
A Qualitative Analysis of Faculty Work Environment, Involvement and Professional Development

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ABSTRACT

In current scenario faculty work environment, involvement and development is most important aspects to the institution for achieving vision, mission and goals. This paper provides information about faculty work environment, involvement and professional development at their institutional level. Result shows that the faculties had better work environment, involvement and professional development at their work place.

Key Words: *Work Environment, Professional Development, Work Involvement, faculties,*

I. Introduction

Previous studies in business organizations have shown that mentoring provides numerous benefits for both individuals and organizations. Most of this mentoring research has been based on traditional, hierarchical mentor–responsibility relationships in non-academic settings. We discuss why there is little empirical research on faculty mentoring and review changes in professors’ careers that necessitate a fresh look at this issue. We suggest that because of environmental changes.

Despite an emerging consensus in the faculty education literature about the need to change dominant practices in faculty professional development to be more consistent with new and ambitious visions for institutional reform that view faculties as educational leaders (Little, 1993; Richardson, 1994; Corcoran, 1995; Bransford et al, 1999; Lieberman & Miller, 2001), a ‘training model,’ unconnected to teachers’ daily work and disrespectful of teachers’ knowledge, continues to persist as the most common form of professional development for teachers in the USA (Miller et al, 1994; Miller, 1995). This is the case despite the fact that teachers generally neither like these programs nor use them to improve their classroom practices (Richardson, 1994). The majority of

professional development experiences for teachers in the USA are one-shot, one day or even briefer experiences (Centre for Policy Research in Education [CPRE], 1998; Sparks & Hirsh, 1999). Two-thirds of US teachers state that they have no say in what or how they learn in professional development activities provided to them in schools (US Department of Education, 1994).

2. Review of Literature

Rosenholtz and Simpson (1990) offer a detailed analysis of how organizational factors contribute to teacher's commitment to the workplace and also found that teachers' commitment to the workplace; measured by their disaffection, absenteeism, and defection, is highly correlated with turnover.

3. Need of The Study

One of the critical tasks for the employer to retain the employees to achieve the predefined objectives and goals of the organization. This task fulfilled by providing healthy work environment for the employees. Employee involvement is more important for overall development of the student as well for the organization. Employee should upgrade their knowledge and skills according to the market demand for delivering quality results.

This study provide the information about the work environment of the faculties, their overall involvement in the teaching and learning process and professional development to meet market demand.

4. Objectives of the Study

The research paper objectives are

1. To know the faculty feel proud of their work and responsibilities
2. To know the institution understand needs the help of the administrator
3. To know the staff take pride in their work
4. To know the reputation of the institution continues to improve
5. To know the work environment of the faculty

5. Hypothesis

1. There is no significant difference of work environment of the faculties.

6. Limitations of the Study

The study is carried out in the technical institution affiliated to Osmania university and JNTUH situated in Hyderabad. Hence the study cannot be applicable to other part or reset of the India. The sample size is also is limiting factor of the study.

7. Research Methodology

Source of Data

The study is based on both Primary and Secondary data

Primary Data

The Primary data was collected through a sample survey using structured questionnaire from faculties working in the affiliated college of JNTUH & Osmania universities.

Secondary Data

Secondary data was collected from the journals, magazines and other related published material.

Sampling Method: Simple Random Sampling is chosen for the research.

Sample Size: The total 300 respondents were selected for the study.

Data Analysis Methods

The responses obtained from the respondents through questionnaire has been analyzed by using different statistical techniques viz., Mean, Standard Deviation and z test. The data is calculated by using software SPSS 20.0 version.

8. Data Analysis

Demographic Profile

The data is collected from the respondents working as faculties in the different affiliated colleges of the JNTUH and Osmania Universities. The result hereunder reveals the demographic profiles Viz., Gender, Age, Marital Status, Qualification, Designation and Working Experience.

Gender: It reveals from the result that out of 300 respondents 149 (49.7%) were male and 151 (50.3%) were female.

Age: 81 (27 %) of respondents in the age group of 25-35 years. 117 (39%) respondents in the age group of 36-45 years. 51 (17%) respondents in the age group of 46-55 and 51 (17%) respondents were in the age group of 56 years and above.

Marital Status: 171 (57%) were married respondents and rest 129 (43%) were unmarried respondents.

Qualification: 84 (28%) respondents working with the qualification of Post Graduation. 60 (20%) were qualified NET/SELT with P.G. 116 (38.7%) respondents qualification were M.Phil and 40 (13.3%) respondents were Ph.D. holders.

Designation: The 120 (40 %) respondents were working in the capacity as Assistant Professor. 140 (46.7) respondents working as Associate Professor and 40 (13.3%) respondents were working as Professor.

Experience: 40 (13.3%) respondents were less than 5 years of experience. 77 (25.7%) respondents were less than 10 years of experience. 143 (47.7%) respondents were less than 15 years of experience and 40 (13.3%) respondents were above 15 years of experience.

Responses of the faculties for their work environment

A survey was conducted to know the responses of faculties to know their work environment.

Table - 1

Responses of the faculties

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Respondents
Faculty feel proud of their work and responsibility	70 (23.3)	52 (17.3)	43 (14.3)	123 (41)	12 (4)	300
This institution needs of the administrators	54 (18.0)	43 (14.3)	44 (14.7)	143 (47.7)	16 (5.3)	300
Management of the college is content of their work	52 (17.3)	57 (19.0)	29 (9.7)	150 (50)	12 (4.0)	300
Employees go along with the mission, purpose, and values of this institution	15 (5.0)	29 (9.7)	51 (17.0)	127 (42.3)	78 (26.0)	300
Staff take pride in their work	48 (16.0)	45 (15.0)	31 (10.3)	111 (37.0)	65 (21.7)	300

This institution always looks for excellent employee student relationships	70 (23.3)	83 (27.7)	113 (37.7)	24 (8.0)	10 (3.3)	300
The students are the top priority for the institution	67 (22.3)	62 (20.7)	64 (21.3)	87 (29.0)	20 (6.7)	300
This institution lives-up to the expectation of its faculty	55 (18.3)	41 (13.7)	41 (13.7)	143 (47.7)	20 (6.7)	300
Employees have clear understanding of the mission, purpose, and values of the institution.	57 (19.0)	45 (15.0)	62 (20.7)	108 (36.0)	28 (9.3)	300
The leadership goes hand in hand with the purpose of the institution	39 (13.0)	94 (31.3)	41 (13.7)	63 (21.0)	63 (21.0)	300
The goals and objectives of institution are in tune with its mission and values	14 (4.7)	35 (11.7)	46 (15.3)	91 (30.3)	114 (38.0)	300
The reputation of the institution continues to improve	53 (17.7)	56 (18.7)	99 (33.0)	72 (24.0)	20 (6.7)	300
Employee suggestions are used to improve the functioning of the institution	62 (20.7)	59 (19.7)	65 (21.7)	94 (31.3)	20 (6.7)	300
The institution does a good job of meeting the needs of students	61 (20.3)	58 (19.3)	31 (10.3)	113 (37.3)	37 (12.3)	300
The institution consistently follows clear processes for recruitment of new employees	37 (12.3)	53 (17.7)	47 (15.7)	90 (30.0)	73 (24.3)	300
Institution plans carefully	25 (8.3)	104 (34.7)	34 (11.3)	96 (32.0)	41 (13.7)	300
The institution is a name to reckon in the society	52 (17.3)	66 (22.0)	76 (25.3)	79 (26.3)	27 (9.0)	300
The responsibilities of the staff are well defined	64 (21.3)	50 (16.7)	44 (14.7)	81 (27.0)	61 (20.3)	300
Team work and coordination are the strength of the institution	52 (17.3)	63 (21.0)	27 (9.0)	106 (35.3)	52 (17.3)	300
The work I do is appreciated by my supervisor	81 (27.0)	74 (24.7)	67 (22.3)	65 (21.7)	13 (4.3)	300
I am comfortable answering student questions about institutional policies and procedures	60 (20.0)	68 (22.7)	73 (24.3)	76 (25.3)	23 (7.7)	300
My department meets as a team to plan and coordinate work	33 (11.0)	86 (28.7)	52 (17.3)	80 (26.7)	49 (16.3)	300
I have the information I need to do my job well	49 (16.3)	43 (14.3)	41 (13.7)	64 (21.3)	103 (34.3)	300
It is easy for me to get information at this institution	31 (10.3)	54 (18.0)	33 (11.0)	99 (33.0)	83 (27.7)	300
My department has the budget needed to do its job well	55 (18.3)	66 (22.0)	36 (12.0)	104 (34.7)	39 (13.0)	300
My department has the staff needed to do its job well	44 (14.7)	77 (25.7)	37 (12.3)	118 (39.3)	24 (8.0)	300

The table indicates that majority of respondents agree for the statements “The goals and objectives of institution are in tune with its missions and value” and “Employees go along with the mission, purpose and values of this institution (82.6%)”, “The SST of the bank is up-to-date” (82 %), “SST of the bank are easily accessible by customers” (81.8%), “Customer feel safe in transacting with the bank” (68.33%), “This institution understand needs the help of administrators” (53%), “Management of the college is satisfied with their work” (54%), followed by “Staff take pride in their work” (58.7%).

The table reveals that the respondents disagree with the statement “The work I do is appreciated by the my supervisor” (51.7%), This institution always looks for excellent employee student relationship (51%), “The leadership goes in hand with the purpose of the intuition” (44.3%), followed by “the students are the top priority for the institution” and “Institute plan carefully” (43 %).

The table also shows that the respondents were neutral for the statements “This institution always looks for excellent employee student relationship” (37.7%), “the reputation of the institution continues to improve (33%) followed by “The institution is a name to reckon in the society” (25.3%)

Hypothesis Testing:

To examine the significance of the respondents work environment z test was conducted with the following hypothesis and the results are depicted in the below motioned table.

H₀ : There is no significant difference of work environment of the faculties at their work place.

Group Statistics

Table - 2

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
WORK ENVIRONMENT	300	3.0700	1.32323	.07640

The above table - 2 indicates that the mean value is 3.07, standard deviation is 1.323 and Std. Error for mean is 0.07.

Result of Hypothesis Testing

Table - 3

One-Sample Test					Result
	Test Value = 0				
	Z	df	Sig. (2-tailed)	Mean Difference	
WORK ENVIRONMENT	40.185	299	.000	3.07000	Rejected

The above result of the hypothesis testing reveals *p*-value (.000) is less than 0.05. Therefore, it is concluded that the null hypothesis is rejected which means that there is significant improvement in the work environment at their work place.

H₀ : There is no significant difference in employee involvement at their work place

Table - 4

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
EMPLOYEE INVOLVEMENT	300	3.1667	1.36569	.07885

The above table - 4 indicates that the mean value is 3.1667, standard deviation is 1.36569 and Std. Error for mean is 0.078.

Result of Hypothesis Testing

Table - 5

One-Sample Test					Result
	Test Value = 0				
	Z	df	Sig. (2-tailed)	Mean Difference	
EMPLOYEE INVOLVEMENT	40.162	299	.000	3.16667	Rejected

The above result of the hypothesis testing reveals *p*-value (.000) is less than 0.05. Therefore, it is concluded that the null hypothesis is rejected which means that there is significant improvement in the employee involvement at their work place.

H_0 : There is no significant difference in professional development of the employee at their work place

Table - 6

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
PROFESSIONAL DEVELOPMENT	300	3.3500	1.47697	.08527

The above table - 5 indicates that the mean value is 3.3500, standard deviation is 1.47697 and Std. Error for mean is 0.085.

Result of Hypothesis Testing

Table - 7

One-Sample Test					Result
	Test Value = 0				
	Z	df	Sig. (2-tailed)	Mean Difference	
PROFESSIONAL DEVELOPMENT	39.286	299	.000	3.35000	Rejected

The above result of the hypothesis testing reveals p -value (.000) is less than 0.05. Therefore, it is concluded that the null hypothesis is rejected which means that there is significant improvement in the professional development of the employee at their work place.

Findings of the Study

The results of the analysis are shown that the majority were female respondents. The age groups of the majority of the respondents were 34-45 years. The maximum numbers of the respondent were married. The majority of the respondents were holds the M.Phil. Degree. The Associate Professors were the maximum representation made for the study. The majority of the respondents were having less than 15 years of experience.

The table 1 shows the result that the faculties are actively take part in the mission, purpose and values of the institution and they also take actively part to achieve the goals and objectives of the institution. Faculty feel pride to perform their work and management of the college is satisfied with their work. The table also shows that the institution understand the help of the administrators. The institution lives-up to the expectation of its faculty. The institution does a good job of meeting the needs of the students. The institution consistently follows clear process for recruitment of new employees. Team work and coordination are the strength of the institution. It is easy for the faculty to get required information at the institute.

Suggestions

The result suggested that the institute has to maintain students' employee relationship. Institute should improve their leadership goes hand in hand. The higher authority of the institute has to appreciate the work of their subordinate. The institute has to strengthen staff to perform the specific jobs in the department. The institute should adopt the policy for the improvement of the reputation. The institute has to take the suggestion of the faculty for improvement of the functioning of the institute.

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