



Review Article

Human Resource Management Practices in Higher Education in U.P.

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Abstract

Higher education is an important tool for improving the social life of the country. As we all know, higher education in India is in trouble. Candidates who are ready to offer better wages and better working conditions to their employees as a result of liberalization and globalization are open to foreign universities. In this case, Indian universities must be more cautious. The aim of this study is to understand existing HR practices in higher education. This researcher was the editor of Uttar Pradesh. This study is based on observations. As a result, we have shown that there is a need to improve human resource practices (recruitment and placement, training and development, performance appraisals, rewards and benefits), which are key elements for recruiting teachers.

Key words: *recruitment and placement, training and development, performance evaluation, rewards and benefits*

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Introduction

The globalization of the world has changed the culture of every organization. Higher education institutions are also affected by this change, which is also the workplace of employees around the world. Today, education is seen as businesslike and every company has a lot of competition. To be effective in this competition, the quality of human resources and the main care of the educational institution are the most important success factors.

An advanced education worker considered a major element for political, social, logical, innovative, financial and political improvement. Virtually all universities and affiliated institutions offer HRM courses and train students to train good citizens, but people cannot train people for specific reasons. That is why higher education is

still controlled by the public sector. Organizations can easily achieve goals such as quality, profitability, customer satisfaction and loyalty if they manage their staff in the right way and achieve a sustainable competitive advantage.(1)

Human Resource Management

Human resources are the most valuable asset in any organization. They have the culture, experience, skills and skills and can create innovation and creativity to get the most benefit. With creative and innovative souls, human resources can make a difference between success and failure, disappointment and performance. By taking into account human resources in your organization, serious situations are reduced. HRM is fundamental human resource management, the way an

organization can use its human resources. Effective use of human resources is effective for organizations.(2)

The role of HRM in higher education

The role of universities and teachers is becoming increasingly complex. Teachers are challenged by an increased curriculum, continuous improvement and research responsibility. The performance requirements of the faculty have increased enormously. This is the time for Indian universities to evolve in many areas. In this context, HRM is one of the dimensions that needs improvement. The researchers have applied four HR practices:(3)

Recruitment and selection

These are two essential functions of human assets that ensure that an organization can provide adequate human resources at all times in the right place in all functions at all levels. Recruitment and placement must be based on manpower projections. Strategies should be developed to recruit teachers who remember the current needs and plans for enlargement, and an inadequate number of teachers from faculties and non-lecturers. Recruitment by higher education institutions can be determined by the number of students. In every department of the institute a small number of vacancies are recruited for special recruitment because the whole process is too long and time-consuming, because a single recruitment requires many procedures and permits from many departments.

In order to gain a competitive advantage, you must have a member of the top faculty in a higher education institution and this can only be done by reducing bureaucracy during the selection process.

Training and development

All human resource functions are very important because all functions are interrelated. It is very difficult to do both in an effective and efficient way. After recruiting and deploying staff, it's time to think about how your staff can evolve to produce the best results. This is beneficial for both employees and employers, because it is important to take advantage of the best potential of employees. This function deals with current and future situations and prepares for further responsibilities.(4)

Training and development are all important functions of higher education institutions. Preparing a workforce is twice as effective as being able to be educated and able to be just as good as education. It will also help students.

Once you have been appointed as a current teacher, you must complete the orientation and retraining courses to make it more practical and relevant. Because institutions for higher education deal with people, training in soft skills is also essential.(5)

Evaluation of performance

Performance evaluation means evaluating the performance of employees. Use effective and effective performance review tools to help achieve employee behaviour in relation to your organization's goals and to help you achieve your goals. Higher education institutions must go beyond the mandatory rating system of regulatory authorities. They have to work with a unique framework to help them choose good performers.

This is essential because the standardized parameters of the administrative office do not regularly produce results that the

institution is looking for, because the goals of all institutions and students are different.(6)

Rewards and benefits

This is a very slow system and a quicker response than the proactive answer. Short financial support and higher costs make it difficult for organizations to continue to do so. Where the agency is partly privately funded and partly finances the government, differences in compensation packages contribute to internal discrimination that is not conducive to health within the organization. Organizations have begun to take the time to do their best to create innovative

incentives that motivate employees to create and maintain competitive advantage.(7)

Conclusion

Research has shown that higher education institutions need to improve their HR practices. Most universities do not have separate HR departments to indicate that personnel functions do not work well. After research of a number of research papers, it appears that there is very little research into human resource management in the technical and non-technical institutions of Uttar Pradesh. More research is needed in this area.

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