

# Employees' Perception of Requisite Changes for Enhancing Wellbeing and Productivity in an Autonomous Technical Institution

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## ABSTRACT:

*Change is a very essential component and major prerequisite for growth of any organization. To find out more about this important, component the present study was carried out sixty employees' from the various higher technical education institution to study qualitatively the changes perceived to be required for their overall wellbeing .The purpose for this change if and when implemented, was to enable them to work without stress and to be able to be more productive towards the organizational growth. The result have come out encouraging and interesting .The present work has major implication for enhancing the wellbeing of the employee's empowering them with more role in decision making there by impacting the organizational growth positively .*

**Keywords:** -perception, autonomous technical institution, wellbeing, change.

## 1.Introduction

Change is an essential prerequisite of vibrant system as opined by Meaney and Pung, 2008 and Nohria, 2000. Recent researches have shown that the role of technical higher education is important in impacting the welfare of the employees in various ways.

It is imperative to understand the importance of enhancing the sense of wellbeing of employees by their organizations. If this factor is taken in to account properly and competently, it is clearly going to affect the national economy. This thought has been echoed in the survey of higher education in 2005. The present paper is an attempt to address this significant emerging issue.

Johan Maynard Keynes reflects that difficulty lies not in the new ideas but in escaping from the old ones. For those brought up as most of us have been in to the global competitive environment the need for the organizations to invest in enhancing the employee wellbeing results in bringing a positive environment/organizational change which affects the perception of the employees in a positive way.

They get a positive vibe from the seniors around them that their wellbeing is well looked after by the organization he is working in. Research over the years has indicated that better employee's satisfaction leads to enhance productivity and more profits by the organizations. Thus it is in the benefit of the organization that they need to do such surveys and make use of the results to enhance their own productivity and profits in the long run.

## 2.Review of literature

Lord Curzon Viceroy of India, 1899-1905 had reflected on the fact that India did not have the necessary education base to profit from higher technical education. Sarkar Committee recommendations in between 1950 and 1961 mentioned that five Indian Institutes of technology were gradually established including technical education have to facilitating higher education and have given suggestion for improvement.

In their paper Praveen Kulshreshtha and Tapan Kumar Nayak (2015) studied the efficiency of higher technical educational institutions in India. In this paper they examined the technical efficiency of eight important HTEIs in India, namely, seven Indian Institutes of Technology (IITs) and Indian Institute of Science (IISc), by applying Stochastic Frontier Analysis (SFA) and Data Envelopment.

Agarwal Pawan, in his review on higher education in India( June 2006) talks about the need for change .In his study he looks at the various facets of higher education in India and found that higher education in India has expanded rapidly over the past two decades and this growth has been mainly driven by private sector initiatives. The regulatory system has failed to maintain standards or check exploitation, he opined.

Singh J. D. in his study about higher education in India, mentioned that change may not occur as a direct response to calls for greater transparency and accountability, but rather because of the opportunity to reflect on the purpose of

higher education, the role of colleges and universities in the new millennium, and emerging scientific res impact of liberalization and globalization on higher education

Kaur Amandeep, Karamveer (2016) in their studies on Impact of liberalization and globalization on higher education found that after independence, it has been the vision of Indian government to adopt some economic reforms. So, in 1991 our government adopted “LPG” that stands for liberalization, privatization and globalization and these three are the most important weapons to enhance and to give new opportunities in higher education.

Dasgupta P.R. in his study technical education: contributing to industrial development, found the economic growth of a country largely depends on technological improvements and on its scientific and technical manpower in the country's economy. India possesses Asia's oldest, largest and most diverse infrastructure for scientific and technical training that has made important contributions to the country's scientific and industrial development.

Rao K.Sudha and Singh Mithilesh discussed in their study of a 150 years of university education in India that challenges after independence has been many but there has been tremendous increase in institutions of higher learning in all disciplines but with the quantitative growth, it has been able to attend to the core issue of quality.

Singh Anu , Puja ( 2004-2011) studied the changing paradigms comparative perception under graduate and post graduate management students regarding quality and support services in their institute. They talk about provision and insight to the responsibility bearers, entrepreneurs and policy makers of higher education by highlighting the differential perceptions of students at both the levels and the honest implementation of these discussed changes would thereby aid in ensuring an impeccable higher education system.

In view of the Review of Literature, the following objectives were decided for the present study.

### **3.Objective of the present study -**

Following objectives were considered important for the present study.

1. Study of structure in autonomous Technical Education System in India.
2. To identify perceptions of technical employee regarding change in autonomous technical higher education institute.

### **4.Research Method-**

The study was conducted in higher technical education institution. Qualitative method and semi stretched interviews was taken into consideration. Five descriptive question were given to 60 participant to express their independent thought, to find out what is required as per their perception and what changes they want for self and institution. Content analysis was also used for further quantification.

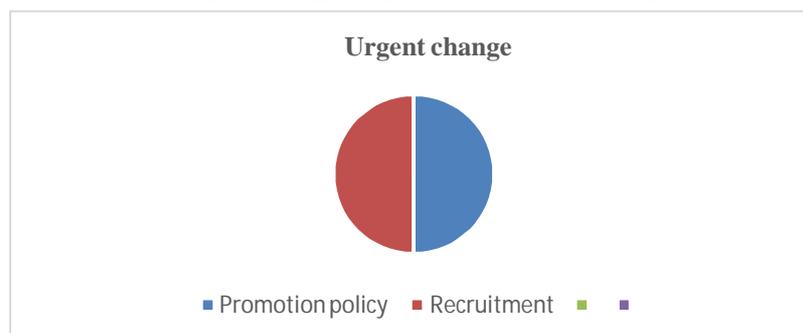
### **5.Results and Discussion**

In response to the first question-the sixty employees mentioned that they wanted to see more of promotion and recruitment happening in the organization.

In response to the second question - Thirty five employees felt that the work culture was not good enough, five were not happy with political interference while twenty respondents felt that there was non expectance of clarity of roles.

The employees responded to question number three in very specific manner twenty of them were dissatisfied with quality and involvement of employees in the research projects, twenty one of them were dissatisfied with the residential quality while nineteen of them felt that the organization should give them more flexibility for educational improvement. In response to the fourth question thirty employees' felt that review of higher technical institution should be held every third year, twenty of them felt that it should be done every second year and only five of them felt it should be done every fifth year . In question no fifth thirty five employees were felt satisfaction with the campus environment while twenty five were more satisfied with the sports culture.

**Question 1:** What are the urgent changes required in autonomous higher technical institution?

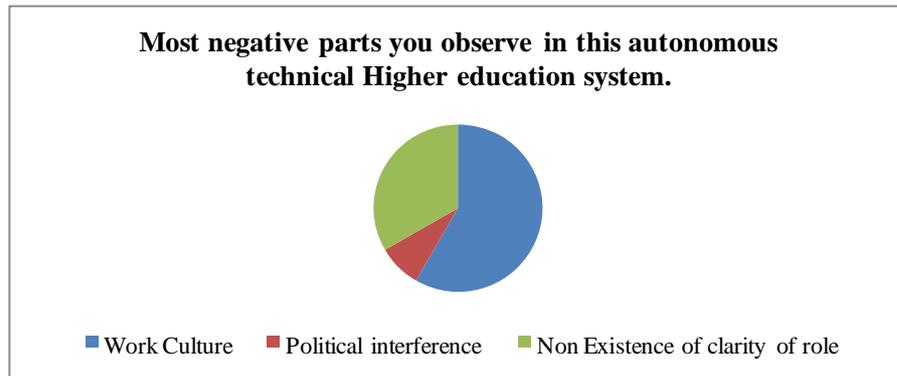


**Fig1.** Urgent Change

**Table 1:** Urgent Change

Person	Response
60	Promotion
60	Recruitment

**Question 2:** What are the most negative parts observe in this autonomous technical Higher education system?

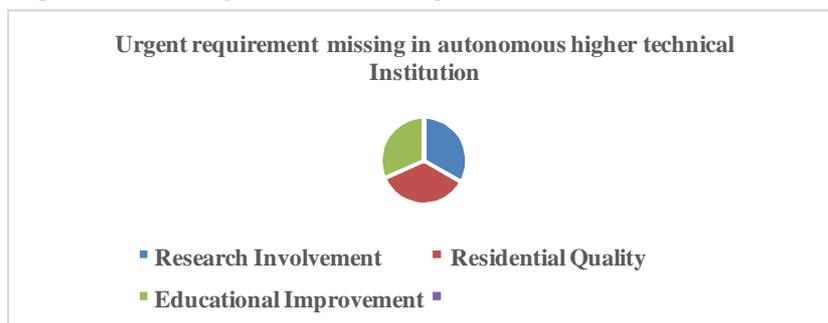


**Fig2.:** Negative part

**Table2.** Negative Part

Person	Response 1 Work culture	Response 2 Political interference	Response3 Non Existence of clarity of roles
60	35	5	20

**Question 3 :** Urgent requirement missing in autonomous higher technical Institution

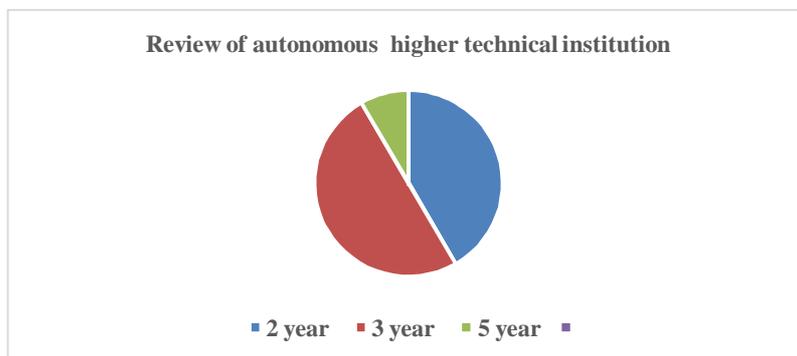


**Fig3:** Requirement Missing

**Table3:** Requirement Missing

Person	Response1 Research involvement	Response 2 Residential quality	Response3 Educational improvement
60	20	21	19

**Question 4:** You want review in how many year in autonomous higher technical institution?

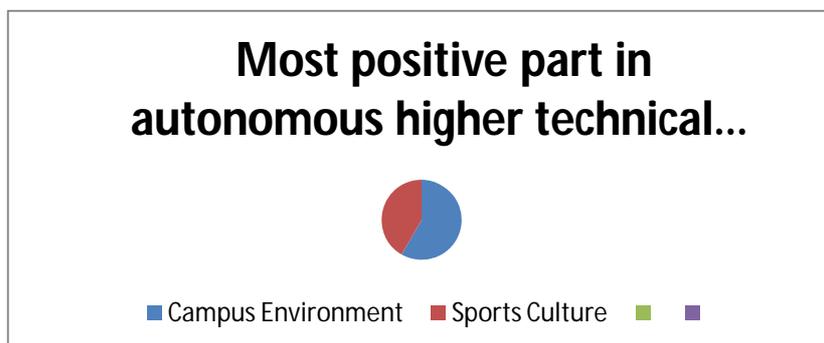


**Fig.4:** Review Period

**Table: - 4-** Review Period

Person	Year 2	Year 3	Year 5
60	30	25	5

**Question5:-**What are the most positive part in autonomous higher technical intuition your institution?



**Fig5:** Most Positive part in institution

**Table5:** Most Positive Part in institution

Person	Response 1 Campus environment	Response 2 Sports Culture
60	35	25

## 6. Conclusion

In this study the focus was on Employees' perception of requisite changes for enhancing wellbeing and productivity in an autonomies technical institution after completion of questionnaire survey the interviews were taken of the technical employees.

For the first question, what are urgent changes required in autonomous higher technical institution: This was felt so as there was long wait for career enhancement which leads to stress and affects their personality growth.

For the second question, what are most negative parts you observe in autonomous technical Higher education system - Technical employees felt that there is huge difference in perception of work culture in between academic and technical

employees'. This discrepancy is present because there is huge difference between works of various employees due to ambiguity in role clarity. One employee perform multiple task and get overloaded with work without any direction for performance measurement or lack of any financial growth which affects their performance and quality of work and that becomes negative growth in every manner.

For third question, what are Urgent requirement missing in autonomous higher technical institution - It was felt that the technical employees were underutilized in their contribution towards research work being done in the institution and they could be important catalyst in contribution towards growth of institute and research work being done if utilized and given chance to work in the research work as per their educational qualification and skill. It was also felt that the residential amenities being provided should have more facilities and need immediate attention for redevelopment and planning of residential qualities to technical staff. The employees also felt that the environment and option for educational qualification and skill enhancement should be provided for growth of employee.

For the fourth question, what are the time period for review in autonomous higher technical institution – Review was being considered the most important factor for change in rules regulation, promotion policy and administration, most of the employee wants review in every three year so that the periodic and updated policies and change can be implemented on time which will directly effects the growth of employee and become a positive factor in the productivity of Institution.

For the Fifth question, what are most positive part in autonomous higher technical intuition your institution- This was a very positive outcome of the survey in which the employee had shown the satisfaction towards the campus environment like greenery, cleanliness and clean ambience the sports culture and facility available is good and to the satisfaction level.

All together every system need change but it depend upon many factor viz. system, leadership and administration, if initiative taken on time with involvement of employee then most of the outcome of change will be positive.

Thus to conclude the results of present study were found to be quite interesting and significant implication for future researches. The promotion and recruitment parameter were the most important changes being identified to be addressed immediately so that the organization can benefit a lot if they invest in enhancing the wellbeing of the employees which will indirectly impact the organizations productivity and profit.

### **Limitation**

Like all good research studies, this study also has certain limitations. Had it been done on a larger scale with more of respondents and with employees of different categories, the results may come out more interesting. This certainly have relevance for future researches.

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