CHAPTER 5: RESULTS AND DISCUSSIONS

The findings of present study are the result of the exploratory study conducted in the beginning of the research work, descriptive study and interviews of various stake holders administered during course of research process. The exploratory study was mainly focused on to find the factors and parameters influencing the role commitment and attitude. Findings of the descriptive study are about the responses of faculty, students, and corporate represented by tables and charts. The detailed analysis carried out with reference to the data collected enabled to test broad hypotheses. Findings of the field study have suggested that no clarity in the roles of management faculty, very low commitments levels, and there is no right attitude towards teaching. From secondary literature review, and from primary data analysis the following inferences are drawn to meet research objectives.

5.1 Hypothesis Testing

This section presents the hypothesis testing and findings of all the hypotheses that were taken for the present study.

Hypothesis 1

The significant roles of a management teacher are: Faculty, Soft skills trainer, Mentor, Counselor, Disciplinarian, Role model and Evaluator

Findings: 1

Various faculty roles are tabulated for mean ratings to find out prominent roles that are perceived by the management faculty in Mumbai across 30 management institutes. As per the above observation and study and mean ratings with high degree of awareness and acknowledgement, the noted perceived roles are Faculty (3.7), Soft Skills trainer (3.3), Mentor (3.7), Counselor (3.8), Disciplinarian (3.1), role model (3.2) and Evaluator (3.8), whereas other roles are not perceived by them as part of their responsibility as degree of agreement is less in score.

The examination uncovers that numerous critical jobs like, delicate aptitudes mentor, advisor, director, helper, philanthropic, trailblazer are not extremely very much aware of and not given much criticalness to these jobs
when contrast with different jobs referenced above crosswise over staff of the board foundations in Navi Mumbai and Mumbai. Different jobs referenced by few employees are situation supplier, parent, watchman, and profession supplier.

Along these lines, speculation (H1), 'The noteworthy jobs of an administration educator are: Faculty, Soft abilities coach, Mentor, Counselor, Disciplinarian, Disciplinarian, Role model and Evaluator' is tried and acknowledged.

Theory 2
Dimensions of job responsibility contrast among the executive’s workforce

Discoveries: 2
The board instructors sees are gathered as High responsibility, Average duty and Low duty levels taking the base and most extreme scores taken for 15 variable on job duty, the test considered is Analysis of Variance (ANOVA), the components Gender (0.002), Age (.012), Education (.000), Experience (.001), Marital status (.002), Family type (.001), Monthly pay (.000), Status of the establishment (.003), for every one of these elements, P-esteem is under 0.05 (α =0.05),

Thus, it is inferred that there is a conspicuous distinction to the extent statistic factors are concern. In this manner, from the above investigation the specialist arrived at a resolution that dimensions of job duty is differed among the executives personnel

In this way, theory (H2), 'Dimensions of job duty vary among the executive’s personnel' is acknowledged.

Speculation 3
There is a huge contrast among the executive’s personnel towards instructing

Discoveries: 3
Examination is done through ANOVA procedure to break down the essential information to discover any critical contrast among various statistic profiles crosswise over personnel bunches in instructing mentality. The outcomes demonstrate that the determined F esteem more noteworthy than the table estimation of at 5% dimension of criticalness. As table esteem
is not exactly determined esteem, it is surmised that there is noteworthy distinction among age bunches in educating mentality,

In this way, theory (H3), 'There is a noteworthy distinction among the board personnel towards educating' is tried through sub speculation defined for every statistic profile independently, tried and acknowledged the above theory.

Theory 4
Every one of the partners have changed desires on the board workforce

Discoveries: 4
Normal evaluations on 5-point scale is classified to break down the desires for the different partners on the board workforce in Mumbai crosswise over 30 the executive's organizations. From the aftereffects of the examination normal appraisals for different jobs contrast fundamentally for various partners. According to the workforce scores, Faculty, Soft aptitudes coach, Mentor, Counselor, Disciplinarian, Role model and Evaluator are conspicuous components.

For understudies the crucial job is Faculty, delicate aptitudes coach, guide and helper. For Student guardians' significant perceiver jobs are Faculty, information supplier, guide and Disciplinarian. So also, for corporate critical jobs got are delicate abilities coach, guide and trend-setter.

The chiefs of different establishments communicated that Faculty, Researcher, Soft aptitudes coach, pioneer and evaluator are essential job for staff, and for trustees of the administration foundations the jobs seen by them are guide, Motivator, Innovator, Disciplinarian, and Role demonstrate. In this manner, from the above examination it is inferred that partners vary in their desires for workforce.

Along these lines, speculation (H4), 'Every one of the partners have differed desires on the board staff, is tried and acknowledged.

Speculation 5
The board instructors Role duty and Attitude to a great extent relies upon the inside and outer components.

Inward factors: Skills, Knowledge, Self-idea, Traits and Motives
Outside variables: Management Vision, Quality of Course Curriculum, Quality of Students, Infrastructure, Industry-interface, Faculty improvement and Consultancy, Research Orientation, Technology and Accreditation.

Discoveries: 5

It is apparent from the examination that Skills, Traits, Motives, self-idea and learning are scored high in normal appraisals, more than 3 on 5-point scale, subsequently it is reasoned that all these inward factors assume crucial job in showing frame of mind and job responsibility of the board staff.

Hence, speculation (H5), "The board instructors Role duty and Attitude to a great extent relies upon the interior and outer variables." is tried and acknowledged.

5.2 Findings based on Faculty Responses

1.2.1 Responses on teaching attitude

1. It is clear from the examination that 63 percent of employees concurred that understudies' identity and character is the result of good instructing and just 24.3 percent of employees are not in understanding.

2. It is seen from the investigation that 54 percent of employees communicated that personnel talk about welfare of the general public, and just 26 percent of employees are not in understanding.

3. It is obvious from the investigation that 54.7 percent of employees are supportive of the view that individuals bomb in different callings come to showing calling, while just 22 percent are not in support.

4. It is apparent from the examination that 55.3 percent of employees said just couple of legitimate individuals are there in the showing calling, though 22 percent employees are not in concurrence with the view.

5. It is uncovered in the examination that 54.3 percent (20% + 34.3%) of employees opined that country does not advance without giving due regard to showing calling, there are 22.7 percent of employees are not for this view.

6. It is clear from the examination that 56 percent of employees opined that preparation is required for post graduate showing instructors of the announcement, and 27.7 percent of employees are not for this view.
7. It is apparent from the investigation that 56 percent of employees said instructing as a calling is intriguing just with regards to the start, though 27.7 percent of employees are not for this supposition.

8. It is apparent from the examination that 30.4 percent of employees communicated that not many great educators are there in India, while 53.9 percent of employees are against this view.

9. It is obvious from the examination that 22.3 percent of employees are supportive of the view that guardians are instrumental to come to showing calling, and 53.7 percent of employees are not for this view.

10. It is obvious from the investigation that 15.7 percent of employees are agreeable to the view that instructors should rehearse what they state, and 75 percent of employees are not for this view.

11. It is appeared in the investigation that 18.7 percent of employees are agreeable to the view that, great natives rise out of good instructing, though and 68.6 percent of employees are not for this feeling.

12. It is clear from the examination that 25.4 percent of employees opined that, solid relations are fundamental among instructor and understudy for learning, though 62.9 percent of employees are not for this view.

13. It is obvious from the examination that 25.4 percent of employees said information gave in the present framework is fragmented though 62.9 percent of employees against to this view.

14. It is appeared in the investigation that 30 percent of employees communicated that present-day the executives’ staff are inadequate with regards to devotion towards calling, while 54 percent of employees are against to this view.

5.2.2 Responses on Role Commitment

1. It is appeared from the investigation that 31 percent of employees are agreeable to the view that administration staff need to assume numerous jobs, though and 55 percent of employees are not for this view.

2. It is clear from the examination that 31 percent employees opined that simply encouraging insufficient for workforce at post-graduation level, while shockingly 55 percent employees are not for this view.
3. It is obvious from the examination that 32.3 percent employees communicated that essential job of a workforce at post-graduation level is to deliver powerful administrators to the corporate while 41.7 percent of employees are not for this view.

4. It is obvious from the examination that 39 percent of employees are supportive of the two personnel jobs tutor and advisor, while 33.7 percent of employees are not for this view.

5. It is clear from the investigation that 49.6 percent of employees are agreeable to the two personnel jobs – prepping and arrangement, though 27.7 percent of employees are not for this view.

6. It is clear from the investigation that 54 percent of employees said that they effectively got associated with research exercises and imaginative in educating, while 26 percent of employees are not dynamic in research and not inventive. the announcement

7. It is apparent from the examination that 30 percent of employees said they audit the day's worth of effort as a piece of following days' arrangement, though 50.7 percent are not in full routine with regards to the equivalent.

8. It is clear from the investigation that 30 percent of employees are prepared to give their opportunity to the understudies after school hours, though and 50.7 percent of employees are not prepared to save time after the school hours.

9. It is clear from the examination that just 30 percent of employees are trial, and 54.4 percent of employees are not exploratory from the example of the investigation.

10. It is clear from the investigation that 54 percent of employees are eager to return early and remain at night according to the requirements of the association, though 26 percent of employees don't totally concur with this view.

11. It is apparent from the investigation that 46.4 percent of employees communicated that they effectively get associated with additional curricular exercises, while 37.3 percent of employees are not dynamic in these exercises.
5.3 Findings based on students’ responses

1. It is appeared from the examination that 23.7 percent of understudies’ trust that instructing prompts identity and character, while 55.3 percent of employees are not for this assessment.

2. It is clear from the examination that 38 percent of understudies are agreeable to the view that educators come to class with full readiness, while 38.7 percent of employees are not for this view.

3. It is obvious from the investigation that 35.7 percent of understudies concur that administration staff have comical inclination, though 30.7 percent of employees are not for this view.

4. It is apparent from the examination that 26.3 percent of understudies communicated that understudies are disappointment, and this is downside of the instructing in the present day, though 59 percent of employees are not for this view.

5. It is obvious from the examination that 16.3 percent (4% + 12.3%) of understudies are agreeable to the view that workforce have administration quality, while 62 percent of employees are not for this sentiment.

6. It is clear from the investigation that 36 percent of understudies concur that educators are not getting due regard from them, while 42 percent of employees are not in concurrence with the view.

7. It is apparent from the investigation that 36 percent opined that instructors are not sufficiently equipped to fulfill mentally unrivaled understudies, though 42 percent of employees are not for this view.

8. It is obvious from the investigation that 19 percent of understudies are in assentation that understudy instructor relationship is imperative for good scholastic air, while 67 percent of employees are not for this view.

9. It is clear from the investigation that 19 percent of understudies are supportive of the view that instructors show inclination while allocating marks, though 41 percent of employees are not for this view.

10. It is apparent from the examination that 15.7 percent of understudies opined that great residents are the result of good educating, though 58 percent of employees are not for this conclusion.
5.4 Findings based on parents’ responses

1. It is obvious from the examination that 23.9 percent of understudies are supportive of the view that administration personnel are missing diligent work and feeling of devotion in their calling, and 64 percent of guardians' individuals are not for this view.

2. It is clear from the investigation that 65.4 percent of understudies said that educators are frequently talk standards, though 27.9 percent of guardians' individuals are not for this supposition.

3. It is clear from the investigation that 35.9 percent of understudies are opined that just couple of the executive’s resources are straightforward, though 26.7 percent of employees are not for this feeling.

4. It is apparent from the investigation that 22.7 percent of understudies are communicated that countries advance relies upon the regard individuals for showing calling, and 53.3 percent of employees are not for this view.

5. It is obvious from the examination that 16 percent of guardians are agreeable to the view that prepared educators just can instruct at post-graduation level, and 72 percent of employees are not for this view.

6. It is clear from the investigation that 18.7 percent of understudies communicated that classroom encouraging requirements change, and 68.6 percent of employees are not for this view.

7. It is obvious from the examination that 25.4 percent of understudies said that not very many great educators are there in the administration calling, while 62 percent opined that employees are not for the given proclamation.

5.5 Findings based on corporate responses

1. It is obvious from the investigation that 27 percent of understudies are supportive of the view that administration workforce job is much past simply educating, while 67 percent of employees are not for this view.

2. It is apparent from the examination that 16 percent of understudies are supportive of the view that fundamental obligation of an instructor is creating viable and productive chiefs, while 72 percent of employees are against to this view.
3. It is clear from the investigation that 26 percent of understudies opined that tutor and advocate jobs are essential for the board personnel, though 64 percent of employees are not for this view.

4. It is obvious from the examination that 10 percent of understudies are agreeable to the view that preparing, and situations are critical jobs of an administration workforce, though 78 percent of employees are not for this view.

5. It is seen that 12 percent of the board understudies are opined that development and research are two indispensable parts of the executive’s educators, while the 72 percent of instructors are not supporting this perspective.

6. It is apparent from the investigation that 33 percent of understudies opined that utilizing innovation is essential for the executive’s personnel, though 50 percent of employees are not for this feeling.

7. It is obvious from the investigation that 46 percent of understudies are agreeable to the view that administration workforce need to give singular thoughtfulness regarding understudies, while 36 percent of employees are not for this feeling.

8. It is clear from the investigation that 55 percent of understudies communicated that instructing is animating calling, while 33 percent of employees are not for this view.

9. It is apparent from the examination that 60 percent of understudies are supportive of the view that no calling is superior to instructing calling, though 32 percent of employees are not for this conclusion.

5.6 Findings from Directors and Trustees

1. Many trustees expressed that management teachers’ beliefs are majorly shaped by their experiences. Lack of identity and respect for faculty by the society and the institutes in the seams have immense impact on teachers’ performance.

2. The responses clearly indicate that more than 50% of the B-schools are yet to adopt such practices of maintaining a HR manual to serve
the purpose of helping the stakeholders of the B-school to the fullest by providing the legal framework for all HR related matters.

3. The research is indicative that among the total directors and trustees’ maximum opined that there is a no system of conducting exit interviews. The research is indicative that majority of the top management/trustees of the B-schools do not favor/have a system of conducting exit interviews.

4. The analysis is indicative that among directors’ majority opined that faculty do not feel secure in their jobs, lot of insecurity is prevailing.

5. Very few institutes have a system to provide development plans to facilitate career growth/advancement in place which will serve the purpose of retaining high performers, still majority of the B-schools are yet to adopt such practices to support the purpose.

6. While one third of directors opine that the institute provides opportunities to improve skill and competencies as per new trends to secure their future in this field, only two third of the respondents opine that their institute does explore new avenues of developing future leaders.

7. The study shows that the institute encourages employees to work as consultants for corporate, to work as members of internal and external committees/forums/government bodies and to undertake short term assignments abroad.

8. Respondents opine that while joining new appointees are briefed about organization’s structure/hierarchy, Rules and Regulations, organization vision/mission/strategy.

9. Directors opine that performance appraisal system in place is critical as a human resource management practice as it motivates improved performance.

10. Although it is heartening to note that a majority feel that potential internal candidates are considered for filling as per their suitability for the post, the research is indicative that HR needs to play an active role to motivate people to perform better, assure fair promotions and make suitable policies to communicate promotion and succession plans to employees in the institute.
11. The findings are indicative that the employees of the management institutes are of the opinion that they receive other benefits like HRA, Food allowance and travelling allowance. As educational institutes do not have a system of providing bonus nor is the income of the employees (especially the non-teaching very attractive) they must be supported by compensation in the form of other benefits.

12. It is encouraging to note that majority of the respondents feel that working environment is very pleasant in the institute. Nevertheless, it is surprising to note that only two third of the respondent fully agreed that the institute is actively involved in handling safety complaints & complaints of workplace violence are investigated adequately.

13. While more than 80% of directors are of the opinion the basic necessities like clean drinking water, proper place to sit and proper storage and well-connected telephone are given to staff, around 80% of the respondents also opined that they had no difficulty in balancing my work and personal life at their institute.

14. As the study showed that majority of the accredited institutions follow practices of clearly stating profiles and proper assessment prior to selection the research is indicative that accreditation leads to adopting of these of human resource management practices.

5.7 Other findings

1. As per the researcher observation the important thing in the article is development of passion for teaching is teachers’ ongoing commitment and dedication to students and learning. Passionate teachers are fiercely devoted to their work and greatly inspire their students. The strength of any profession depends upon the degree of commitment of its members. Teaching is no exception. It is completely accepted fact that a unique feature of a faculty is, their devotion and role commitment to the progress of student achievement.

2. Researcher strongly agreed that there is a strong correlation between impressive teaching and student learning ability and given the following valid bases as:
3. This article focuses on quality of education, author observed that Faculties are a key ingredient in determining the quality of education. The quality of education is directly related to the quality of teaching and learning. There are many factors that determine the quality of teaching, including teacher qualifications and experiences, their level of motivation, and working conditions. Studies show that when teachers are motivated and love the teaching profession, students are motivated to learn, and they learn the content taught by their teachers more effectively. It is therefore important to foster teachers’ motivation as part of the measures to address the problem of dwindling quality of education in Tanzania and elsewhere in the sub-Saharan African region. This study investigated the teachers’ commitment to the teaching profession, and how this affects students’ learning and academic performance.

4. Author findings are based on secondary literature and his own observation from primary research, according to him various studies have shown that quality of teachers, their motivation and attitude influence the performance of the students and their academic achievement. For this requires a lot of commitment from the teacher. Commitment means being loyal to one’s profession. It requires acquisition of the special knowledge that characterizes a particular profession and application of that knowledge to achieve certain ends. This provides better job security, satisfaction, increases self-esteem and thereby contributes to improve the teachers’ commitment. Faculty should have commitment to the teaching profession and should justify public trust and confidence by providing quality.

5. This article has discussed wide range of issues, as per the study there are many factors which affect the academician’s motivation which includes classroom environment, rewards / incentives, workload stress and administrative policies etc. A highly-driven faculty is acknowledged by high level of professional commitment, sincerity, dedication and becomes a source of motivation through his model character because a faculty is always expected to be a role model for their students. Author mentioned that competent academicians make efficient use of
broad, deep and integrated sets of knowledge and skills and make their lecture more interesting by coding examples.

6. The study indicates that autonomous management institute teachers are more committed than the affiliated institute teachers. The reason for this is in autonomous colleges the performance of teachers is monitored closely and regularly. In addition, the parents of the students studying in autonomous institutes are often invited for interaction with institute authorities. Generally conducive and healthy learning environment is provided in autonomous institutes. They are rich in infrastructure facilities and are more result oriented. This reason is supported by the results of the study conducted by Maheswari (2003). She found that healthy institute environment enhances commitment among teachers.

7. The findings of present study revealed that majority of management faculty are not having favourable attitude towards teaching. The study also found that teacher with more experience have significantly more favourable attitude towards teaching. The study is contradicting with the findings of Chaube (1985), Shukla (1997) and Imrat (1998). They observed that majority of teachers show favourable attitude towards their profession.

8. The current study found that the personality traits like adjustment in home, health, social, emotional stability and total adjustment concluded to be determinants of success in teaching.