CONTENTS

Title i
Copyright ii
Declaration by the Scholar iii
Research Guide Certificate iv
Dedication v
Acknowledgements vi - vii
Preface viii - ix
Contents x - xiii
Acronyms xiv
Tables xv - xix
Charts xx
Graphs xxi
Map of India xxii

CHAPTER 1
INTRODUCTION

1. Introduction 1-5
2. Performance Management System Defined 6-9
3. An Overview of Indian Education System 10-14
4. Review of Literature on Performance Management System 14
5. History of Performance Management 15-20
6. Benefits of Faculty Performance Management System 20-24
7. Case studies on Performance Management System 25
   UGC Career Advancement Scheme for College Teachers 26-28
   Motor Neurone Disease Association Performance Management 29-31
   TESCO model of Performance Management 32-33
   Devolved Government Organisations 34-35
   Narmada Institute of Management Studies 36-38
   Titan Industries Limited 39-40
End notes 41
CHAPTER 2
EXECUTIVE SUMMARY OF PHD THESIS

1. Executive Summary of present research study 42-45

CHAPTER 3
RESEARCH DESIGN

1. Respondents Profile 46-48
2. Research Problem/ Research Enquiry 48-49
3. Scope of Present Research 49-51
4. Research Objectives of the present study 51-52
5. Research Hypothesis 52
6. In-depth interviews and Pilot of questionnaire 53
7. Questionnaire development 54-55
8. Sampling and Methodology 56-57
9. Analysis 58-63
10. Angles of enquires 64
11. Utility from the present study 64
12. Expected final outcomes 65-66
CHAPTER 4
RESEARCH FINDINGS

1. Research findings and interpretation of results 67-145

CHAPTER 5
bagLN-Model
Faculty Performance Management System

bagLN – FPMS Faculty Performance Management System 146-148

Table representation of Faculty Performance Management System for
Lecturer/Senior Lecturer 149
Assistant Professor 150
Associate Professor 151
Professor 152

Guidelines for using bagLN – FPMS 153-154

CHAPTER 6
CONCLUSION

Faculty Performance Management System Study Conclusion 155-162

CHAPTER 7
LIMITATIONS OF PRESENT STUDY

Limitations of present study 163 - 165
CHAPTER 8
RECOMMENDATIONS AND FUTURE RESEARCH SCOPE

Recommendations 166-173
Future Research Scope 173-174

APPENDIX 1
BIBLIOGRAPHY 175-182

APPENDIX 2
QUESTIONNAIRE 183-191

APPENDIX 3
LIST OF SURVEYED INSTITUTIONS 192-195

APPENDIX 4
INTERNATIONAL JOURNAL PUBLICATIONS 196-210