filled questionnaires with response rate of 54%. All 54 employees were very keen to answer the questions asked and responded very well by filling all the entries correctly on 100% accuracy level.

Table 1.0: SAMPLE PROFILE

SIZE OF THE SAMPLE	54	54%
---------------------------	-----------	------------

DATA ANALYSIS AND FINDINGS

Hypothesis 1

- Private engineering colleges do not provide appropriate HRD climate to their employees which enables them to acquire adequate capabilities for their present job.

Null Hypothesis H₀:

- Private engineering colleges do not provide appropriate HRD climate to their employees which enables them to acquire adequate capabilities for their present job.

Alternate Hypothesis H₁:

- Private engineering colleges provide appropriate HRD climate to their employees which enables them to acquire adequate capabilities for their present job.

Mean and % Scores of SVITS

Table 1.0, 2.0 and 3.0 provides an idea about the HRD Climate prevailing in the SVITS Indore. The percentage score indicate that the HRD Climate in selected Engineering College is average and there is a tremendous scope of improvement in the HRD climate.

Perception of the employees about the overall HRD climate prevailing in the SVITS

The calculated Z value (5.97) is much higher than critical z-value of the table (1.96) for null hypothesis ($\mu=M$) at 0.05 significance level, therefore, we reject the null hypothesis that the Private Engineering Colleges specially SVITS do not provide such HRD climate to their employees which helps them to acquire the capabilities that are needed to do their present job. Hence, the alternate hypothesis H₁ is acceptable in case of SVITS that private engineering college provide such HRD climate to their employees which helps them to acquire the capabilities that are needed to do their present job

Hypothesis 2

- The difference is not significant between the perception of male and female employees about HRD Climate at SVITS.

Null Hypothesis H₀:

- The difference is not significant between the perception of male and female employees about HRD Climate at SVITS.

Alternate Hypothesis H₁:

- The difference is significant between the perception of male and female employees about HRD Climate at SVITS.

Table 4.0 Perceptual differences between male and female employees

The calculated Z value (1.279) is less than the critical Z value (1.96) at significance level of 0.05, therefore, we accept the null hypothesis (H₀) that the difference is not significant between the perception of Male and Female employees regarding the HRD Climate at SVITS. Hence, we reject the alternate hypothesis (H₁) that the difference is significant between the perception of male and female employees about HRD Climate at SVITS.

5. CONCLUSION

HRD climate plays a very important role in the success of any organization because directly or indirectly it affects the performance of the employees. If, the HRD climate is good than the employees will contribute their maximum for the achievement of the organizational objectives. The result of the present study shows that in case of SVITS private engineering college provide such HRD climate to their employees which helps them to acquire the capabilities that are needed to do their present job. The result also shows that there is no difference in the perception of the male and female employees. However, the management can improve the HRD climate by improving HR policies and practices.

REFERENCES:

- [1] Rajshekhar T., Bharathi T and K.Sivasankara Reddy. (1991). Job satisfaction of Men & Women. Indian Journal of applied Psychology, Vol. 29(2), 92-96.
- [2] Rajshekhar T, and Sivasankara K. Reddy. (1991). Indian Journal of applied psychology. Vol.28(1) .
- [3] Rao T. V. (1999). Evaluating the Human Resource Function for Business Improvement, Response Books Pvt. Ltd., New Delhi.
- [4] Prashant Mishra, Upinder Dhar and Santosh Dhar. (1999). Job satisfaction as correlated of HRD Climate: An Empirical Study. Indian Journal of Training & Development.
- [5] Padmakali Mishra and Gopa Bhardwaj. (2002). HRD Climate: An Empirical Study Among Private Sector Managers. Indian Journal of Industrial Relation, IJIR, Vol. 38(2).
- [6] Srinivas (2005). Gender wise perception and attitude on HRD Climate in Indian Banking Sector. Indian Journal of commerce, Vol. 58(4).
- [7] Mufeed, S.A., (2006). Enhancing Educational Institutions Effectiveness through HRD climate: An Empirical Study, Management and Change, Vol. 10(2), pp 25-64.
- [8] Srimannarayana M. (2007). Human Resource Development Climate in a Dubai Bank. Icfai Journal of Organizational Behavior, Vol. 6(1), pp. 33-40.
- [9] Khagendra, Purushottam and Srijana. (2008). Conducted a study on HRD Climate in Buddha Air.
- [10] Sonal Saxena (2008). HRD Climate in Indian IT companies. Published in book titled "Indian IT Industry & HR Perspective." ICFAI University press, ISBN No. 978-81-314-1566-5.
- [11] Karunesh Saxena. (2009). HRD Climate in Selected Public Sector Banks: An Empirical Study. 9th Global Conference on Business & Economics ISBN: 978-0-9742114-2-7, October 16-17, 2009, Cambridge University, UK
- [12] Saraswathi S. (2010). Human Resources Development Climate: An Empirical Study. International Journal of Innovation, Management and Technology, Vol.(2), ISSN: 2010-0248.
- [13] Ajay Salokhe and Nirmala Choudhary. (2011). HRD climate and Job satisfaction: An empirical investigation. International Journal of Computing and Business Research, ISSN (Online): 2229-6166, Volume 2(2).

DATA ANALYSIS

Tab.2.0 Gender-wise distribution of Employees

Gender	Employees	
	N	Percent
Male	30	55.56%
Female	24	44.44%
Total	54	100

Source: Primary Data



Tab 3.0 Perception of employees about the overall HRD climate prevailing at SVITS

Particulars	Sample Size	Mean	SD	SE	Z-Value
<i>Employees</i>	54	3.26	0.33	.0435	5.97

Source: Primary Data

Tab 4.0 Perceptual differences between male and female employees

Particulars	Sample Size	Mean	SD	SE	Z-Value Basis of Mean
<i>Male Employees</i>	30	3.18	0.56	0.145	1.279
<i>Female Employees</i>	24	3.37	0.51		

Source: Primary Data