



Employee Commitment of Teaching Faculty Members in Higher Educational Institutions in Karnataka

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Abstract

In the paper Employee commitment of teaching faculty members in higher educational institutions. Competitive work place environments require employee work commitment. Employee Commitment refers to the degree to which employees are focused on and present in their roles. In today's framework of work place environment employees may reach their rational and motivational limits and this may strain employees' attentiveness and commitment. This paper reviews research studies on employee commitment and their performance.

Keywords: Employee Commitment, Work Engagement, Job Performance, Educational Institutions, Employee Commitment.

Introduction

Employee commitment is the strength of an individual's involvement in a particular organization.

It is psychological attachment, loyalty of employees towards the organization. The engaged employees will have commitment, bondage towards the organization and they work whole heartedly in the organization with increased morale.

Need of Employee commitment in the organization

The disengagement and dissatisfaction is rising nowadays in all sectors including in education sector. The dissatisfaction may be due to low salary, not providing any statutory and non-statutory benefits. Work pressure, fatigue.

In this competitive world employees in education sector their role is not only teaching they also have to perform other works apart from teaching, if the institution is undergoing any accreditation work, Ranking or grading, affiliations employees play a major role, every day they have to upgrade.

The employees have to be committed to give the best to his work role. Hence there is a need to study employee commitment to improve the performance and also to maintain it.

The study's importance and necessity

With the implementation of the 6th pay commission in government universities, there was a surge of enthusiasm among young professionals to pursue careers in academia.

Many professionals are entering the teaching area to perform research and share their valuable industrial expertise with young students, as many universities place a focus on faculty research. Due to a lack of opportunities for good research, these professionals will pursue PhD degrees and teach in other countries. However, with the Indian higher education system providing equal opportunities for research, young Indian faculty members are flocking to fill faculty positions, providing valuable experience to young Indian students.

The number of publications in prestigious journals has increased in recent years, as has the amount of joint research with foreign institutes, highlighting the value of Indian faculty. Many colleges have faculty exchange programmes. Through collaborations with other universities, Indian professors gain exposure to the research climate in other countries, increasing their chances of publishing in prestigious journals. With so many universities competing for outstanding faculty with research credentials, keeping a faculty member is difficult. As a result, research into the involvement of Indian faculty in higher education is required. With the government placing a strong emphasis on higher education, more IITs and IIMs, as well as central universities and specialised institutes catering to specific industries such as plantation and securities, are being established to train manpower for the growing demand for employees with specific skill sets. To meet the demand for fresh courses, the private sector has built new departments and courses tailored to the needs of the industry, such as retail, big data, and robotics

The demand for online courses from colleges has also expanded to meet the demand for workers with ever-changing skill sets.

As a result, more people are pursuing PhD degrees in the academic and industrial sectors, and the demand for faculty with industrial expertise who can cater to specialist niches has skyrocketed. Faculty teaching in numerous institutes has increased as demand for faculty has increased and supply has taken its time, as a result, it is necessary.

Objective of the Study

1. To find employee commitment level in education institution
2. Identify the basis for contribution of employee commitment of faculties.

Methodology/Design

Data Collection: The present research is a cross sectional descriptive study and is based on primary data. The primary data has been collected from colleges in Karnataka State.

A structured questionnaire was adopted for collecting primary data as also the literature and interview has been conducted with faculties of different educational institutes.

Secondary sources include information from the articles, journals, periodicals, magazines.

The Tool: A detailed questionnaire is designed keeping in view the objectives of the study and administered among sample respondents. The questionnaire has two sections, with five point Likert rating scale, ranging, 1=strongly disagree, 2=disagree, 3=can't say, 4=agree, 5=strongly agree.

The questionnaire consisting of 12 questions was made after referring to Gall Q12 questions on employee engagement.

Section A: Personal information of respondents was sought. It constitutes age group, experience, gender, government or private sector of the respondents.

Section B: This section is regarding factors of nurses retention, questions were designed on seven sub scales viz: measuring hygiene factors, policy factors, motivational factors, people factors, self-related factors, manager related factors, organization related factors.

Sample Size: Samples of 111 responses was included for this study although questions were sent to 250 respondents. Hence response rate was 44%. All the employees of the company were sent an online questionnaire through Google forms and some were collected through hardcopy of the questionnaire.

Sampling Method: Simple random sampling method was adopted. It is a probability sampling technique Respondents considered for data collection were at various positions at senior, middle and at entry level of the educational sector.

Data Analysis

Gender

Table 1.1. showing the frequency of gender

Gender of Respondents	Numbers	(%)
Male	75	67.5
Female	36	32.5
Total	111	100

Experience

Table 1.2. showing the frequency of experience in current organization

Work experience	0-5 year	5-10 yrs	10-15 years	15-20 years	Total
Number	34	28	30	19	111
%	36.6	25.20	27	17.11	100

Designation

Table 1.3.showing the designation

Designation	Numbers	%
Associate Professors	14	12.6
Assistant Professors	41	36.9
Senior lectures	32	28.8
Junior lectures	24	21.6

Government or Private sector

Table 1.4.showing the sector

Sector	Numbers	(%)
Government	26	23.4
Private	40	36
Semi government	45	40.5
	111	100

Organizational factors

Table 1.5.Descriptive statistics for Hygiene factors, Policy, Motivational, People, Self, Managerial

	Total (111)	
Items	Mean	SD
Descriptive statistics for Self		
1) As you know what is expected of you at work?	3.69	2.09
Descriptive statistics for Hygiene factors		
2)As you have the materials and equipment to do your work right?	3.91	1.148
Descriptive statistics for Policy factors		
3) At work, do you have the opportunity to do what you do best every day?	3.30	2.060
12) In the last year, have you had opportunities to learn and grow?	3.82	2.40
Descriptive statistics for Managerial factors		
4) In the last seven days, have you received recognition or praise for doing good work?	2.88	2.16
5) Does your supervisor, or someone at work, seem to care about you as a person?	3.47	2.03
Descriptive statistics for People factors		
6) is there someone at work who encourages your development?	3.23	2.116
9)Are your associates (fellow employees) committed to doing quality work?	3.33	2.10
10)Do you have a best friend at work?	3.53	2.190
11) In the last six months, has someone at work talked to you about your progress?	3.10	2.56
Descriptive statistics for Motivational factors		

7) At work, do your opinions seem to count?	3.18	2.12
Descriptive statistics for Organization		
8) Does the mission/purpose of your company make you feel your job is important?	3.57	1.99
*number in brackets denotes the number of respondents		

Interpretation: The first question in the table shows the responses of respondents on factors related to self. Most of the respondents feel that their department employees know what to do at work with (mean=3.69).

The second question in the table show the responses of respondents on factors related to Hygienic factors. Respondents are happy that the company has the materials and equipments. (mean=3.91).

The third question in the table indicates the responses for policy factors .The respondents strongly agree that they have the opportunity to do what they do best every day with (mean = 3.30). The respondents strongly agree have you had opportunities to learn and grow with (mean = 3.82).

The table show the responses of respondents on managerial factors **in question fourth and fifth**. In the last seven days, have you received recognition or praise for doing good work.

Respondents are happy that the company has given them recognition or praise for doing good work with (mean=2.88). Respondents strongly agree that their supervisor, or someone at work, seem to care about you as a person with (mean= 3.47)

The **sixth question** in the table indicates response for people factors. The respondents do agree that there is someone at work who encourages your development with (mean= 3.23). Respondents also agree that their associates (fellow employees) committed to doing quality work with (mean= 3.33). Respondents agree that the do you have a best friend at work with (mean=3.53). Respondents agree that in the last six months, has someone at work talked to you about your progress with (mean 3.10).

The seventh question in the table indicates the responses for motivational factors. The respondents strongly agree at work, do your opinions seem to count with (mean = 3.18).

The result of the **eighth question** indicates the responses of all the respondents on organizational factors. Respondents strongly agree that the mission/purpose of your company make you feel your job is important (mean= 3.57).

Findings and Conclusion

Our empirical study of select educational institutes of Karnataka as an example has confirmed it that conducive work environment, fair treatment by supervisor, good relations with colleagues and proper facilities to do the work goes a long way in improving engagement of faculties. Many of the faculties were happy with the work environment in their colleges.

With many colleges becoming research oriented, the management has taken steps to send faculties to latest training workshop related to research like SEM, SPSS, doctoral conferences. In some cases the colleges have started their own research programmes with financial concessions for their own faculties to improve the level of enrolment in doctoral programmes. The cost of attending conferences national and international is also being funded by the colleges to improve the research output among faculties along with reduction in teaching workload. Such kind of faculty friendly policies have to be continued to get good output. In case of any problem, the supervisors and colleagues would discuss and solve the issues which help in promoting a congenial work environment.

Many of the faculties have been provided with laptops and access to popular databases like Ebsco, Proquest and WGSN to improve the level of updating to the latest trends in research in their own fields. That has increased the motivation and commitment of faculties to their jobs and led to the increase in publications of articles in good journals.

Limitations of the Study

The researcher was able to take responses from faculties from select colleges in Karnataka. It is assumed that the respondents have provided genuine inputs and reflect true experience. The engagement levels of male and female faculties have not been analyzed separately.

Scope for Further Research

The different branches of select colleges in Karnataka was considered for survey but other players in the education industry also can be included. More areas across India can be considered for the survey to increase the sample size.

In this study faculties from all streams like arts, science, management and engineering were considered. But other areas like biotechnology, medical, nursing can be considered for broad generalizations. This study can be done age wise to include the engagement of faculties in pure teaching or pure research. Detailed analysis with more statistical tools can be done to find more conclusions .

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