CHAPTER 6

CONCLUSION AND FUTURE SCOPE

An organization does not exist without its human resources and its success largely depends on how its people are employed, recognized and managed. This study is based on the test of hypothesis gathered from extensive literature review. The factors that could determine the influence of HR practices on perceived performance of teachers in self financing management institutions had been developed on the basis of literature review, subject experts opinion, college administrators and advice by research experts. This study focused on impact of HR practices in perceived performance of teachers in self financing management institutions in Kerala by taking the perception of teachers. The suggestions discussed in the study are based on literature review, findings and best HR practices followed by reputed colleges and organizations. The implications (research and managerial) of this study would be helpful for self financing management institution administrators to develop effective strategies and policies in order to maximize teaching performance by effectively implementing the HR practices. It is recommended that the college administrators should have a wide look on the operational functions of human resource management right from acquisition to maintenance in a scientific manner that make the organization more efficient in managing teachers in the organization.
The study has a few limitations since it was focused on a few self-financing management institutions in the state of Kerala. The outcome is specific because the researcher has used only one kind of college. Therefore, further research should investigate more types of colleges from the education sector to obtain a clear and better picture of the human resource practices and perceived job performance. Other colleges might employ different patterns to manage their human resources.

In this research, the researcher has focused on only twelve human resource practices that had an impact on perceived job performance of teachers in self-financing management institutions in Kerala. In reality there are other factors that had an impact on perceived performance of teachers. Such factors may form the basis for further studies.

The researcher hopes that this research will be a guideline and useful primary information for further studies and encourage further studies to pay more attention human resource management practices and perceived job performance of the teachers in management institutions other than self-financing management institutions in the state of Kerala, and even in other areas.