

IMPACT OF HUMAN RESOURCE PRACTICES ON TEACHERS PERFORMANCE IN UNIVERSITIES OF DISTRICT NAROWAL, PAKISTAN

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Abstract:

The present research check the effect of human resources practices-compensation practices, R&Selection, P. Appraisal, T. Practices, on employees of universities of district Narowal. The relationship between employee performance and HR practices is significant & positive. The purpose of this study to find out the impact of HR practices on the performance of university teachers. Restricted random sampling was used as sampling technique.

Variables: Recruitment & Selection, Training, Performance Appraisal, Compensation practices.

Introduction

HR is rated as most significant assets of any organization competent and devoted HR cause to gain competitive advantage, basically university are established with an objective for the benefit of society. Teachers are considered as builders of nation. Dedicated and committed teachers are true intercession because due to their efforts society can progress. So HR practices matter most on the performance of teachers. There are different HR practices i.e. recruitment and selection, training,

performance appraisal, compensation practice play integral impact on teacher performance. First recruitment and selection should be done on rational bases. Deserving teachers should be hired in university. Training play an important role in Human Resource Management system because it makes employee more committed, compensation is another vital part of HRM system various researchers showed that compensation plan also effects the teacher performance in positive manner. Performance appraisal is also important element of HRM system. This causes to enhance the performance of teacher.

Problem Statement

Universities of District Narowal have lower performance and underestimated teacher abilities due to lack of knowledge about HR practices. So there is need to assess that there is relation between HR practice and teacher performance. So present research would deal that question whether HR practices have effect on teacher performance or not?

Objective Study

- a. To determine the direct positive effect of Recruitment and selection on the performance of teacher.
- b. To check out the direct positive effect of performance appraisal practice on the performance of teacher.
- c. To find out the direct positive effect of compensation practice on the performance of teacher.
- d. To determine the direct positive effect of training practice on the performance of teacher.

Significance of the study

This study will help to provide some significant knowledge to the university administration for improving HR practices to get best performance from its teachers universities of District Narowal are newly established organizations so this study helps out the university to give useful knowledge about its HR structure.

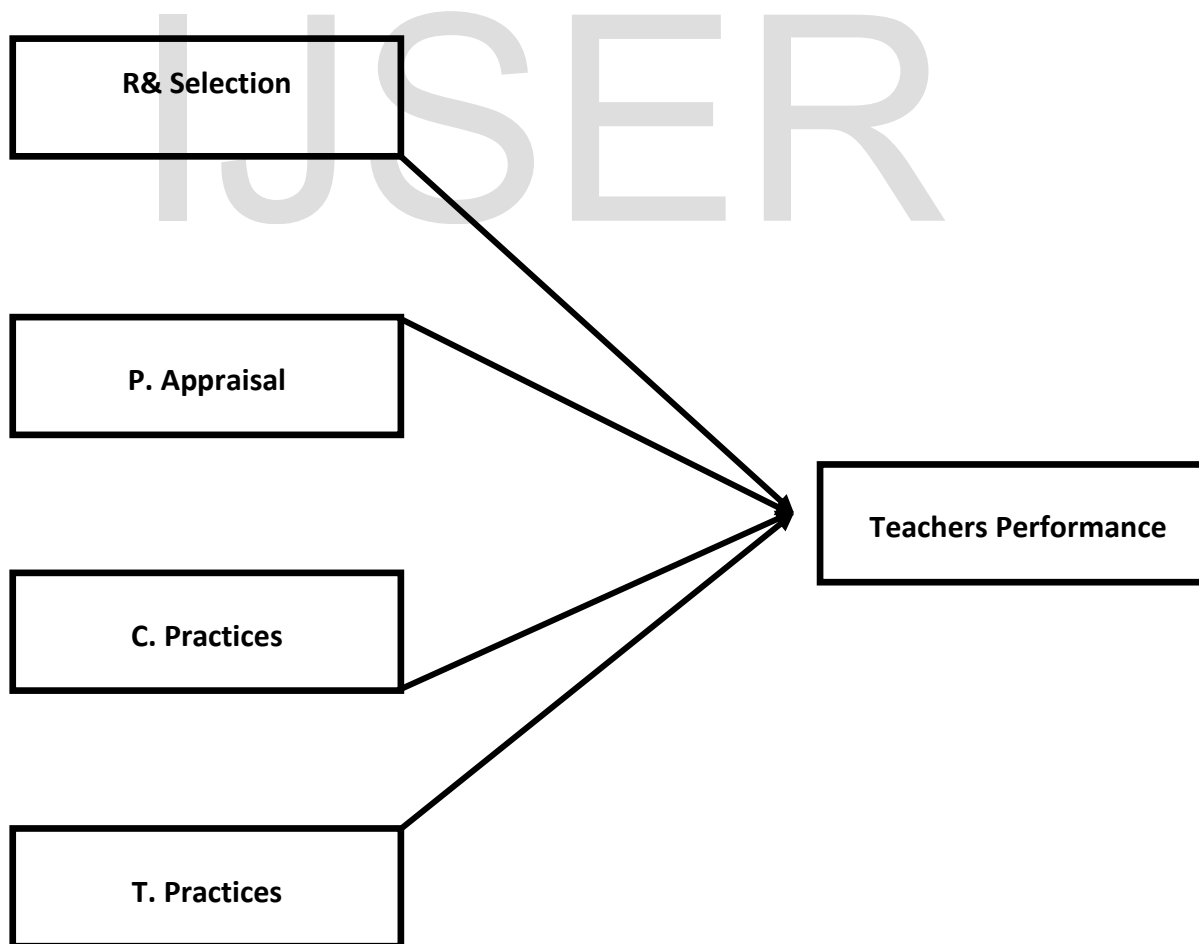
Limitation

This research has conducted on teachers of universities of District Narowal so, the attitudes of teachers vary from university to university. So this research is only applicable in universities of District Narowal.

Literature Review

The success of organization greatly rely on teacher performance. If teacher performs effectively then organizational goals are achieved. Eight HR practice i.e. recruitments selection, practices, placement practices, Employee Evaluation practices, promotion practices, pension security. Compensation is anything that is given to an employee as a reward for his/her services compensation practices have significant direct relationship with employee's performance. Training is one of HRM activity in the organization and ensures to achieve goals of any organization. Training improve the skills of employees due to enhance the performance of employees.

Research Models



Methodology

Target Sector

The target sector of this research is the Universities of District Narowal.

Target Population

The teachers of the Universities of District Narowal are the target population of this research.

Sampling Technique

In this research restricted random sampling technique is used, for data collection.

Data Collection Technique

Questionnaire technique is used for this study. All the variables are covered in the questionnaire.

Descriptive Statistics Results for Teacher’s Performance

Variables	Numbers	Mini	Max	Mean	Skewness	Kurtosis
R&S	120	1	4	3.45	2.45	0.87
C. Practices	120	1.567	4.67	3.65	2.54	0.56
P. Appraisal	120	2	4.87	3.02	2.76	0.34
T. Practices	120	1.67	4.85	3.45	2.87	0.54
Teachers Performance	120	1.78	5	3.65	3.54	0.43

*SPSS results.

The mean value for R&S is 3.45 shows that teachers admit the relationship of recruitment & selection policies with their performance. C.P mean value 3.65 that shows teachers are satisfies for the compensations that they get from universities. The mean value 3.02 describe that the universities teachers have neutral behavior for P. appraisal system of the universities. The mean value for T.P is 3.45 that indicate the teachers are satisfied from T.P practices of the universities.

Regression Analysis

R	R Square	Adjusted R Square	Std. Error of Estimate

.475	0.314	0.135	0.4563
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Regression analysis was done by taking the teachers performance as dependent variable and 4 human resource practices (R&S, C.P, P.A, T.P) as independent variables. Regression analysis results show that much of the variation in the dependent variable is explained with adjusted R2 of 0.135 ($p < 0.005$) with four independent variables: i.e., recruitment & selection, compensation, performance appraisal and training.

Conclusion

This research gives the wide knowledge about HR practices (R&S, training, P&A, compensations and job appraisal) and the effect of these practices on teacher's performance of universities of District Narowal. Previous studies show that HR practices definitely impact a teacher's performance so from the findings of this research we can say that HR practices latterly influence the teacher performance.

Recommendation

The research findings shows that the university administration need to give effective training to enhance the performance of teachers and all the universities improve the R & S Process.

Future Implication

As this research is conducted on the Universities of District Narowal, so in future this research should be conducted on the other Districts of Pakistan.

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