

**EFFECT OF HRM PRACTICES ON FACULTY JOB SATISFACTION IN COLLEGES**

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ABSTRACT

Human resource management translates business strategic goals into human resource strategy and develops competitive HR management. The implications that were taken into account were work satisfaction, reduction in stress on the job, organizational atmosphere, performance of faculty, and organizational commitment. All of the aforementioned criteria have been assessed with the assistance of the variables that are associated to them. The viewpoints of the faculties on the aforementioned effects have been measured using the mean score of the category. These have been measured individually among the male and female faculty members of the institution. The 't' test was used to investigate whether or not there is a statistically significant difference between the male and female faculties, which was done in the context of determining whether or not there are any implications of HRM practices.

Keywords: *HRM's Effects, Competitive HR Management, Implications Of HRM.*

INTRODUCTION

Systems and practices pertaining to human resource management (HRM) have a considerable influence on the overall performance of educational institutions like universities. By assuring the recruitment, development, and retention of high-quality teachers and staff, efficient human resource management (HRM) can make a significant contribution to the overall performance of educational institutions. The following are some of the ways in which HRM practices and systems might affect the performance of a college:

Recruitment and Selection

An HRM system that has been thoughtfully built may successfully attract and select the most competent people for positions in the faculty and staff. Individuals who have the requisite knowledge, qualifications, and experience to contribute to the college's vision and goals might be easier to find with the assistance of effective recruitment techniques. These strategies can include focused advertising, rigorous selection processes, and interviews.

Employee Development and Training Human resource management (HRM) methods that put an emphasis on employee development and training can help college teachers and staff members improve their skills and capabilities. A staff that is more knowledgeable and talented can be produced as a result of investments made in professional development programs, workshops, and other training opportunities. In turn, this can improve the quality of instruction, the output of research, and the efficiency of administrative processes.

Performance Management

Putting in place performance management systems allows for the provision of regular feedback, the establishment of performance targets, and the evaluation of both individual and team performance. Employees can be motivated, areas for development may be identified, and excellent performance can be rewarded provided there are clear performance goals and evaluations. Accountability and productivity are increased among the college personnel when effective performance management systems are implemented.

Compensation and Benefits It is essential to offer compensation and benefits packages that are both fair and competitive in order to entice and keep brilliant members of the faculty and staff. HRM systems that maintain equal wage structures, provide performance-based incentives, and offer attractive benefits (such as healthcare, retirement plans, and work-life balance programs) can increase job satisfaction and minimize turnover rates. HRM systems can also improve the work-life balance of employees, which can improve job satisfaction.

OBJECTIVES OF THE STUDY

1. To analyze the pace of execution of HRM rehearses at the universities.
2. To measure the different results of HRM rehearses at the colleges.

Engagement and Satisfaction of Employees

HRM practices that contribute to a pleasant work environment include those that foster engagement and satisfaction of employees. Employees who are engaged in their work are more likely to be devoted to the mission of the college, exhibit better levels of job satisfaction, and perform to the best of their abilities. A sense of commitment and belonging in the workplace can be cultivated through strategic HRM practices such regular communication, employee appreciation programs, and employee participation in decision-making.

Planning for Succession Colleges can reap the benefits of using succession planning practices to guarantee a seamless transition of leadership positions. Systems of human resource management that can recognize and cultivate potential future leaders inside an organization are beneficial to the institution's long-term growth and stability.

Diversity and Inclusion

Colleges that make an effort to embrace diversity and cultivate an inclusive culture can see improvements in areas such as creativity, innovation, and problem-solving. A varied faculty and staff body can be attracted to an organization by the use of HRM practices that stress diversity and inclusion, such as inclusive recruitment processes, diversity training, and support networks. This can result in a wider variety of perspectives and experiences.

In general, the successful application of HRM systems and practices in colleges can lead to greater performance among professors and staff, improved student outcomes, increased institutional reputation, and sustainable success in the always shifting environment of higher education.

Human Resource Management (HRM) strategies adopted by educational institutions can have a variety of repercussions, both favorable and unfavorable. The following are some probable repercussions of HRM practices

at educational institutions, Satisfaction of College Faculty and Staff Effective human resource management techniques can lead to increased levels of employee satisfaction among college faculty and staff. It is possible to contribute to a healthy work environment and boost job satisfaction by having HR departments prioritize fair and transparent recruitment, training and development programs, performance reviews, and employee appreciation.

Improvements in Talent Retention Colleges can make improvements in talent retention by introducing HRM strategies that place an emphasis on employee engagement. Colleges may have an easier time retaining skilled and experienced faculty and staff personnel if they use retention strategies such as competitive salary, chances for professional advancement, initiatives to promote work-life balance, and supportive management. Improvements in Employee Performance: HRM practices that are well-designed can have a beneficial effect on the performance of employees. Motivating employees to enhance their abilities and contribute more effectively to the college's mission and goals can be accomplished when institutions provide extensive training and development programs, performance evaluation, and possibilities for career growth.

The Quality of Academics Human resource management techniques have the potential to have an indirect influence on the quality of academics through recruiting and maintaining high-quality faculty members. It is possible for educational institutions to raise their overall academic standards and improve their reputation when they implement efficient recruitment and selection processes in order to hire qualified and capable faculty members.

Diversity and Inclusion Human resource management techniques are an essential component in the effort to increase diversity and inclusion on college campuses. Colleges are able to establish an environment that is warm and inviting and that is accepting of people who come from a variety of backgrounds if they put into practice fair hiring procedures, diversity programs, and develop an inclusive work culture. This can result in more creativity and innovation within the community of the college, in addition to a wider spectrum of opinions.

The impact on the budget Human resource management techniques, particularly those that are related to remuneration and benefits, can have an effect on the finances of educational institutions. It may require a large investment of financial resources for a company to be able to provide competitive salaries, benefits packages, and possibilities for professional growth. To ensure that HRM procedures are in line with the financial limits imposed by the college, it is vital to carry out appropriate financial planning. Compliance with the Law Colleges have a responsibility to comply with the many different labor laws and regulations. Staying current on legal obligations, such as equal employment opportunity, workplace safety, and labor norms, is an essential component of effective human resource management techniques. In the event that these regulations are not followed, there may be legal repercussions, such as financial penalties, possible legal action, and reputational harm to the college.

Reputation and Image Human resource management methods have the potential to affect a college's reputation and image. The college's reputation as an employer of choice can be improved by implementing positive HR practices, such as treating employees fairly, maintaining open communication, and providing opportunities for advancement. On the other hand, ineffective human resource management practices, such as unfair treatment, a lack of transparency, or high turnover rates, can affect the reputation of the college among prospective students and staff. It is essential to keep in mind that the repercussions of HRM practices might differ from college to institution based on the particular regulations that are in place and how they are implemented. For a college to have a happy and productive work environment, effective human resource management methods are required,

as well as a comprehensive awareness of the college's one-of-a-kind needs and a commitment to continual development.

The performance of the colleges is positively impacted by the implementation of improved HRM practices, which in turn has its own beneficial influence on the performance of the institutions. There may be a connection between the performance and the faculties as well as the colleges. It is absolutely necessary to investigate the results of HRM practices at educational institutions in order to determine their consequences for policy. The HRM approaches that are used in the institutions have produced an overwhelming number of outcomes. These findings are limited to the college's work satisfaction, job stress, organizational climate, faculty performance, organizational commitment, and organizational excellence. In this particular researches.

In the current research, the influence of HRM practices on a variety of HRM practices' effects has been investigated on an individual level with the purpose of determining some policy implications.

The Level of Job Satisfaction Experienced by the Faculty

The degree to which a person enjoys their work and their surroundings at work, as well as the quality of their interpersonal relationships and other parts of college life, may be inferred from their level of job satisfaction. To improve not only the performance of the faculty but also the performance of the colleges, it is of the utmost importance that they feel fulfilled in their work. The level of work satisfaction experienced by the faculty members has been measured using an excessive number of factors. However, the focus of this study is limited to earnings and salaries, additional benefits, work load, human resources (HR) systems at the units, interpersonal relationships, recognition, promotion opportunities, job responsibilities, and the faculties are tasked with assigning ratings to each of the aforementioned ten variables. The scores that are ascribed using these scales range from 5 all the way down to 1. The level of work satisfaction among the faculty members (both male and female) has been determined by computing the mean score of each job satisfaction variable independently. This was done so that the level of job happiness among the faculty members could be displayed. The 't' test was used to investigate the gender gap in terms of the level of work satisfaction experienced by male and female faculty members.

Reduced Work-Related Stress for College Professors and Other Educators

One of the most significant results of HRM practices is the decrease of job stress among college faculty members, since this has a direct effect on the level of productivity faculty members are able to achieve. The decrease of work-related stress experienced by faculty members at educational institutions has a variety of beneficial effects, not only on the faculty but also on the educational institutions. In today's world, a decrease in job stress is increasingly seen as an essential indicator of an organization's overall performance. Because of this, the reduction of job stress has been incorporated into the current research as one of the outcomes of HRM practices. In this particular research project, the decrease of occupational stress experienced by faculty members is investigated using a total of five linked factors. It is requested of the faculty that they rank these factors on a five point scale according to the order in which they are reduced at their respective institutions.

The Overall Organizational Atmosphere of the Colleges

The HRM practices that are put into place by the universities ultimately result in a number of key consequences, one of which is the organizational environment. In order to improve and sustain the performance of the colleges,

all of the institutions are anticipating a better organizational climate on their respective campuses. Because of this, they are working to improve HRM processes inside the educational institutions. For the purpose of deriving some policy implications, it is vital to investigate the degree to which the pace of adoption of HRM practices at colleges influences the improvement in the organizational environment at colleges. In light of this, the current research makes an effort to evaluate the organizational culture of the educational institutions from the point of view of the teaching staff. Even if there are an excessive number of factors associated with organizational climate, the current investigations restricted themselves to only eight variables, all of which were derived from the evaluation of earlier studies.

HRM Systems' Effect on College Employee Job Satisfaction

The presence there is a correlation between the installation of human resource management (HRM) systems at institutions and the levels of work satisfaction experienced by faculty members. In this study, multiple regression analysis was used to investigate the ways in which human resource management (HRM) systems influence the level of work satisfaction experienced by faculty members (male and female), both on an individual basis and when aggregated data was considered

The effect of having an HRM system on reducing job stress among college faculty

The implementation of an HRM system inside the company has the dual goals of lowering the levels of job-related stress experienced by the faculty members and raising the levels of productivity achieved by those faculty members. It is of the utmost significance to investigate the connection between the implementation of HRM systems at educational institutions and the levels of job stress experienced by the teaching staff at those institutions. Using a method called multiple regression analysis, the current study has attempted to investigate this facet of the problem. One of the requirements for inclusion is the score on the reduction of job stress among college faculty members, and another inclusion factor is the score on the existence of various human resource management subsystems at the institutions. The findings obtained from polls asked of both male and female academics, in addition to information gathered from pooled information.

The Effect of HRM Practices on Faculty Job Satisfaction in Colleges

Faculty members' assessments of the rate at which human resource management practices are being implemented at their particular institutions may have an impact on their level of work satisfaction. The Human Resource Management (HRM) practices that are utilized in colleges have been discussed in the following sections: Induction, Communication, Retention, and Human Resource Planning; Recommendation and Selection; Training and Development; Motivational; Career Development; Labor Welfare; Supervisory Support; Employer-Employee Relationship; Performance Appraisal; and Human Resource Development. The ratings that the faculty members provide to the thirteen strategic human resource management strategies that were discussed earlier will serve as the independent variables, and the ratings that the faculty members give to their personal work satisfaction will function as the dependent variable. We utilized multiple regression analysis to investigate how the implementation of HRM practices affected the level of satisfaction experienced by college professors while they were on the job.

HRM procedures' effects on the workplace climate at colleges

The condition for higher organizational performance is a better work environment. Establishing a healthier organizational climate at the institutions requires greater HRM practice implementation. To create a healthier organizational atmosphere, universities must employ improved HRM procedures. For some policy consequences, it is essential to examine how HRM practices affect the corporate culture at the universities. The current study has attempted to address this issue among two groups of college faculty members as well as for pooled data.

HRM Practices and College Faculty Performance

The degree to which college faculty members perform may differ from one institution to another based on the particular HRM strategies that are utilized by those institutions. Increasing the efficiency with which human resource management strategies are implemented inside the colleges might result in improved faculty performance, which in turn could contribute to an improvement in the overall performance of the institutions. One of the outcomes of human resource management methods is an increase in family performance, which is an essential component in the prosperity of the organization as a whole. With the use of multiple regression analysis, we investigated the ways in which each HRM practice impacted the performance of the faculty at the institutions, as well as the degree to which it was important to put them into practice. The score on the application of human resource management methods at the colleges is one of the independent variables that are included, and the score on the performance of faculty members is one of the dependent factors that are included. Through the use of multiple regression analysis, we were able to conduct our inquiry into the influence that HRM practices have on the performance of teachers.

Effects of HRM Systems and Practices on College Performance

Job satisfaction, reduced workplace stress, organizational environment, faculty performance, and faculty organizational commitment have all been used to gauge the influence of an HRM system and its implementation on college performance. HRD and control systems greatly affect the organizational environment at colleges for male faculty members, whereas career, work, development, self-renewal, and HRD systems do so for female faculty members. Compared to male faculties, female faculties see a greater rate of HRM system influence on organizational climate. Male faculties' self-renewal systems have a major and beneficial impact on their performance, but female faculties' career, development, self-renewal, and HRD systems do. The effect rate is seen to be greater among female faculties than male faculties.

Work and control systems are substantial and have a favorable impact on job satisfaction among male faculties, whereas career, work, development, and HRD systems have a positive impact on job satisfaction among female faculties. In comparison to male faculties, female faculties experience a greater rate of the influence of HRM systems on work satisfaction. When it comes to reducing work stress, the HRM systems that have the most impact on male faculties are career, work, self-renewal, and control systems, while those that have the biggest impact on female faculties are work, development, self-renewal, and HRD systems. The effect rate is seen to be greater among female faculties than male faculties

CONCLUSION

The indirect route coefficients of human resource development practices, labor welfare, training and development, communication, human resource planning, recruitment and selection, performance assessment,

and HRD procedures were found to have a level of significance of five percent. Considerable indirect impacts may be observed in these areas. Since the cumulative impacts of the motivational practices and the retention activities. According to the study, the performance of the faculty is more affected by HRM procedures' indirect effects than by those of the practices' direct effects. It demonstrates the crucial impact that work satisfaction plays as a mediator between the implementation of HRM strategies and the performance of the faculty members. Development and HRD systems have a large and beneficial impact on organizational commitment among male faculties, whereas career, development, and HRD systems have this effect on female faculties. When compared to male faculties, the female faculties have a greater influence.

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