Abbreviations Used

AC : Autonomous Colleges
ANOVA : Analysis of Variance
ATBU : Abubakar Tafawa Balewa University
CPD : Continuous Professional Development
df : Degree of Freedom
ERG : Existence Relatedness and Growth
GC : Government Colleges
HRD : Human Resource Development
HS : Highly Significant
KMO : Kaiser-Meyer-Olkin
KPSC : Karnataka Public Service Commission
LISA : Library and Information Science Abstract
NAAC : National Assessment and Accreditation Council
NS : Not Significant
P : Probability
PC : Private Colleges
PM : Performance Management
Sig : Significant
SPSS : Statistical Package for Social Science
UNECA : United Nations Economic Commission for Africa
$\chi^2$ : Chi-Square