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OBJECTIVES

HYPOTHESES

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RESULTS & DISCUSSION

FINDINGS

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A STUDY OF DIFFERENCES IN PERCEPTION OF EMPLOYEES ABOUT THE HRD CLIMATE PREVAILS IN THE ENGINEERING INSTITUTE ON THE BASIS OF AGE GROUP

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ABSTRACT

The organizations are attaching great importance to human resources because human resources are the biggest source of competitive advantage and have the capability of converting all the other resources into product and services. The effective performance of this human resource depends on the type of HRD climate that prevails in the organization, if it is good, then the employee's performance will be high but if it is average or poor then the performance will be low. The study of HRD climate is very important for all the organizations and the Education sector is not an exception, especially in the present situation of grooming of professional studies. The present study is an attempt to find out the type of HRD climate that is prevailing in Shri Vaishnav Institute of Technology & Science a private engineering college in Indore. The researchers have also tried to find out the perception of employees regarding HRD climate prevailing in the institute and difference in the perception of employees on the basis of their age group. The researcher collected the data from the employees of a reputed engineering institute using structured HRD climate questionnaire. The values of various test scores indicate that the Shri Vaishnav Institute of Technology & Science does not provide an appropriate overall HRD climate to their employees belong to all age groups, which enables them to acquire adequate capabilities for their present job. The result also shows that there is no significant difference in perception of employees belong to different age groups about prevailing HRD climate in Shri Vaishnav Institute of Technology & Science.

KEYWORDS

HRD climate, age, engineering college, perception.

INTRODUCTION

Technical Education is the system by which the technically skilled and professionally developed Human Resource Capital is generated to satisfy the industry needs of a nation. Industry is the backbone of any country and engineers in turn are the backbone of industry. Growth of industry is directly proportionate to the growth of the economy and as the industry grows the demand of engineers and technically qualified people increases proportionately. To satisfy the demand of industry for engineers The Indian Government is encouraging technical education with the help of both public and private sector engineering institutes.

Education and training are the primary systems by which the trained human capital of a nation is increased and preserved. Higher education in general and technical education in particular, has a direct bearing on the economy of a country. The era of human resource development (HRD) has already begun and speaking in terms of engineering and technology, the demand for qualified engineers is increasing globally. In response to this, there has been a proliferation of engineering institutes in India. These institutions exist to enhance the learning experience of engineering student, and to foster an environment conducive to preparing graduates with competitive excellence for an ever-changing future. Hence, a developmental climate, which not only fosters innovation and creativity but also promotes a high level of motivation and commitment, is highly desirable in these institutes.

Human Resource Development (HRD) is the process of improving, molding and changing the skills, knowledge, creative ability, aptitude, attitude, values and commitment based on present and future job and organizational requirements. HRD Climate is a measure of the perceptions of the knowledge workers about the prevailing nature of HRD. Perception about the organizational policies, management, job satisfaction, welfare measures etc. May be change according to age group of employees. The perception of younger employees about the prevailing HRD climate may differ from the older age employees. The aim of this study is to find out that this difference of perception is significant or not. Meaning of HR + D + Climate

'Human Resource' means employees in organization, who work to increase the profit for the organization. 'Development', it is acquisition of capabilities that are needed to do the present job, or the future expected job. After analyzing Human Resource and Development we can simply state that, HRD is the process of helping people to acquire competencies. 'Climate', provided by an organization, is an overall feeling that is conveyed by the physical layout, the way employees interact and the way members of the organization conduct themselves with outsiders.

REVIEW OF LITERATURE

Many researches have been conducted on national and international level in related areas. Few of them are stated below:

Mr. Ajay Salokhe and Dr. Nirmala Choudhary (2011) conducted a study on "HRD climate and Job satisfaction: An empirical investigation". The study was focused on single measure i.e. Job Satisfaction because of the dearth in amount of studies exploring this relationship. The study attempts to analyze and determine the relationship, further the impact of HRD Climate, OCTAPAC Culture on Job Satisfaction as an Organizational Performance measure in the selected public sector enterprise. This study suggested that the early identification of human resource potential and development of their skill represents two major tasks of human resource development. This can only be achieved when conducive HRD Climate prevails

Daya (1993) suggested that the creation of a supportive environment is an effective alternative to foster the growth of individuals in organizations. Some of the factors identified by him in regard include a personal desire to grow, opportunities for interaction, assimilation of experience and capability to assess one's potentialities.

Jyne (2002) highlighted the importance of examining employees perception, employees adjustment to change. Climate and change appraisal factor were linked with a range of important individual /organizational outcomes as employee well being, job satisfaction, organizational commitment, turnover intention and absenteeism. Graffity University, Australia, a study Employment adjustment during change: The role of climate, organizational level and occupation" was done to study the role of organizational climate factors in facilitating employee adjustment during change and to study the extent to which organizational sub-groups differs in their perception of climate and investigate the level of adjustment indicator during change.

Khagendra, Purushottam and Srijana, (2008) conducted a study of HRD Climate in Buddha Air, Their Objective behind the study is to understand the general HRD climate, the HRD mechanism of the organization, and to see the OCTAPAC culture of the organization. Their opinion about the overall HRD Climate of Buddha Air is encouraging, since there is a keen interest of top management in HRD and there is a high team spirit and employees take training seriously

Mufeed & Gurkoo, (2006) attempted to study whole gamut of HRD climate in universities and other equivalent higher level academic institutions by eliciting employee perceptions on HRD climate for which the University of Kashmir, Srinagar is selected as the main focal point of study.

Peter M. Senge, (1990) also explained the influence of structure on the behavior of people. According to him, people however differently, will produce similar results when placed in the same system. He perceived structure as a key factor that influences behavior.

Rao, (1999, 2001) regarding the HRD climate in 41 organizations revealed that the general climate in the organization is average. A general indifference on the part of the employees towards their own development was found to be the reason for this. The lack of support to the employees towards their own development was found to be the reason for this. The lack of support to the employees post training is a major hurdle in applying what they had learned. This in turn affects the career development of the employees. It was noted that the top management in most of the organization is doing routine things. The other impediments of HRD highlighted in the study are the lack of opportunity for transfer of training skill and career development. Yet the same study suggested that the employees in this organization were serious about the training. The performance appraisal system was objective and the management was concerned about human resources.

Sachdev, (2007) concluded that trust, pride and companionship are the primary factors considered in 'Great Places to Work' by Indian employees. Most of the organizations rated as a great place to work recognize the aspirations of the employees and focus on their growth and development. This indicates that most of these organizations have got a reasonably good HRD climate.

Saxena & Tiwari, (2009) concluded that the HRD climate in some public sector Bank in Ahmedabad is average, and there is no significance difference in perception of employees according to their gender, experience and qualification but there is a significant difference in perception according to their age.

Srimannarayana M, (2007) conducted a study in local bank of Dubai and found that a good HRD climate was prevalent in the organization. He found out the differences in the perception of employees regarding the HRD climate on the basis of demographic variables.

S. Saraswathi (2010). Conducted a study stated that the success of an organization is determined by the skills and motivation of the employees. Competent employees are the greatest assets of any organization. Given the opportunities and by providing the right type of climate in an organization, individuals can be helped to give full contribution to their potentials, to achieve the goals of the organization, and thereby ensuring optimization of human resources. The study revealed that the three variables: General Climate, HRD Mechanisms and OCTAPAC culture are better in software organizations compared to manufacturing. The findings indicate a significant difference in the developmental climate prevailing in software and manufacturing organizations.

NEED/IMPORTANCE OF THE STUDY

The study of HRD climate is very important for all the organizations and the Education sector is not an exception, especially in the present situation of grooming of professional studies. The present study is an attempt to find out the type of HRD climate that is prevailing in Engineering college with special reference to Shri Vaishnav Institute of Technology & Science.

OBJECTIVES

The objectives of the study are as per following:

1. To study the type of overall HRD climate prevailing in selected Engineering College (SVITS) at Indore as perceived by employees belong to all age groups.
2. To study whether there exists a significant difference in perception of employees belong to different age group about prevailing HRD climate in an engineering college

HYPOTHESES

1. Engineering colleges do not provide an appropriate overall HRD climate to their employees belong to all age groups, which enables them to acquire adequate capabilities for their present job
2. There is no significant difference in perception of HRD climate amongst employees belong to different age groups in engineering colleges.

RESEARCH METHODOLOGY

STUDY

DESIGN: The study is exploratory in nature.

SAMPLE: For the purpose of the study, the researchers selected Shri Vaishnav Institute of Technology & Science a private Engineering college situated in Indore (MP). On the basis of non probability random sampling respondents were selected.

TOOLS FOR DATA COLLECTION

A questionnaire was used to collect data for the study. HRD Climate questionnaire developed by the Centre for HRD at XLRI, was used by the researcher to collect the responses from the respondents. The scale consists of 19 items each having five alternatives such as almost always true, always true, sometimes true, rarely true, not at all true. The mean score of each item could theoretically range from 1.0 to 5.0 where 1.0 indicates extremely poor HRD climate and 5.0 indicates extraordinarily good HRD climate on that dimension. Scores around 3.0 indicate an 'average' HRD climate on that dimension giving substantial scope for improvement. Scores around 2.0 indicate poor HRD climate on that dimension. Scores around 4.0 indicates a good HRD climate where most employees have positive attitudes to the HRD policies and practices on that dimension and thereby to the organization itself.

The questionnaire was used for data collection covers aspects of employee perceptions towards the HR practices adopted by Shri Vaishnav institute of technology & science. The questions asked were under five traits which are as follows- 1. Nature of Work 2. Working Condition, 3. Welfare Measures, 4. Performance Management, 5. Employees Development. Each trait contains 4 questions related to management policies supporting to develop a good HRD climate within the institute. All responses counted and arranged an age group wise against each question of each trait. Than response arranged collectively and age group wise against each trait and average response calculated collectively and age group wise.

Finally responses of each trait were added collectively to assess the perceptual response of employees. This helps to find out the perception of employees about the HR practices adopted by the management of the Institute and has given an idea about the HRD Climate of the SVITS collectively and according to their age group.

DATA ANALYSIS

A statistical tool such as MEAN, SD and Z test was used to analyze the data.

THE INSTITUTE PROFILE

Shri Vaishnav institute of technology & science came into existence in 1995. The institute is run by Shri Vaishnav Shekshanik and Parmarthik Trust which was established in 1981 as a branch of Shri Vaishnav Sahayak Kapda market committee and its associate Shri Maharaja Tukoji Rao Cloth Market association which was established in 1884. SVITS offers graduate and post graduate programs in engineering and management courses, such as BE in CSE, IT, EC, ELEX., EI, TX, CE, MECH, MBA, MCA AND ME in CS, VLSI, IT and AI (Artificial intelligence.)

VISION

Transform India from 'A Developing Nation' to A Developed Nation' through technical education

MISSION

"Develop Creative Technical Leaders who can carry out the Transformation".

QUALITY POLICY

The quality policy of SVITS states that 'We, at Shri Vaishnav Institute of Technology and Science, are committed to impart premium engineering and technology education by meeting customer requirements & norms of regulatory authority. We strive to continually improve the quality of our educational services and effectiveness of Quality Management System.

SAMPLE DESIGN**DATA COLLECTION AND PERIOD OF STUDY**

The researcher personally contacted 100 employees of Shri Vaishnav Institute of Technology & Science. They were appraised about the purpose of the study and request was made to them to fill up the questionnaire with correct and unbiased information. The researcher was able to collect the 54 filled questionnaires with a response rate of 54 %. All 54 employees were very keen to answer the questions asked and responded very well by filling all the entries correctly on 100% accuracy level.

SAMPLE PROFILE**TABLE 1.0**

SIZE OF THE SAMPLE	54	54%
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TAB.2.0 AGE GROUP WISE DISTRIBUTION OF EMPLOYEES

Age Group (Age in years)	Employees	
	N	Percent
20-40	35	64.81%
40-60	19	35.19%
Total	54	100%

RESULT AND DISCUSSION**HYPOTHESIS 1 (NULL HYPOTHESIS H_0)**

Engineering colleges do not provide an appropriate overall HRD climate to their employees belong to all age groups, which enables them to acquire adequate capabilities for their present job

ALTERNATIVE HYPOTHESIS H_1

Engineering colleges provide an appropriate overall HRD climate to their employees belong to all age groups, which enables them to acquire adequate capabilities for their present job.

TABLE 3.0: PERCEPTION OF ALL AGE GROUP EMPLOYEES ABOUT OVER ALL HRD CLIMATE PREVAILING IN SHRI VAISHNAV INSTITUTE OF TECH. & SCIENCE

Particulars	Sample Size	Mean	SD	SE	Z-Value
Employees	54	3.26	0.33	.0449	0.47

The calculated Z value 0.47 is less than the critical z - value of the table i.e. 1.96 for null hypothesis ($\mu < 3$) at 0.05 significance level, therefore we accept the null hypothesis that the particular engineering colleges Shri Vaishnav institute of technology & science do not provide such HRD climate to their employees which helps them to acquire the capabilities that are needed to do their present job. Hence the alternative hypothesis is rejected for the overall perception of employees belongs to all age groups.

HYPOTHESIS 2 (NULL HYPOTHESIS H_0)

There is no significant difference in perception of employees belong to different age groups about prevailing HRD climate in engineering colleges

ALTERNATIVE HYPOTHESIS H_1

There is a significant difference in perception of employees belong to different age groups about prevailing HRD climate in engineering colleges

TABLE 4.0 PERCEPTUAL DIFFERENCES BETWEEN YOUNGER AGE GROUP (20-40) AND OLDER AGE GROUP (40-60) EMPLOYEES ABOUT HRD CLIMATE PREVAILING IN SHRI VAISHNAV INSTITUTE OF TECHNOLOGY & SCIENCE

Particulars (Age Group in years)	Sample Size	Mean	SD	SE	Z-Value
20 - 40	35	3.26	0.94	0.18	0.44
40 - 60	19	3.26	0.86		

The calculated Z value .44 at 0.05 significance level) is less than the critical z - value of the table i.e. 1.96 for null hypothesis ($\mu < 3$) at 0.05 significance level, therefore we accept the null hypothesis that there is no significant difference in perception of HRD climate amongst employees belong to different age groups in this particular engineering college Shri Vaishnav institute of technology & science (SVITS).

CONCLUSION

HRD climate plays a very important role in the success of any organization because directly or indirectly it affects the performance of the employees. If the HRD climate is good, only then the employees will contribute their maximum for the achievement of the organization objectives. The result of the present study shows that the HRD climate at SVITS prevailing in the SVITS Indore. The values of various test scores indicate that the subjected engineering college i.e. SVITS does not provide an appropriate overall HRD climate to their employees belong to all age groups, which enables them to acquire adequate capabilities for their present job. The result also shows that there is no significant difference in perception of employees belong to different age groups about prevailing HRD climate in Shri Vaishnav institute of technology & science (SVITS).

The management can improve the HRD climate by introducing the changes HR policies and practices.

SCOPE FOR FURTHER RESEARCH

Present study is limited to assessing the perception of employees about the HRD climate prevailing in an engineering institute, while such kind of study can be done in all types of organizations where the human resource is the backbone of the organization. It also can be expanded to know the perceptual difference in Male and Female, higher income and lower income group, senior and junior employees and so on.

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