PREFACE

To meet the requirements of new economic and industrial policies and industrial restructuring with reference to the technology dimension, the requirement of different categories of manpower will be quite different, both in terms of capabilities and numbers. Realising the huge financial requirement for strengthening of the technical education system, Government of India has acquired massive assistance from World Bank and launched a project for capacity expansion, quality improvement and efficiency enhancement. TTTIs being central institutions have responsibility of assisting polytechnics in formulation and implementation of developmental projects. Since 10 years project is nearing completion, it is in fitness to evaluate the development made due to additional inputs given to the polytechnics and to mend the ways based on the feedback.

The purpose of this research is to make an in-depth study about the organizational effectiveness of polytechnics with sole aim to suggest polytechnic administrators i.e. DTEs and Principals to redefine their goals and achieve them with the cooperation of all the stakeholders in an optimum time period.

The problem of non-availability of a standard tool for the measurement of organizational effectiveness of polytechnics, forced the author to identify the key factors and develop a tool after field trial and validation. An effort has been made to integrate the Goal Model and System Resource Model of organizational effectiveness used by earlier researchers and subsequently expanding it to include three additional characteristics - a time dimension, multiple criteria and multiple constituencies.

Present work comprises of seven chapters which deal with identification of organizational effectiveness key factors applicable to polytechnics, their measurement and analysis. The last chapter comprises of suggestions based on conclusions and interaction with the teachers, students and employers of polytechnic pass-outs, which, if implemented will help polytechnics to achieve their goals and move towards excellence.

A comprehensive selected bibliography has also been given at the end for detailed study of the subject.