

## **Problems and perspective of University Employees: Review of Literature**

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### **Abstract:**

The higher education domain is no exception from privatization. In India there is more number of private and deemed universities than state run universities. The competition for proving competitive can be clearly seen. University employees are key contributors in making universities competitive. Their problems must be identified and solved. University employee welfare must be on priority list of university administration.

In this paper, researchers are presenting review of literature with respect to experiences of university experts worldwide.

**Keywords: University, Employees, Problems, perspective**

### **1. Introduction**

To have a better insight in the area of university administration, employee welfare, employee satisfaction, employee productivity, the review of literature was initiated. A lot of treasure of literature is available, out of which selected significant materials have been incorporated in this paper. The review of literature proved very helpful in developing theoretical base and preparing questionnaires for the research work.

### **2. The Review Study of Literature**

**Fang-Mei Tai** of National Penghu University of Science and Technology, Taiwan in his paper **Job Satisfaction of University Staff** concluded that, overall job satisfaction and Self-worth were most satisfied by the public university staff; Organizational decision-

making and salary welfare of job satisfactions were satisfied least by the public university staff. The private university staffs were most satisfied with interpersonal relationship and self-worth. Public university staff showed a significantly higher job satisfaction than private staff for salary welfare and overall job satisfaction, and in general, they showed a higher job satisfaction than private staff.

**Mahiswaran Selvanathan** of SEGi University, Malaysia in his paper, **A Study on Employee's Motivation towards Employee Performance in Private University, Selangor, Malaysia** writes that, Human Resource is considered main asset in an organization because the employees are the one that will contribute in productivity of the organization. Motivation and performance of the employees are crucial in determining the effectiveness of an organization. Many factors affect employee performance in the long run. There is need to evaluate and identify the factors that influence employees' performance. There are a lot of creativity and innovation that can be generated from different employees towards productivity. So the role of job performance is required to boost their commitment to their duties

**Kishor Prakash Bholane** in his paper, **A Study of Job Satisfaction of University Teachers in Maharashtra State** concluded that , University teachers are most satisfied with the nature of their work and least satisfied with operating procedures, Majority of the university teachers have moderate job satisfaction. There is significant difference in the level of job satisfaction of university teachers based on age. There is no significant difference in the level of job satisfaction of university teachers based on gender. There is significant difference in the level of job satisfaction of university teachers based on educational level.

**Dr. Henry Kiptiony Kiplangat** Vice Chancellor, Kabarak University, Kenya in paper **Challenges Encountered by University Administrators in Performance Management and Job Satisfaction of Academic Staff in Kenyan Universities** writes that, Globally, university education is recognized as essential for socio-economic and political societal transformation and Kenya has heavily invested in it. Nevertheless, attaining high levels of academic staff job satisfaction has proved to be challenging for university managements.

Author concludes that, that most of the universities that participated in the study did have a number of management challenges outlined as follows: limited research funds and finances for running the universities, inadequate teaching staff which means that there were high learner-lecturer ratios, poor remuneration of lecturers and non-teaching staff, which demotivates lecturers and non-teaching staff, inadequate teaching and learning resources, for instance lecture halls, computers, textbooks and library space due to increased student population admitted in the universities, promotion criteria, ignoring procedures, work etiquette and best management practices by lecturers and their supervisors, delayed payments, and dealing with demands of the University Academic Staff Union

**Angela Irvine & Judy Lupart** of University of Alberta in their article , **Into the workforce: Employers' perspectives of inclusion** writes that, Employment is an important component to community living that allows persons with disabilities the opportunity to form new relationships and learn new skills. Individuals with disabilities have much to contribute to the work place and, if a proper "fit" is achieved, work inclusion can benefit all involved. This project provides an insight into the work experiences of persons with developmental disabilities through the eyes of the employers. Through in-depth interviews with the employers, strategies used to assist persons with disabilities in the workplace were described and challenges to inclusion were identified. Despite these challenges, however, both the persons with developmental disabilities and the other individuals in the environment benefitted from workplace inclusion.

**Nawaz Ahmad and Muhammad Ashraf** of Indus University, Karachi, Pakistan in their paper

**The Impact of Occupational Stress on University Employees' Personality** narrated that, Occupational stress among employees is an important concern from the perspective of employee performance in the workplace. It is difficult to explain the factors affecting an employee's personality directly or indirectly. Their research, explains the constructs affecting employees personality that might be in support of the studies conducted before on the same subject. Many researchers have focused on the same variables that are pressure at work, stress at work, job satisfaction, and nature of job. As hypotheses of our research states, our research depicts that Pressure at work does influence employees' personality which results in high occupational stress at the workplace.

**Iman Tohidian & Abbas Abbaspour** of Allameh Tabataba'i University Tehran, Iran in their paper, **Employees' decision-making power in universities: Employees' right or taken for granted realities?** Writes that, internationally, state and non-state organizations are often managed based on an organization chart where sections are illustrated based on their management and decision-making power. Employees, as the main administrative body at these organizations, are generally represented as executive work forces required to do whatever is assigned to them by senior management. Previous studies have investigated employees' job satisfaction within different contexts and from divergent perspectives. However, little attention has been paid to exploring employees' thinking power and their decision-making role within the organizations.

**Sara Asmawati Shariffuddin** of TATI University College, Terengganu, Malaysia in paper **Exploring The Problems Faced By The Academics In Transforming University Colleges To Universities: A Pilot Study** states that, Improving higher education provision is one of many agendas of the government worldwide. Despite its diversity and importance, the number of studies on the transformation of tertiary institutions particularly the transformation from university colleges to universities is still lacking. Thus, this pilot study aims to determine whether the academics face problems in the transformation from university colleges to universities, to explore the solutions provided and to test the instrument developed for defects before conducting the main study. Semi- structured interview questions were employed on three participants who was a managing academic, a permanent staff and a contract staff.

### 3. CONCLUSION

The role of higher education in the progress of a society is crucial. It shapes up the minds, mold behaviors and develops distinctive capabilities in the human being to serve the society better. The state universities of Maharashtra are among top universities in India. In changing competitive higher education environment, the inclination of students towards private universities with respect to infrastructure, flexibility and professional employees can be seen. State university administration needs to focus on employee welfare and training and re-training is essential. This will only make them competitive.

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