

**A COMPARATIVE STUDY OF THE USE OF HUMAN
RESOURCE MANAGEMENT IN PRIVATE AND GOVERNMENT
COLLEGES IN THANJAVUR DISTRICT, TAMIL NADU**

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ABSTRACT

“The purpose of this study was to compare the HRM usages of private and government colleges in Thanjavur District of Tamil Nadu. The data for the study was collected through a questionnaire comprising 30 items mainly related to a working basis, based on aptitude. In terms of resolving issues, according to timetables, regarding the capacity to manage students and based on respect for others. The instrument was validated through SPSS software. The sample comprised of 40 assistant professors selected randomly from eight colleges. Means and the independent sample t-test, among other descriptive and inferential statistical techniques, were used to evaluate the acquired data. The results showed that there was a significant difference in HRM usages according to assistant professors of government and private colleges. HRM usages in the areas of working basis, based on aptitude, according to timetables, and based on respect for others were better in the private colleges than government colleges. However, in terms of resolving issues, regarding the capacity to manage pupil usages were found better in the government colleges than private colleges. At the end recommendations were made for the HRM usages of private and public colleges to improve their HRM usages in favour of their employees.”

Keywords : HRM Usages, Private Colleges, Government Colleges”

Introduction

“Human resource management is the process of finding, choosing, and on boarding employees. It also includes giving orientation, imparting training and development, evaluating employees' performance, determining pay and benefits, encouraging employees, maintaining proper relationships with employees and their trade unions, ensuring employees' safety, welfare, and health measures in compliance with local labour laws, and, finally, adhering to court orders and judgments.”

“ As a division within an organization, human resource management oversees all facets of employees and performs a variety of tasks, including planning for human resources, conducting job analyses, recruiting and conducting job interviews, selecting human resources, orienting, training, compensating, providing benefits and incentives, appraising, retaining, career planning, quality of work life, employee discipline, blackout sexual harassment, human resource auditing, and maintaining industrial equipment.”

“One full-time, qualified human resource employee should be hired for every 100 employees, according to the traditional rule of thumb for staffing needs in this area. The actual ratio for a company can change depending on elements including the level of centralization of HR, the geographic spread of the employees served, the level of employee sophistication, and the organizational complexity in relation to other organizations.”

“Every good or service is produced with the help of human thought, labour, and man-hours (working hours). Without the assistance of others, no good or service can be created. The primary material for creating or building

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anything is a human being. Every firm wants to employ skilled workers who can help it become the best it can be.”

“According to the five Ms, “men” are difficult to control. Every man is unique, and they are all completely different from the other Ms in that men have the capacity to control the other Ms, whereas the other Ms are either lifeless or abstract and, as a result, are unable to consider their own interests and make decisions for them.”

Review of Literature

“Muhammad Zafar Iqbal, Muhammad Irfan Arif and Furrakh Abbas (2011) this study says In the Pakistani province of Punjab, this study compared the HRM policies of public and private institutions. A questionnaire with 30 items was used to gather the study's data. Pilot testing served to validate the instrument. The instrument's internal dependability was found to be 0.85. 60 executives (directors/department heads) who were randomly chosen from six universities made up the sample. Means and the independent sample t-test, among other descriptive and inferential statistical techniques, were used to evaluate the acquired data. The findings demonstrated that executives from public and private institutions had significantly different HRM practices. Public universities have better HRM practices than private universities in regards to job description, training and development, salary, teamwork, and employee participation. However, it was discovered that private universities have better performance appraisal procedures than public universities. At the conclusion, suggestions were offered for the HRM directors of both private and public universities to enhance their HRM procedures in favour of their staff.

Harold Andrew Patrick, Shiju Sebastian (2012) in this study states that Researchers and educators have taken an interest in the topic of teachers’ organizational commitment. According to the results of the current study, there is a considerable link between college professors’ dedication and human resources practices. The study also discovered that the degree of commitment is influenced by human resource management procedures. This study demonstrates that organizational commitment congruence

and human resources management techniques both contribute to organizational performance and the development of competitive advantage for educational institutions. As a result, educational leaders can employ human resource management techniques to increase teachers' dedication. College leadership initiatives should concentrate on strengthening and professionalizing human resource management processes in Paul Boselie, Jasmijn Van Harten and Monique Veld (2021) study highlights the growing interest in human resource management (HRM) in public management and public administration research is the main topic of this overview article. Empirical studies that were published in academic journals related to HRM, public management, and public administration between 2000 and 2016 reflect this. The paper's findings demonstrate some cross-fertilization between the various fields and a dearth of it in others. The findings also contribute to a future research agenda by offering alternative theories, models, methods, and research approaches for thorough and pertinent HRM studies in the public sector.”

Objectives

- “The objectives of the study were to:
- ❖ Investigate the HRM usages in view of the assistant professors of Government colleges
 - ❖ Investigate the HRM usages in view of the assistant professors of private colleges
 - ❖ Compare the HRM usages in view of the assistant professors of Government and private colleges of Thanjavur District of Tamil Nadu.”

Hypotheses

- Following were the hypothesis of the study:
- H0:1 the use of human resource management in government and private colleges is not noticeably different.
 - H0:2 the utilisation of working bases in government and private institutions is not noticeably different.
 - H0:3 the usage of aptitude in government and private colleges is essentially the same.

H0:4 when it comes to problem-solving, there is a noticeable difference between public and private colleges.

H0:5 the use of timetables in government and private colleges is essentially the same.

H0:6 in both public and private colleges, capacity is utilized to manage students in a similar manner.

H0:7 the application of respect for others in private and public colleges does differ significantly.”

Research Methodology

“The researchers aimed to generalize the result of this study on all assistant professors of government and private colleges of Thanjavur District, of Tamil Nadu.”“For data collection, samples of 40 assistant professors were randomly selected from eight colleges (4 private and 4 governments).”“The sample was taken from colleges situated in Thanjavur district. Owing to ethical considerations, the names of the colleges have not been mentioned here. Five Assistant professors were selected from each college by using simple random sampling technique.”“A questionnaire on HRM usages was distributed among the respondents. The questionnaire used in this study was adapted from Muhammad Zafar Iqbal, Muhammad Irfan Arif and Furrakh Abbas (2011) who conducted a similar study on “HRM Practices in Public and Private Universities of Pakistan: A Comparative Study”. Moreover, some items on specific HRM practices were also included from the instrument developed by “Patterson et al. (1997), who carried out a study to examine the connection between HRM practises and productivity? The instrument on HRM usages comprised 30 items, which contained questions on a working basis, based on aptitude. In terms of resolving issues, according to timetables, regarding the capacity to manage pupils and based on respect for others. The instrument was validated through SPSS software. The internal reliability of the instrument was found to be as 0.85. On a 5-point Likert scale, participants were asked to rate how much they agreed or disagreed with each statement.”

Findings and Discussions

“Data collected through the survey questionnaire was

analyzed using SPSS software 25 version (statistical package for social sciences).

The analysis has been provided below in accordance with the study's hypothesis.

Table 1

Colleges	N	Mean Score (X)	St. Dev.	Df=(n1+n2)-2	T - value
Private	20	21.6	3.92	38	2.358
Government	20	21.6	3.42		

Table 1 demonstrates that the mean HRM scores for private colleges and government colleges are equal. Using human resources is a stronger suit for both colleges. Additionally, it demonstrates that private colleges' standard deviation is higher than that of government institutions', indicating that private colleges' test results are more dispersed than those of government universities. It also demonstrates that at the 5% level of significance, the t-value of 2.358 is higher than the critical t-value of 2.021. The null hypothesis is thus disproved. It implies that the HRM applications used by private and public colleges differ significantly.

Table 2

Colleges	N	Mean Score (X)	St. Dev.	Df=(n1+n2)-2	T - value
Private	20	3.95	1.19	38	1.127
Government	20	3.65	1.38		

Table 2 demonstrates that, on a working basis, the mean score of private colleges is higher than that of government colleges. Due to their working environment, private colleges are better. Additionally, it demonstrates that private colleges' standard deviation is higher than that of government colleges', indicating that private colleges' test results are more dispersed than those of government colleges. At the 5% level of significance, the t-value of 1.127 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. It implies that there is no discernible difference in the use of HRM between private and government colleges.

Table 3

Colleges	N	Mean Score (X)	St.Dev.	Df=(n1+n2)-2	T - value
Private	20	3.60	1.35	38	0.94
Government	20	3.55	1.43		

Table 3 demonstrates that the mean aptitude score for private colleges is greater than the mean aptitude score for government colleges. Additionally, it demonstrates that private colleges' standard deviation is higher than that of government colleges, indicating that private institutions' test results are more dispersed than those of government universities. At the 5% level of significance, the t-value of 0.94 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. It means that the aptitude tests used by private and public colleges are not noticeably different from one another.

Table 4

Colleges	N	Mean Score (X)	St.Dev.	Df=(n1+n2)-2	T - value
Private	20	3.50	1.395	38	0.79
Government	20	3.60	1.392		

In terms of resolving concerns, Table 4 demonstrates that the mean score for government colleges is higher than the mean score for private colleges. Additionally, it demonstrates that both private and public universities have the same standard deviation, demonstrating an equal distribution of the two types of institutions. At the 5% level of significance, the t-value of 0.79 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. In terms of problem-solving, it means that there is little difference between private and public colleges.

Table 5

Colleges	N	Mean Score (X)	St.Dev.	Df=(n1+n2)-2	T - value
Private	20	3.35	1.424	38	0.95
Government	20	3.35	1.531		

Table 5 demonstrates that the mean ratings for time management for private and government colleges are identical. Additionally, it demonstrates that government colleges' ratings are more dispersed than those of private

colleges because their standard deviation is higher than that of private colleges. At the 5% level of significance, the t-value of 0.95 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. It indicates that the timetables utilised by private and public colleges are not significantly different from one another.

Table 6

Colleges	N	Mean Score (X)	St.Dev.	Df=(n1+n2)-2	T - value
Private	20	3.40	1.465	38	0.11
Government	20	4.10	1.021		

According to Table 6, private colleges use their capacity to manage students less effectively than government colleges, as seen by their lower mean scores. Additionally, it demonstrates that private colleges' standard deviation is smaller than that of government colleges', indicating that private colleges' test results are more evenly distributed than those of government colleges. At the 5% level of significance, the t-value of 0.11 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. It means that there are no discernible differences between the capacities for managing students at private and government colleges.

Table 7

Colleges	N	Mean Score (X)	St.Dev.	Df=(n1+n2)-2	T - value
Private	20	3.80	1.436	38	1.34
Government	20	3.35	1.348		

On the basis of respect for other people's uses, Table 7 demonstrates that the mean score of private colleges is higher than the mean score of government colleges. Additionally, it demonstrates that private colleges' standard deviation is higher than that of government colleges', indicating that private colleges' test results are more dispersed than those of government colleges. At the 5% level of significance, the t-value of 1.34 is less than the crucial t-value of 2.021. The null hypothesis is therefore accepted. It implies that there is little distinction between the two in terms of how others use private and public colleges.

Results and Interpretation

“Both government and private colleges are utilized by HRM to a similar extent.

1. Private colleges are performing better compared to government colleges on a working basis due to good HRM.
2. Due to good HRM, private colleges are performing better compared to government colleges based on aptitude testing.
3. Due to good HRM, government colleges are performing better compared to private colleges in terms of resolving issues.
4. Due to good HRM, private colleges and government colleges are equal in performing according to timetables.
5. Due to good HRM, government colleges are performing better compared to private colleges in terms of the capacity to manage pupil use.
6. Private colleges are performing better compared to government colleges in their capacity to manage pupils and based on respect for others’ rights due to HRM.

Human resource management refers to people who work in an industry or organisation with a high level of engagement, energy, and certainty. It can be force or a tactic that motivates them to work for the company’s benefit. The human resource department has enormous potential and serves as the standard for all types of development. These resources can be maintained at any level, whether it is a sole proprietorship or any organisation structured and managed around human resource management. The management of human resources in these organisations paves the way for success. This study demonstrates the extent to which the college’s resources are used in all aspects. It also demonstrates that human resources are widely used in private colleges and that the working environment is favourable to employees. It also discovers that wages are not adequately defined, and thus human resource management proposes that human resources be rewarded in proportion to their utilization.”

Recommendations

“The following suggestions for the universities can be made in light of the aforementioned findings:

1. Private colleges should place a special emphasis on enhancing their usage of HRM in the following areas: Problem-solving, Student Management
2. In order to improve the quality of education, the government colleges should pay special attention to the areas on a working basis, based on ability, in accordance with timelines, and based on respect for others high standard of higher education.”

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