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A VIRTUAL STUDY OF PERFORMANCE OF TEACHERS EMPLOYED IN AIDED AND UNAIDED SECONDARY SCHOOLS

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ABSTRACTS

Wardha district constitute the centre of higher education in Central India. Most of the renowned educational institutions are present in these Districts. In this background, the state of art condition of secondary education in these districts remained generally neglected. No significant attention is given towards this sector of education in these districts. In addition to this, the major turn out of parents towards private secondary institution, made the educationalist relaxed towards this sector. Particularly, no efforts are until taken for evaluation of HR practices in these schools. These issues are deeply studied by researcher through available literature, which revealed that the HR sector in secondary schools of districts are needed to be evaluate, in addition it is also necessary to study impact of HR practices in school on teacher's performance. These issues are directly related to the quality of education provided by schools and hence directly concerned to the students. Thus, by identifying these needs researcher choose this subject for study?



KEY WORDS : educational institutions , HR practices, literature.

INTRODUCTION

Human resource management is the effective management of people in an organization. Hence it helps to gain a competitive advantage. It exists to improve the skills and knowledge of people in an organization. Hence its aim is to maximize an individual's ability. This will make the individual work in the best way possible.

Human resource management in schools leads to starting and operating a school. It helps in using human resources of school in the best way. The important people can be the principal, teachers, business staff. Hence human resource in schools is very important to focus on.

The need to apply Human resources management in schools is significantly recognized. Human resources in school are plenty. Hence, it becomes very important to effectively manage them. This is where HR team plays an important role. Human resources management can help in increasing student performance. This happens due to the involvement and motivation of the teachers. Furthermore, human resource management also tries to make teachers more efficient. Efficient teachers help in better development of students.

Attention is also given hiring and retaining the best principal and business staff. These people are responsible for the administration of the school. So an efficient human resource management system would mean an efficient administration.

Any problems between teachers are readily met due to human resources management. Proper training of teachers happens due to HRM. HRM pays attention to any short-comings of students. The HR team identifies the reason for this. Once identified, trained teachers can then handle the problem.

For a country to grow, the government should actively promote fair HRM strategies for schools. Among education stages schools deserve special attention. Though school is the initial stage of education, but their contribution to the development of children as a good human being is significant. Hence, it is necessary to know about the HR strategies followed in both aided and unaided Schools. By keeping, these views in mind researcher select this subject for the study.

Table 1 : Virtual assessment of responses of HR authorities of aided and unaided schools regarding the statement there is availability of a formal & written performance appraisal system

There is availability of a formal & written Performance Appraisal system	Aided		Unaided	
	N	Percent	N	Percent
Strongly Agree	8	11.1	11	39.3
Agree	12	16.7	15	53.6
Neutral	41	56.9	2	7.1
Disagree	7	9.7	-	-
Strongly Disagree	4	5.6	-	-
Total	72	100	28	100
Mean	2.82		1.68	
SD	±0.580		±0.396	
Z	11.2476			
P	<0.05			

N- No. of Respondents; S.D.- Standard Deviation; Z- Z Score; P- P- value

Above Table 1 shows assessment of responses of HR authorities of aided and unaided schools regarding statement which states that there is availability of a formal & written performance appraisal system. It is evident that 56.9% HR authorities working in aided schools are uncertain regarding the statement which states that there is availability of a formal & written performance appraisal system and 16.7% HR authorities are agreed with the statement. In addition to this, 11.1% percent HR authorities working in aided school are strongly agreed with the statement. Furthermore, percentage of HR authorities disagreed and strongly disagreed with the statement was 9.7% and 5.6% respectively.

Moreover, 53.6% HR authorities working in unaided schools are agreed with the statement which states that there is availability of a formal & written performance appraisal system and 39.3% HR authorities are strongly agreed with the statement. In addition to this, 7.1% percent HR authorities working in unaided school are uncertain regarding the statement.

Virtual assessment of HR authorities working in aided and unaided schools in Wardha district with respect to their opinion regarding, the statement which states that there is availability of a formal & written performance appraisal system, showed significant ($Z= 11.2476$; $P<0.05$) difference among them.

Table 2: Virtual assessment of responses of HR authorities of aided and unaided schools regarding the statement the performance evaluation is transparent

The performance evaluation is transparent	Aided		Unaided	
	N	Percent	N	Percent
Strongly Agree	26	36.1	14	50.0
Agree	42	58.3	14	50.0
Neutral	4	5.6	-	-
Disagree	-	-	-	-
Strongly Disagree	-	-	-	-
Total	72	100	28	100
Mean	1.690		1.500	
SD	±0.435		±0.400	
Z	2.0802			
P	<0.05			

N- No. of Respondents; S.D.- Standard Deviation; Z- Z Score; P- P- value

Above Table 2 shows assessment of responses of HR authorities of aided and unaided schools regarding statement which states that the performance evaluation is transparent. It is evident that 58.3% HR authorities working in aided schools are agreed with the statement which states that the performance evaluation is transparent and 36.1% HR authorities are strongly agreed with the statement. In addition to this, 5.6% percent HR authorities working in aided school are uncertain regarding the statement.

Moreover, 50.0% HR authorities working in unaided schools are agreed with the statement which states that the performance evaluation is transparent and 50.0% HR authorities are strongly agreed with the statement.

CONCLUSION

Virtual assessment of HR authorities working in aided and unaided schools in Wardha district with respect to their opinion regarding, the statement which states that the performance evaluation is transparent, showed significant ($Z= 2.0802$; $P<0.05$) difference among them. Hence, on the basis of results it is apparent that percentage of HR authorities working in aided school agreed with the statement which states that the performance evaluation is transparent is less than percentage of HR authorities working in unaided schools agreed with it.

Hence, on the basis of results it is apparent that significantly high percentage of HR authorities working in aided school are uncertain regarding the statement which states that there is availability of a formal & written performance appraisal system whereas percentage of considerable percentage of HR authorities working in unaided schools are agreed with it.

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