ABSTRACT

The present study entitled “Human Resource Practices and its impact on perceived performance of teachers at self financing management institutions in Kerala” will give authenticated responses as respondents (teachers) belonging to various self financing management institutions in Kerala. Thus there could be only little room for disposition in the responses and so the study would throw light on the ground realities of influence of HR Practices on perceived performance of teachers. Numerous researches were done on the quest to know the impact of human resource practices on perceived performance of teachers at Universities and colleges. Only few researches have attempted to study the impact of human resource practices on perceived performance of teachers at self financing institutions nationally. Also these researchers were taken a few HR practices in their study. The previous research studies were not paying attention to the influence of HR practices on the perceived performance of self financing management teachers in Kerala.

The study not only involves factors related to HR Practices (independent variable) and job performance (dependent variable) as many researchers have given due importance but also takes into consideration the demographic characteristics and academic characteristics. The study thus
would prove to be useful in revealing the impact of these factors on perceived performance. It should be highlighted that there are no studies being carried out in Kerala context on the influence of Human Resource Practices on perceived performance of teachers in self financing management institutions in Kerala.

For this purpose the following objectives are framed to study the Human Resource Practices and its impact on perceived performance of teachers at self financing management institutions in Kerala.

1. To identify the human resource practices that could influence perceived performance of teachers.

2. To observe whether there is a difference in opinion among groups based on demographic factors with respect to the job performance.

3. To examine the impact of human resource practices on Perceived performance of teachers.

4. To know the difference in opinion among groups based on demographic factors with respect to the human resource practices.

5. To find out the human resource practices that discriminate the perceived performance of teachers with regard to the intake (students) of the institution.

The study consists of teachers working in various self financing B-Schools under Kannur University, Calicut University, Mahatma Gandhi University and Kerala University. In Kerala, the Kerala University, Mahatma Gandhi University, Calicut University and Kannur University have made
immense progress in self financed management education. The number of Self financing MBA colleges in Kerala University is 16 and that of Mahatma Gandhi University is 26, Calicut university is 17 and Kannur University is 5 were included for the study.

The number of questionnaire that were administered through direct contact / Google doc numbered to be 536 and out of this lot, 426 filled in questionnaires were received and 21 were rejected for missing data and certain pattern of response showing a state of being not serious etc..., thus resulting in a sample size of 405 as the researches end (a response rate of 75.55%).

The statistical analysis software used for the analysis of the data is Statistical Package for Social Sciences (SPSS-Version 20). The statistical technique namely, ANOVA, Multiple Regression, MANOVA, Discriminant analysis were used to test the hypothesis.

The major findings of the study are as follows:

- There are significant differences in opinion among groups based on demographic factors, gender, age, teaching experience, and no significant difference in opinion among groups based on demographic factors, marital status, academic qualification, student intake of institution with respect to the job performance.
• Significant impact of human resource practices like motivation, employer-employee relations, and career advancement, training & development and job security on perceived performance of teachers.

• The factors that were found to be significantly discriminating are organizational communication, training and development, organizational culture and quality of work life.