



A Comparatively Analysis of HRD Practices in Government v/s Private Delhi Based Universities in Context of Job Satisfaction and Talent Management

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Abstract:

India is known for higher cultural background and quality education. If we look into the history, all edas, dramas has had a significant place for education. This is not available in any other country's history. Due to some reason or the other The Education had lost its Brand of Quality Education. Even brilliant students from India started applying for foreign universities for their career upliftment. Now again to rebuild the brand the GOI started the IIM and IIT. Added to these, Delhi based private Institutions are lifting the name of India in the Educational segment.

In this paper we are going to discuss the various HR practices ahead of the Indian Institutions to rebuild the Brand. Added to this we are also going to suggest few strategies of how to face these challenges successful. We have identified six important areas of challenge for Indian Institution and this study is based on these areas. Firstly we are going to discuss about the Branded Foreign Universities. Second the Quality of the Faculty required rebuilding the Indian Institution. Third the pedagogy to be used in increasing the quality of Education. Fourthly, The Teaching methodology to be adopted and finally the evaluation methods.

Keywords: HRD Practises, Job satisfaction, Talent Management

1. Introduction

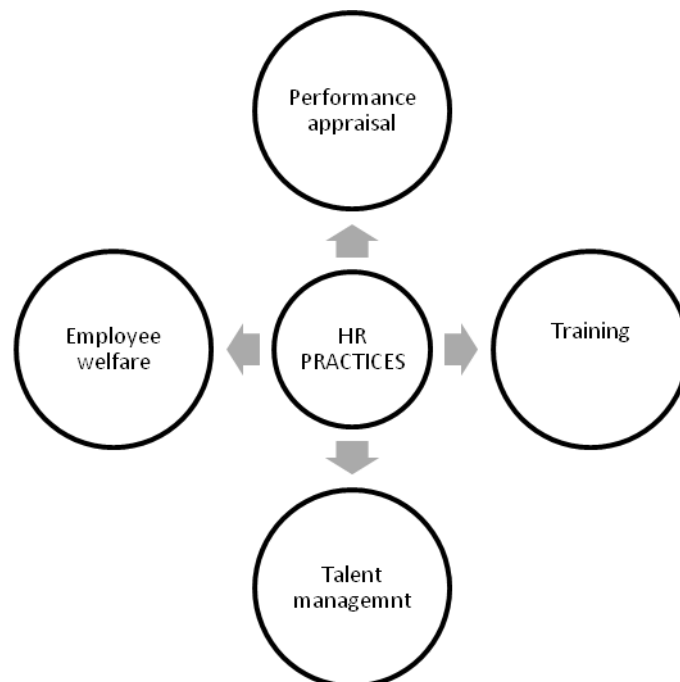
Delhi Based universities are more familiar with the HR practices for the job recruitment in the universities , private or government universities.

Universities are the centre for imparting higher Education. Universities in the modern world are expected to seek and cultivate new knowledge, provide the right kind of leadership in all walks of life and strive to promote equality and social justice. The Universities in India, however, have to shoulder some additional responsibilities. They have to be conscience to the nation, develop

programme for adult education assist in improving schools, and try to bring back the centre of gravity of academic life within the country.

2. What is HRD Practices

HRD is a fundamental concept in generating and implementing employee competencies. HRD gives the tools needed to manage and operate the organisation right from production management. Human resource **policies** are systems of codified decisions, established by an organization, to support administrative personnel functions, performance management, employee relations and resource planning. HRD practices are: Career planning, Training, Rewards, Employee recognition, Quality of Work life, Social Benefits, Employee welfare etc.



3. Purposes of HRD practices

The establishment of policies can help an organization demonstrate, both internally and externally, that it meets requirements for diversity, ethics and training as well as its commitments in relation to regulation and corporate governance of its employees. For example, in order to dismiss an employee in accordance with employment law requirements, amongst other considerations, it will normally be necessary to meet provisions within employment contracts and collective bargaining agreements. The establishment of an HR Policy which sets out obligations, standards of behavior and document disciplinary procedures, is now the standard approach to meeting these obligations.

HR policies can also be very effective at supporting and building the desired organizational culture. For example recruitment and retention policies might outline the way the organization values a flexible workforce, compensation policies might support this by offering a 48/52 pay option where employees can take an extra four weeks holidays per year and receive less pay across the year.

There is need to rethink the role of higher education in national development as national economies are slowly been replaced by a global economy and national higher education is being slowly replaced by global systems of higher education. Higher education role has shifted more to supporting an economy that is knowledge intensive at a global level. The relevance of higher education systems at a local level needs to be rethought tin the framework of their relevance in the global context, hence the question as to whether they are still relevant to development at a local level. The issue is of

concern as the public good of systems of higher education operating at a global level is debatable. There is a renewal of higher education systems of education in countries of the south and a renewed interest by the donor agencies operating in Africa to support higher education. At national levels new reform policies are being developed and at institutional levels new leadership has embarked on the processes to revive their institutions and write new strategic development plans

Govt universities must possess the important role in the development of the societies. The university system has to lay stress on and pursue four important elements; they are (i) Excellence (ii) Modernization (iii) Interaction and (iv) Self-reliance. These are all inter-related. True pursuit of excellence in all spheres of activities of a university will help imbibe and nurture in the university life. The qualities of humanism, tolerance, reason and adventure of ideas, search of truth and thereby help for leading humanity towards even higher objectives. Modernization in terms of courses, facilities, evaluation methods and faculty up gradation will turn enrich teaching, research, examination system and extension activities. Modernization equips better the university to play its role effectively. Interaction and inter-dependence are well recognized concepts in the present day global situation. Universities are no exception to this. They should come out of their ivory towers concept and interact with outside world via the society, the Government, sister institutions, industrial organization and the world. Through interaction, the university excellence should be shared for national development.

Talent management refers to the anticipation of required human capital for an organization and the planning to meet those needs. The field increased in popularity after McKinsey's 1997 research and the 2001 book on *The War for Talent*. Talent management in this context does not refer to the management of entertainers. Talent management is a useful term when it describes an organization's commitment to hire, manage and retain talented employees. It comprises all of the work processes and systems that are related to retaining and developing a superior workforce.

Job satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes may be related to job factors, such as wage, job security job environment, nature of work, opportunities for promotion, prompt removal of grievances, opportunities of participation in decision making and other fringe benefits. It refers to one's job, his general adjustment and social relationship in and outside his job. This satisfaction and dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization of personal goals and perceived contribution of the job to it.

Higher education has in the past contributed to development by providing national economies with the necessary human resources but criticized for not dealing directly with poverty reduction issues. The recent World Bank report, still in draft form, on higher education presents an argument for the indirect role that higher education can play in development and in poverty reduction as part of the World Bank's development strategy. Three key arguments are presented in the report. The first argument is that higher education can contribute to economic growth by supplying the necessary human resources for a knowledge driven economy, by generating knowledge, and by promoting access and use of knowledge. The second argument is that higher education has the potential of increasing access to education and in turn increasing the employability of those who have the skills for a knowledge driven economy. The third argument is that higher education could play a role in supporting basic and secondary education by supplying those sub-sectors with trained personnel and contributing to the development of the curriculum.

4. Conclusion

In Delhi based govt and private universities, HR practices must possess a most important role for creating recruitment in the universities for job satisfaction. In delhi govt universities , Faculty are satisfied with their jobs, salary and their hr practices. This satisfaction and dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization of personal goals and perceived contribution of the job to it.

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