

A Perception among Performance Appraisal and Institutional Assurance for Academic Enhancement

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Abstract: *In the present scenario the academic world become education industries, thus result is taken as the productivity and performance appraisal system to measure the same. The performance appraisal system is a crucial activity for any organization, including those in the education industry. With the increasing privatization of higher education institutes, these institutions are now expected to operate like industries. Education is also considered a service industry, which means that employee performance is directly linked to the quality of services provided, which, in turn, affects the organization's overall performance. Therefore, the employee performance appraisal system is a critical component of any organization, as it not only satisfies employees but also motivates them to perform better. Thus, the quality of the performance appraisal system is a key factor that can determine the success of an education institute. The objective of this study is to explore the attitude of employees/teachers towards performance appraisal in the selected higher education institutes and its correlation with the performance of the organization/institute.*

Keywords: *Performance, Appraisal, Higher Education, Institutional, Pledge.*

1. INTRODUCTION:

In the rapid changing word the definition of the performance is going to bigger as the previous one. The performance appraisal system for employees/teachers remains a crucial aspect of any education institute. With the increasing association of higher education institutes with corporations, the technical and management institutes' fundamental scenario has undergone significant changes. Performance for the better services has become an essential component in the fast-growing education atmosphere, particularly with the privatization of higher education institutes. Satisfying academic staff is essential to achieving better performance, which is directly linked to the organization's performance and its ability to fulfill commitments to society. To achieve better performance, employee satisfaction and proper work-life balance support are necessary. It is one of the synchronizations kinds of activities as performance and productivity.

The performance appraisal structure for teachers/Academic staff is, therefore, an indispensable section of any higher education institute to satisfy and motivate them to maintain organizational commitments. The quality of the performance appraisal system is a crucial factor that can determine the education institute's performance. To understand employee/teacher opinions regarding the performance appraisal system, their views were collected and assessed in this study. Therefore, the present study aims to explore the attitude of employees/teachers regarding performance appraisal in higher education institutes in Rajasthan and its correlation with the organization/institute's performance.

2. AIM OF STUDY:

The aim of this research study is to investigate the impact of Academic staff performance appraisal systems on work-life balance and organizational commitment to society. Specifically, the study will explore the effectiveness of the appraisal system in higher education institutions and evaluate the level of job satisfaction and outcomes produced by these institutions. The study will be conducted in some selected higher education institute of the nation and due to confidentiality the name of the institutions will not be disclosed here.

3. ASSUMPTION FOR STUDY:

The research hypothesis is based on the assumption that there is a significant relationship between Academic staff appraisal, work-life balance, and organizational commitment to society. The null hypothesis states that there is a

significant relationship between these variables, while the alternative hypothesis suggests that there is no such relationship. Therefore the hypothesis is:

Null Hypothesis:

H0: There is significant association among employee appraisal, Social stability and Institutional pledge.

Alternate Hypothesis:

H1: There is no significant association among employee appraisal, Social stability and Institutional pledge.

4. METHOD:

To test the hypothesis, views of teachers were gathered and composed from numerous higher education institutes of the nation. Over 250 responses were received, but only 200 were selected for analysis based on comprehensiveness of responses. The opinions were collected using a close-looped questionnaire with demographic information and recorded on a five-point Likert scale. There are three key questions correlated to the supposition were asked, comprising the straight linking between employee appraisal and performance, the impact of appraisal on social life balance, and the rapport between employee performance and institutional pledge to the civilization.

1. Up to what extent you think that employee appraisal is in a straight line connected from the employee performance?
2. Up to what extent you are agree that employee social life stability is attached with proper appraisal of employee?
3. Up to what extent you think that commitment of institution towards civilization is connected from the performance of employee.

In order to investigate the data and pull inferences, the research will utilize Analysis of Variance (ANOVA) test, which is suitable for the given investigation, nature and number of questions asked. The F-values of the test will be used to determine the validity of the hypothesis.

5. DATA ANALYSIS AND RESULT :

As per the demographic data we can observed that, there were 133 males and 67 females teachers are participation in the opinion collection and compilation, thus theses data are making up 63% male ratio and 37% of the female ration in the respondents group respectively. This is again noticeable that female ration is too less as comparison of the male, this is almost ever seen in the higher educations.

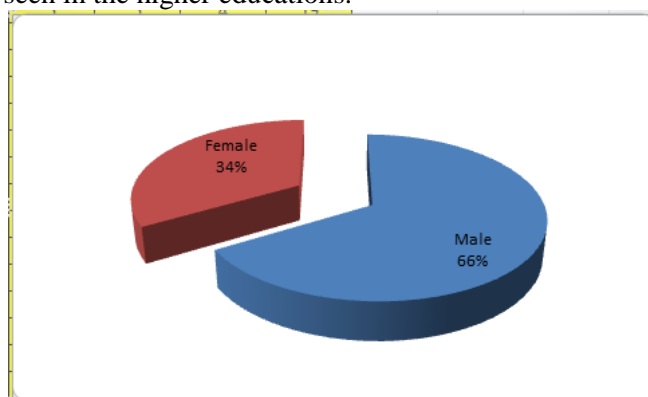


Figure-1: Gender ratio of respondents

The total number of teachers in the group was 240. One-way analysis of variance was utilized to test the hypothesis that there is a significant relationship between employee appraisal, social life balance, and institutional pledge towards civilization. The consequence of the investigation, measured through the value of "f" in respect of calculated and tabulated, demonstrations that teachers are less favorable towards question 3, and that the variability of question/variable 3 is greater than that of variables 1 and 2.

Groups	Count	Sum	Average	Variance
Question -1	200	783	3.92	0.90
Question-2	200	754	3.77	1.53
Question-2	200	731	3.66	1.84

Table-1: Descriptive Statistics

According to variability and mean values of the responses it is clearly depicted that there is diversity in the responses for the question -3 which is linked from commitment of institution towards civilization is connected from the performance of employee.

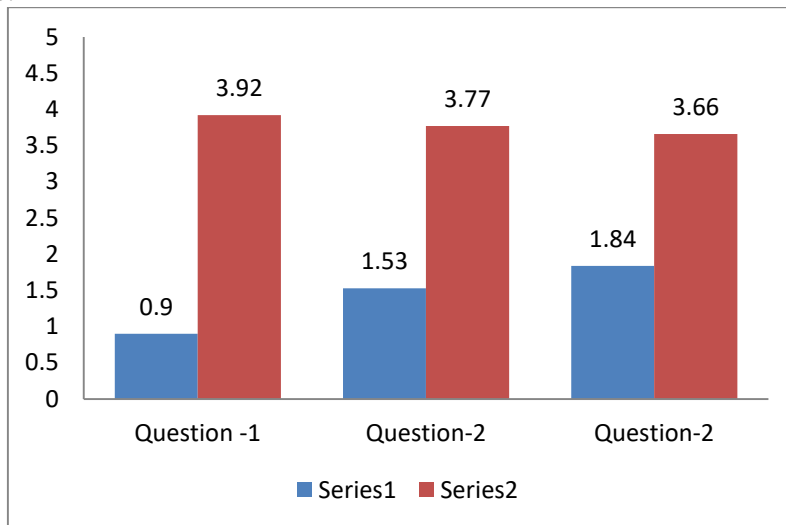


Figure-1: Mean and Variability of responses

In the ANOVA table we can see that the degree of freedom is 02 between the groups and within the groups are 597 as each question having 200 responses. Where MS between the groups is 3.395 where within the groups it is 1.42407.

The p-value of the test is 0.093, indicating an average aspect for the test. The "F" value is 2.38, which is lower than the critical/tabulated value of 3.0108, denotation that the probable supposition is accepted.

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	6.79	2	3.395	2.38	0.093	3.0108
Within Groups	850.17	597	1.42407			
Total	856.96	599				

Table-2: Result of ANOVA

With the overall analysis of the data it is noted that “there is significant association among employee appraisal, Social stability and Institutional pledge”, although this is not a new thing we can also come to know that this is too much essential for any trustworthy institution still this is not followed by the institutions.

6. CONCLUSION:

The study was conducted in selected higher education institutes of the nation, with a total of 200 teachers’ responses. These responses are confidential even we are not exposing the name of candidate as well as institution. The investigation displayed that employee performance appraisal and institutional pledge have a noteworthy connection with the performance of Higher Academic institutes. The conclusion of the study is that there is a significant relationship between employee appraisal, work-life balance, and organizational commitment towards society, which impacts the performance of educational institutes and their commitment to building a better society.

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