ABSTRACT

The Indian educational sector is one of the very ancient, leading and fast growing sectors in the world. It’s providing a world class quality education for the learning community in and around the country. Lot changes are continuously taking place in the educational sector with respect to teaching and learning process. Faculty members are said to be one of the driving force for this educational sector and as well as the teaching and learning process. The role of faculty members is inevitable in designing and implementing a very good learning environment and they help the society by transforming the people as knowledgeable and skillful by providing a very good learning environment. The role of Government is to ensure the delivery of quality education to the learning community.

The responsibility of the Institutions is to provide better supporting environment and infrastructure to facilitate the teaching learning process. In order to ensure a proper delivery of quality education, understanding the perception of faculty members’ towards their Institutional climate and their HR practices is very much essential. This study focuses on the faculty members’ perception towards Institutional climate of engineering colleges of Tamil Nadu with the following objectives:

- To study the faculty perception towards institutional climate in engineering colleges.
- To analyze the impact of institutional climate on faculty job satisfaction among engineering colleges.
• To analyze the impact of institutional climate on faculty job commitment among engineering colleges.

• To analyze the impact of institutional climate on work life balance among engineering colleges.

• To analyze the impact of institutional climate on employee engagement among engineering colleges.

The primary focus of this research is to study the perception of faculty members towards their institutional climate factors like Environment, Orientation, Quality of Work Life, Empowerment, Interpersonal Relations, Career Development, Training and Compensation; the study also analyzed the impact of Institutional climate factors on the HR factors like Job Satisfaction, Faculty Commitment, Work Life Balance, Employee Engagement and Faculty Turnover Intentions.

In order to achieve the purpose of the current study the researcher selected the faculty members working in public and private engineering colleges in Tamil Nadu. The descriptive research methodology was adopted by the researcher with the population being all the faculty members working in engineering colleges in Tamil Nadu. A sample of 520 faculty members were selected proportionately from five zones of Anna University, viz. Chennai, Coimbatore, Madurai, Trichy and Tirunelveli by Simple Random Sampling Method. A well structured questionnaire was administered to the selected faculty members to gather data and the collected data were analyzed with using statistical software SPSS and AMOS. The statistical tests like U-Test, H-Test, Regression Analysis and Structural Equation Modeling were deployed for data analysis to arrive at meaningful results.
The study reveals demographic variables have no impact on the institutional climate variables. The study has identified that the mean level of agreement of faculty members with respect to demographic variable on institutional climate are not showing any difference of opinion among the faculty members. Further the study also identified that the mean level agreement of faculty members with respect to demographic variable on HR variable are not showing any difference of opinion among the faculty members. The study revealed that there was a significant relationship within the Institutional Climate variables and also with HR variables. The study found that the relationship between Institutional Climate variables and HR factors is significant, as Institutional Climate had a high positive impact on HR Factors ($R^2 = 0.763$). It is found that all the institutional climate variables have a least impact on job satisfaction. The institutional variables Orientation, Quality of Work Life, Interpersonal Relations and Environment have a significant impact on work life balance and motivation; Orientation and Interpersonal Relations have significant impact on employee engagement; Orientation have a significant impact on faculty turnover intentions.

The study highlights that Orientation, Quality of Work Life, Interpersonal Relations and Environment are contributing more to the improvement of Institutional Climate. This study found that employee engagement has a positive relationship with all the major HR factors like job satisfaction, work life balance, faculty commitment, motivation and faculty turnover intention.

**Key Words:** Institutional Climate, Environment, Orientation, Quality of Work Life, Compensation, Career Development, Training, Job Satisfaction, Employee Commitment, Work Life Balance, Motivation, Employee Engagement, Faculty Turnover Intentions.