PREFACE

This study examined the existing status of Human Resource Development with reference to Faculty Development Programmes in Higher Education Institution of Gujarat. The study revealed the present scenario of HRD/FDP practices being followed in Higher Education of Gujarat. The study compared the differences in perception of faculty for HRD/FDP practices and contributed valuable suggestions to improve these practices in Higher Education Institution of Gujarat.

Study was conducted in four state universities of Gujarat Higher Education. Primary Data was collected from 360 respondents (Faculty) and 25 respondents (Principals) of 50 colleges through pre-tested questionnaire and analyzed by applying statistical tests.

Findings of the study revealed that there is significant difference in performance management practice of HRD in Government, Gran-in-Aid and Self Finance Colleges of Gujarat. The major findings revealed that the perception of faculty for HRD/FDP practices is influenced by demographic traits including gender, age, designation, qualification, stream and type of college.

Gender wise perception of faculty differs for college environment and difficulties in attending ASCs training programmes. The study indicated that designation of faculty has significant influence on the perception of faculty for infrastructure facility provided by college for research work. Qualification wise perception of faculty differs for performance management practices and content and quality of training programmes. The results revealed that awareness of academic staff college differs in different type of college.

This thesis is organized into five chapters. The first chapter describes an introduction to the topic of the study. The second chapter describes the conceptual, empirical and methodological review of literature and profile of sample organizations. Chapter three explains the research methodology in detail. Chapter four presents the analysis and results of the data. Chapter five reports the findings of the study. It also presents the suggestions, scope for the future research and conclusion of the study.