RELATIONSHIP BETWEEN HUMAN RESOURCE MANAGEMENT PRACTICES AND TEACHING COMPETENCY OF ARTS AND SCIENCE COLLEGE TEACHERS WITH REFERENCE TO COLLEGE RELATED VARIABLES

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ABSTRACT

The main objectives of the present study are to find out the relationship between human resource management practices and teaching competency among the arts and science college teachers with reference to arts and science colleges related variables. The population for the present study has been identified as the arts and science college teachers who are working in various types of colleges in Thanjavur district of Tamil Nadu. Using simple random technique procedure from the list of colleges the researcher collected 600 arts and science college teachers from Thanjavur district. Differential study regarding human resource management practices shows that significant differences are found among the sub groups of locality of arts and science colleges, medium of instruction and nature of arts and science colleges. One of the significant findings of the study is the human resource management practices is highly positive correlated with teaching competency. So, the administrators provide intensive training for teachers to manage their human resource management practices.

Keywords: Human Resource Management Practices, Teaching Competency, Arts And Science College Teachers.

I. INTRODUCTION

Human Resource Management Practices

Human resource management practices are the source of improved productivity of both organizations and individuals. In the words of Pfeffer (1994) having good human resource management is likely to generate much loyalty, commitment or willingness to expend extra effort for the organization’s objectives. Basically, there are number of theoretical arguments (e.g., expectancy theory, resource-based theory, human capital theory and social exchange theory), supporting the idea that human resource management practices affect performance. These theoretical arguments provide some insight into how human resource management practices translate into higher performance. According to Sparrow et al. (1994) human resource management practices (HRMPs) is related to the aspects on how to utilize and manage human resource management in an organization. In any organization, human resource management practices act as a moderator between human resource management strategy, policies and its outcome. Human resource management practices include strategic human resource management practices, human capital management, corporate social responsibility, knowledge management, organization development, job analysis, orientation, human resource planning, recruitment and selection, performance management system, training and development, management of compensation system, industrial relations, employee well-being, health and safety and provision of employee services, etc. Hence, human resource management in education is the process of motivating workers to maximize their performance in order to obtain maximum output starting from the day they are recruited. That means utilizing people to perform duties and functions in the arts and science colleges.

In the present study practices of human resource management includes the following dimensions, namely 1) recruitment and selection, 2) involvement, 3) training, development and education, 4) work conditions, 5) competency-based performance appraisal and 6) compensation and rewards, 7) ICT, 8) professional commitment, 9) job satisfaction and 10) leadership.

Need and Significance of the Study

Human resources play a vital role in teaching competency of arts and science college teachers in their institutions. Although there is an plentiful literature that has investigated the relationship between human resource management and teaching competency at various level. There is a shortage of literature on the
strength of the relationship between human resource management practices and teaching competency specifically in Indian arts and sciences. Unfortunately, only a few researches have been conducted on issues such as impact of human resource management practices on the teaching competency of the arts and science college teachers. To enhance the teachers’ quality, a good performance management system i.e., planning, monitoring, and supervision of teachers and teachers’ training needs to be provided in the higher education institutions.

In current decades, a large literature has emerged devoted to identifying factors explaining variance in teaching competency, as indicated by their ability to improve the college performances, which is usually measured in terms of improvements in students and teachers performances. The present study examines the relationship between human resource management practices and teaching competency of arts and science college teachers in Indian context. Thus, human resource management practices and teaching competency is some issues that if addressed adequately, can speed up the process of development of our society and our college teachers can really act as transformation agents. This research is beneficial for the policy makers to follow human resource management practices in educational institutions for the enhancement of the teaching competency and to improve the current educational situation by implementing better human resource management practices like policies regarding training and development and performance management.

**Statement of the Problem**

The present study entitled “Relationship between human resource management practices and teaching competency of arts and science college teachers with reference to college related variables”.

**Objectives of the Study**

Following are the objectives of the study.

1. To find out the significant difference between / among the groups of demographic variables of arts and science college teachers in the mean score of human resource management practices.
2. To find out the correlation between human resource management practices and teaching competency among arts and science college teachers.

**Hypotheses of the Study**

Follow are the hypotheses if the study.

1. There is no significant difference among the various locality of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
2. There is no significant difference among the various types of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
3. There is no significant difference among the various medium of instruction groups of arts and science college teachers in the mean scores of human resource management practices.
4. There is no significant difference among the various nature of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
5. There is no significant correlation between human resource management practices and teaching competency among arts and science college teachers.

**Limitation of the Study**

There are several limitations on the scope of this study. The findings of the study are of limited generalizability in many respects with regard to the population generalizability. The subjects for the study are the teachers working in government, aided and self-finance colleges of Thanjavur district in the state of Tamil Nadu, India. The findings are applicable to similar background. The temporal generalizability, the result of this study shall not be generalized in future. The data were collected from the teachers during 2023 – 2024. In a near future, due to policy of the government the change may happen among the variables which had been included in the study. Hence, these results might be invalid across time. The result is also limited to the specific psychological tests. Constraint of money and time the investigator limit the samples only in Pudukkottai district, using simple random sampling, consisting of 397 arts and science college teachers.
II. RESEARCH METHODOLOGY

Research Methodology
The present study in investigator adopted the descriptive survey method. The population for the present study has been identified as the teachers, in Thanjavur district of Tamil Nadu. The population has been further limited to the 397 arts and science college teachers. Using simple random procedure from the list of colleges the researcher identified various types and categories of colleges from Thanjavur district and 397 teachers selected from the population.

Research Tools
The following tools were selected and used by the investigator in the present study. Therefore, the researcher standardized the following tools considering the previous tools which were used in earlier research. (1) The human resource management practices questionnaire was developed and standardized by Punitha and Periasamy (2023). (2) The teaching competency questionnaire was developed and standardized by Punitha and Periasamy (2023).

Procedure of Data Collection
The investigator visited personally each and every selected college and met the head of the department and principals and clarified the purpose of visit. With his kind permission the teachers teaching in various subjects were met and the purpose of meeting was explained to them. They were assured that information collected from them will be kept confidential and will be used for the research purpose only. The investigator received the responses from each unit of the sample in person. The tools selected for the study i.e., human resource management practices scale and teaching competency questionnaire along with the personal data sheet were administered to the teachers constituting the sample for the study, in a group of 2 to 5 at a time and collected back immediately.

In certain cases, tools were given home to teachers and collected back after 2 or 3 days. Necessary instructions and clarifications (wherever required) were given to teachers for answering the tools provided to them. There was no time limit for answering this tool. However, they were requested to complete the task as early as possible and not to leave any items unanswered.

Statistical Techniques for Analysis of Data
The Statistical Package for the Social Sciences (SPSS) version 20.0 was used to analyse the collected data and all the hypotheses were tested at 0.05 and 0.01 levels of significance.

III. ANALYSIS AND INTERPRETATION OF DATA

Null Hypothesis - 1
There is no significant among the various locality of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.

Table 1: Test of significant difference among the various locality of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices

<table>
<thead>
<tr>
<th>Source of Variation</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F ratio</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>27745.465</td>
<td>2</td>
<td>13872.733</td>
<td>32.413</td>
<td>Significant</td>
</tr>
<tr>
<td>Within Groups</td>
<td>168631.336</td>
<td>394</td>
<td>427.998</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>196376.801</td>
<td>396</td>
<td></td>
<td>32.413</td>
<td>Significant</td>
</tr>
</tbody>
</table>

From the table 1, indicates that the obtained 'F' is 32.413 which is greater than the critical value 3.00 at 0.05 level. It is concluded that there is a significant variance among rural, urban and semi urban arts and science college teachers in the mean scores of human resource management practices. Hence, the stated hypothesis is not retained.

It is inferred that there is a significant difference among the groups with reference to locality of colleges of teachers in their mean score of human resource management practices.
The group of teachers with rural arts and science college teachers possesses the highest level of mean score in human resource management practices. Other groups such as urban and semi urban arts and science college teachers have lesser mean score.

**Null Hypothesis - 2**

There is no significant difference among the various types of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.

**Table 2:** Test of significant difference among the various types of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices

<table>
<thead>
<tr>
<th>Source of Variation</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F ratio</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>946.688</td>
<td>2</td>
<td>473.344</td>
<td>0.954</td>
<td>Not Significant</td>
</tr>
<tr>
<td>Within Groups</td>
<td>195430.113</td>
<td>394</td>
<td>496.016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>196376.801</td>
<td>396</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the table 2, indicates that the obtained ‘F’ is 0.954 which is less than the critical value 3.00 at 0.05 level. It is concluded that there is no significant variance among government college, aided college and self-finance arts and science college teachers in the mean score of human resource management practices. Hence, the stated hypothesis is retained.

It is inferred that there is no significant difference among the groups with reference to types of college of teachers in their mean score of human resource management practices. The group of teachers with aided arts and science college teachers possesses the highest level of mean score in human resource management practices. Other groups such as government and self-finance arts and science college teachers have lesser mean score.

**Null Hypothesis - 3**

There is no significant difference among the various medium of instruction groups of arts and science college teachers in the mean scores of human resource management practices.

**Table 3:** Test of significant difference among the various medium of instruction groups of arts and science college teachers in the mean scores of human resource management practices

<table>
<thead>
<tr>
<th>Source of Variation</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F ratio</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>9319.976</td>
<td>3</td>
<td>3106.659</td>
<td>6.527</td>
<td>Significant</td>
</tr>
<tr>
<td>Within Groups</td>
<td>187056.825</td>
<td>393</td>
<td>475.972</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>196376.801</td>
<td>396</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the table 3, indicates that the obtained ‘F’ is 6.527 which is greater than the critical value 3.01 at 0.05 level. It is concluded that there is a significant variance among Tamil medium, English medium, and Tamil and English medium arts and science college teachers in the mean scores of human resource management practices. Hence the stated hypothesis is not retained.

It is inferred that there is a significant difference among the groups with reference to medium of instruction in their mean score of human resource management practices.

The mean score in human resource management practices of the teachers with Tamil medium is the highest mean score among the groups.

**Null Hypothesis - 4**

There is no significant difference among the various nature of college groups of arts and science college teachers in the mean scores of human resource management practices.
From the table 4, the obtained ‘t’ value 3.612 is greater than the table value 1.96 at 0.05 level. It is clear that there is a significant difference between the women and co-education arts and science college teachers in the mean score of human resource management practices. Hence, the stated null hypothesis is not retained. It is concluded that the mean score of women and co-education groups of college teachers differ in human resource management practices. The mean score of human resource management practices of women college teachers is higher than the co-education college teachers.

**Null Hypothesis - 5**

There is no significant correlation between human resource management practices and teaching competency among the arts and science college teachers.

**Table 5:** Test of significant correlation between human resource management practices and teaching competency among the arts and science college teachers

<table>
<thead>
<tr>
<th>Human Resource Management Practices</th>
<th>Teaching Competency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Correlation</td>
<td>0.709**</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>0.00</td>
</tr>
<tr>
<td>N</td>
<td>397</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>1</td>
</tr>
<tr>
<td>N</td>
<td>397</td>
</tr>
</tbody>
</table>

The above table 5, shows that there is a highly positive correlation between teaching competency and human resource management practices. Hence the stated hypothesis is not retained. It means the teachers human resource management practices influence the teaching competency; at the same the teaching competency influences the human resource management practices. So, the administrators try to practices the human resource management of arts and science college teachers, then the teaching competency may improve, and the college performance also improved.

**Major Findings of the Study**

Following are the major findings of the study.

1. There is a significant difference among the various locality of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
2. There is no significant difference among the various types of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
3. There is a significant difference among the various medium of instruction groups of arts and science college teachers in the mean scores of human resource management practices.
4. There is a significant difference among the various nature of arts and science colleges groups of arts and science college teachers in the mean scores of human resource management practices.
5. There is a highly significant positive correlation between human resource management practices and teaching competency among arts and science college teachers.
Educational Implications

The following suggestions are laid down for educational implications based on the present study.

The differential analysis of practices of human resource management sub groups differs themselves due to locality of arts and science colleges, medium of instruction and nature of arts and science colleges differ significantly in their mean score of human resource management practices. The correlational analysis shows that there is a significant highly positive correlation between human resource management practices and teaching competency among the arts and science college teachers. It is inferred that the practices of human resource management of teachers were observed to be significant predictor of teaching competency and college performance. Pertaining to work overload issue, the principal as the college manager can focus on essential matters that require immediate action rather than deal with other small issues. For example, through the interview sessions it is learnt that to increase student performances. In reality, imposing extra classes outside arts and science colleges means giving more work to teachers. As a result, many teachers feel overburdened and stressed. In fact, the best way to improve student performance is by having an effective teaching-learning process.

An institution which is focused on research will require different competencies when compared to an institution which is focused on teaching and is student centric. There is strong need to bring in as many of the faculty members pursue research, certification programs and other relevant courses. Few of these certifications/training programmes are very expensive and it is important for the institutions to support the employees. An active human resource management department is essential to attend to the regular needs of the employees. Most of the institutions have an administrative department which is solely responsible for administration activities. The practices of human resource management need of the teachers must be addressed by a separate team of experts. When educational institutions align themselves with strategic practices of human resource management, they motivate the teachers; enable them to deliver effective work outputs which in return result in teaching competency.

IV. CONCLUSION

In the present study most of the findings of the teachers’ demographic variables were significantly differs between / among the groups. Hence, remedial measures taken from the government to eradicate the difference among the sub groups of the teachers’ demographic variables. It is concluded from the study that there was a significant highly positive correlation between human resource management practices and teaching competency. It means the human resource management practices is high the teaching competency is better. So, the teachers, principals practice the human resource management in arts and science colleges, it will lead to high teaching competency and student’s performance.

V. REFERENCES