CHAPTER NO.6

FINDINGS AND SUGGESTIONS

6.1. FINDINGS:

6.1.1 To study and analyze Human Resource planning in selected engineering institutes:

1. All the institutes do staffing plans.

2. 62.50% respondents agreed that Director / Principal are responsible for approval of staffing plans in their organizations.

3. 75% of respondents agreed that organization structure is created to implement the plans.

4. 75% respondents feel that faculty is involved in the process of preparation of plans through the techniques such as meetings, workshops, discussion and creativity session organized in the Institute.

5. 50% of the respondents strongly agreed that objectives, goal and mission are synchronized with vision of the institution.

6. 88.25% respondents feel that problem solving mechanism established in the organization.

7. 62.50% respondents strongly feel that Training & development activities of faculty and staff members are organized for implementing the plans.

8. 62.50% respondents feel that Implementation, monitoring, resources deployment and evaluation schedules are mentioned in the plan.

9. 75% respondents feel that teaching learning process is very effective for growth, development, continuous improvement and value addition purposes.

10. 75% respondents agreed that Plans focus on core academic areas and issues.

11. 75% respondents agreed that Feedback, suggestions, problems and complaints are considered during planning.
6.1.2 To study & understand HRM functions implemented in the selected Private Engineering Institutes under study:

1. 54.55% of the respondents opined that Director/Principal is responsible for recruitment of the faculty.
2. 69.42% of the respondents opined that they agree that the current recruitment practice are geared towards the achievement of the organization mission and objectives.
3. 47.93% of the respondents viewed that faculty deployed according to job descriptions.
4. 64.05% of the respondents felt that Director/Principal is responsible for the approval of staffing plans in the organization.
5. 100% agreed that the qualification requirements for the vacant positions are as per the AICTE Norms.
6. 85.12% of the respondents opined that the Institute gives Induction training to new employees.
7. 70.66% of the respondents viewed that most of the Institutes have Clear Policy guidelines for T&D.
8. 70.66% of the respondents agreed that there are a variety of ways to develop their career at the Institute.
9. 73.14% of the respondents agreed that they have real opportunity to improve their skills in their Institute.
10. 69.42% of the respondents thought that they have equal opportunities in training & development in the Institutes.
11. 69.42% of the respondents have chosen career path Assistant Professor, Associate Professor and Professor.
12. 55.37% of the respondents opined that organization has adequate funding for education and enlargement of workers in the structure of adequate funding.
13. 61.16% of the respondents viewed that they always participate in decision making of their training and development
17. 82.64% of the respondents opined that the facility provided by institute was good during training period in the Institute.

18. 53.30% of the respondents opined that the Promotion Criteria Policy based on Qualification Upgradation.

19. 54.96% of the respondents opined that promotion policy in the organization is good.

20. 68.60% of the respondents agreed that Job promotions within the institute were fair and reasonable.

21. 52.07% of the respondents opined that there is written promotion & Transfer policy

22. 85.95% of the respondents opined that they are getting as the salary as per AICTE norms.

23. 78.10% of the respondents opined that they are satisfied with the present salary structure.

25. 54.13% of the respondents agreed that Incentives are directly linked with employee performance.

26. 51.65% of the respondents opined that the management strategically motivates the employees in the form of positive motivation.

27. 69.83% of the respondents agreed that Motivational system is balanced with objectives & philosophy of employees.

28. 78.51% of the respondents opined that Motivational system was understood by the employees of the institutes in the right direction.

30. 74.79% of the respondents opined that employees are empowered in organization.

33. 62.40% of the respondents viewed that employees should be given safety education and training to make them safety conscious.

34. 75.21% of the respondents agreed that the Preventive and curative measures help to protect employee health against the occupational hazards.

35. 100% of the respondents agreed that Motherliness advantage is granted through every one the institutes under study. 33.33% of the respondents opined that Gratuity and Provident Fund was provided by all the institutes under study.

36. 47.93% of the respondents opined that Discipline Actions like penalties and punishments are taken in the Institute in the form of written notice.
37. 76.45% of the respondents opined that the Institutes’ authorities helped employees to resolve their grievances from time to time and in a satisfactory manner.

38. 69.83% of the respondents opined that employees are not having any grievances with the working system and administrative department of the Institutes.

39. 70.66% of the respondents opined that organization maintaining trust between Employee & Management.

40. 67.77% of the respondents agreed that continuous feedback & monitoring mechanism is useful for developing sound Industrial Relationship.

42. 26.03% of the respondents opined that personal Audit areas are defined in the organization in the form of Experiment & Theory Testing in all areas and 24.79% of the respondents opined that personal Audit areas are defined in the organization in the form of Forecasting & Scheduling to meet organization.

43. 72.73% of the respondents opined that employee attendance system implemented in the Institute by Muster & Biometric method.

6.1.3 To identify the various issues, in the Human Resource Management processes among the selected private Engineering Institute under study.

1. 42.15% of the respondents viewed that proper placement most important in the organization which improves their moral.

2. 46.69% of the respondents viewed that Institute takes career development initiatives in the form of providing workbook.

3. 51.65% of the respondents opined that there clear criteria for identify training needs within the organization.

4. 93% of the respondents opined that there is no written promotion & Transfer policy.

5. 40.50% of the respondents opined that no any type of incentive scheme implemented in the Institutes and 38.02% of the respondents opined that Individual Incentive Schemes implemented in the Institutes.

6. 48.76% of the respondents viewed that Quality Circles are the common forms of empowerment in the institutes.

7. 45.87% of the respondents viewed that employee participation in management was helpful for Mutual Problem Solving.
8. 46.28% of the respondents opined that one or two representatives of employees were nominated on the management in the Institutes for effective Participation of employees in the management.

9. 46.28% of the respondents opined that 360° feedback involves appraisal by Principal/Vice-Principal.

6.1.4 HRIS COMPARISON IN DIFFERENT INSTITUTES:
1. 88.02% respondents feel that HRIS System more effectively.
2. 47.11% respondents feel that administrators collect the information monthly for HRIS.

6.1.5 HRIS:
1. 83.88% of the respondents opined that available infrastructure supports the HRIS.
2. 88.02% of the respondents opined that HRIS system work effectively.
3. 80.99% of the respondents agreed that Information Technology support the HR Strategy.
4. 33.47% of the respondents opined that Less than 10 Human Resource Information System databases in the Institutes
5. 47.11% of the respondents opined that administrators collect the information for HRIS monthly.

6.1.6 OTHER FACILITIES:
1. 68.60% of the respondents opined that In Campus Hostel facility available for students.
2. All the respondents feel that Canteen facility provides subsidized food rate for Student, Staff & Faculty, Wi-Fi connectivity, Digital Library, Industry Interaction Cell, Vehicle Parking Facility, Faculty & staff seating arrangement is satisfactory in the Institute.
3. 50.83% of the respondents opined that only ATM facility is available in the campus.
4. 79.75% of the respondents viewed that Higher education loan facility is not provided by Institutes.
5. 79.34% of the respondents opined that Video Conferencing facility is there in the institutes.

6. 53.72% of the respondents opined that Institutes are not certified by ISO and 46.28% of the respondents opined that Institutes are certified by ISO.

7. 79.34% of the respondents opined that Institute accredited by NBA.

8. 69.42% of the respondents agree with the current recruitment practice.

9. 70.66% of the respondents agree with clear policy guidelines for training and development.

10. 69.42% of the respondents feel that equal opportunity is provided in training & development.

11. 54.96% of the respondents feel that promotion policy in the organization is good.

12. 85.95% of the respondents getting salary as per AICTE norms.

13. 40.50% of the respondents say that no any type of incentive scheme implemented in the Institute.

14. 51.65% of the respondents say that positive motivation in the organization.

15. 48.76% of the respondents feel that empowerment is implemented in the form of Quality Circles.

16. 72.93% of the respondents feel that employee attendance system implemented in the form of Muster & Biometric.
6.2. SUGGESTIONS:

6.2.1 To study and analyze Human Resource planning in selected engineering institutes:

Top management (Principal / Director) must have HR plans which must be synchronized with mission and vision. The plans must be all inclusive and include non-academic activities also feedback, suggestions, problem from all the levels must be considered.

6.2.2 To study & understand HRM functions implemented in the selected Private Engineering Institutes under study:

1. Faculty members must be deployed according to job description as per AICTE norms [Refer Appendix].
2. To make the faculty members aware of AICTE promotion norms, regular service book maintain.
3. Incentive Plans
4. Attendance – Duty Leave + Travelling / Reimbursement
   International Journal Reputed – Rs. 5,000/- per paper
6. Conference / Workshop / Seminar arrangement – Revenue Sharing – Inst. 60% & 40% for Team members.
7. Budget must be prepared for every dept. according to faculty & student ratio.

6.2.3 HRIS:

1. Give Login ID to all faculties on ERP.
2. All Faculty members should update the information regularly.
3. Attendance for theory & practical, Periodical test marks should be update regularly.
4. Personal data like qualification upgradation Seminar, Conference, workshop attended record updated regularly then HRIS will be effective.
5. Students must also update their personal information & academic achievement regularly.
6.2.4 HRIS COMPARISON IN DIFFERENT INSTITUTES:
1. 11.98% respondents feel that HRIS System work not effectively.
2. 7.85% respondents feel that administrators collect the information semester for HRIS.

6.2.5 OTHER FACILITIES:
1. 31.40% of the respondents opined that Outside Campus Hostel facility available for students.
5. 28.10% of the respondents opined that only Bank facility is available in the campus &
21.07 of the respondents opined that Bank & ATM facility is available in the campus
6. 79.75% of the respondents viewed that Higher education loan facility is not provided
by Institutes.
8. 20.66% of the respondents opined that no Video Conferencing facility in the institutes.
11. 53.72% of the respondents opined that Institutes are not certified by ISO
12. 20.66% of the respondents opined that Institute not accredited by NBA.
13. 10.33% of the respondents neither agree nor disagree with the current recruitment practice
14. 11.57% of the respondents neither agree nor disagree with clear policy guidelines for training and development.
15. 9.50% of the respondents feel that neither agree nor disagree with equal opportunity was provided in training & development.
16. 41.74% of the respondents feel that promotion policy in the organization was fair.
17. 14.05% of the respondents feel that getting salary was not as per AICTE norms.
18. 40.50% of the respondents say that no any type of incentive scheme implemented in the Institute.
19. 10.74% of the respondents say that only goals are motivated in the organization.
21. 16.94% of the respondents feel that employee attendance system implemented in the form of face recognition.