

**A Study of Continuous Improvement on Faculty Development in
Higher Education**

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Abstracts

Facultydevelopment is the method of education and development which will enhance or higher their teaching quality and skills .. it is the method of continued education effort for educators. It will improve their skills and, in turn, boost student outcomes. |

Learning will manifest itself in formal or informal settings. Continuous improvement is that the ability to create develop new skills although new learnings so as to progress in their career. Higher education should take active part in faculty development continuously for their over all improvement .this paper evaluate the study of continuous improvement on faculty development in higher education .

This study focuses on the importance of faculty development in higher education . The study also analyses the parameters of continuous improvement in faculty development . The study evaluates how the sustainable student wellness influence their sustainable development . The data was collected through personal interviews using a structured

questionnaire from a sample of 50 respondents. The survey was conducted mainly in JSS College of Mysore which comes under the JSS University and affiliated to university of Mysore.

This paper suggests higher education to provide all the required facility to develop faculty, if knowledge and skills of faculty is enhanced, its benefited to institution in many ways because knowledgeable, qualified, efficient and effective faculty plays a very important role in institution by giving better students results through their new and updated teaching method which helps the student in transformative learning.

Key words - continuous improvement .faculty development.

Introduction

The main objective of Higher education is to provide quality education to the students. This is possible when there is a continuous improvement in faculty in terms of skills and quality of teaching. There is a relationship between faculty productivity and institutional quality. The quality of a university depends to an outsized degree on its faculty's work, though the character of that job varies by associate degree institution's relative stress on a variety of roles—undergraduate teaching, research, and also the coaching of future students. Institutional quality can decline if the quality work declines., the standards of a discipline and continuous improvement will amendment as new analysis areas and strategies develop, or the standards of a university or higher education will change because it chooses to emphasise one field over another or to alter its balance of analysis and teaching. although a college member continues to try to wonderful add a selected field, such work might not meet modified standards

Research Objective-the objective of this paper includes 1)to know the importance of faculty development 2) to study the parameters of continuous improvements.3)to evaluate how the continuous improvements in faculty developments benefits to institution and faculty also.

objectives

- 1) to know the importance of faculty development
- 2) to study the parameters of continuous improvements.
- 3) To know the satisfaction of faculties on continuous improvements facilities provided by the institution.

. PARAMETERS OF THIS STUDY

The paper evaluates Parameters of continuous improvements in survey institutions towards faculty development .

Parameters of continuous improvement.
Providing good quality in teaching methods.
Reasonable Salary packages and annual appraisal system.
Disciplinary rules & regulations such as Leave Policy ,OD LWP.
Care taken for Health & other provisions (Med claim, Regular health check-up & others).
Does the management Support and retain good and qualitative faculty?
Rational HR Practices and Procedures (Recruitment and Appointment).
Coordinating the staffing function.
Encouragement for Professional development (Workshop, paper presentation conference book publications & other research work).

Research design:

The study is mainly based on primary data. Data is collected through questionnaire survey. .The research / survey institution has 8 wing of post graduate,for the purpose of the survey sample size has chosen from M.com, MBA, MA and MSW courses. sample size selected for the purpose of survey is 50.The random sample of selected respondents will be drawn from the respondents from survey units situated at Mysore . The parameters of continuous improvement is tested by using statistical tools. Data is analyzed and the interpretation and conclusion is drawn based suitable method , which is depicted through graphical images.

Data analysis .

This study explores the continuous improvement in the higher education by using nine parameters. We select fifty respondents and collects data of Mysore region. The below shows the education of the respondents.

Particulars	Respondents	Percentage
M.com	11	22
MBA	17	34
MA	12	24
MSW	10	20
Total	50	100

In the above table, 34% of the respondents belongs to M.B.A which is higher in the study group. Second higher is MA graduated teachers is 24% and next higher is 22% of M.com graduated respondents. The MSW qualified teachers are 20 in the respondents. It show that majority of the respondents are from commerce and management stream. Further, the additional qualified teachers details is shown in the below table.

Particulars	No of Respondents	Percentage
Net/Slet	5	10
No additional qualification	39	78
phd and pursuing	6	12
Total	50	100

In the above table, 22% members are having and pursuing higher qualification such as NET/SLET, Ph.D or pursuing Ph.d. and remaining 78% are not involved pursuing higher studies. This 22% need to be improved in the higher education. The age is one of the important factor influence the human behaviour and work involvement. The below table represents the age group of the respondents.

Age	No of Respondents	Percentage
25-35	12	24
36-45	18	36
46-55	14	28
56-65	6	12
Total	50	100

The sample involves more than 60% of the younger teaching faculty out of which 36% are belongs to 36-45 age and 24% are belongs to 25-35 age. Remaining 40% belongs to 46-65 age. In addition, the below table shows the experience of the respondents.

Particulars	No of Respondents	Percentage
0-5	2	4
6'-10	28	56
11-15'	20	40
Total	50	100

In the above table, more than 60% of the teachers are having below 10 years of experience. Remaining 40% are having more than 10 years of experience. This also confirms that sample size contains younger teaching faculties in the study group.

In higher education, continues improvement is one of the significant factor positively influence both students and teachers. The teachers overall academic development and students learning level increase through continues improvement. Therefore, the study gathers

the information from teaching faculties on awareness of continues improvement in higher education. The results show that the 98% of the respondents are aware on continues improvement. This is one of the good sign in the higher education. The awareness is first sign of learning, acquisition, and dissemination of knowledge.

The study uses simple average method to know the respondents opinion on the continuous improvement factors provided by the respective institution. The below table represent results of the respondents opinion. Here, 1 is Excellent, 2 is good, 3 shows average, 4 is poor and 5 represents very poor.

Sl. No	Parameters	Mean	Standard Error
1	Providing good quality in teaching methods.	3.18	0.199366
2	Reasonable Salary packages and annual appraisal system.	2.16	0.14217
3	Disciplinary rules & regulations such as Leave Policy ,OD LWP.	3.04	0.151078
4	Care taken for Health & other provisions (Med claim, Regular health check-up & others).	4.55	0.120847
5	Does the management Support and retain good and qualitative faculty?	3.89	0.131055
6	Rational HR Practices and Procedures (Recruitment and Appointment).	3.75	0.16721
7	Coordinating the staffing function.	2.04	0.153862
8	Encouragement for Professional development (Workshop, paper presentation conference book publications & other research work).	3.39	0.168281

Source: Primary data.

The above table reveals that the Reasonable Salary packages and annual appraisal system, Coordinating the staffing function and Encouragement for Professional development (Workshop, paper presentation conference book publications & other research work) are having mean score of 2. It represents the faculties expressed that these three parameters are

good enough to support continuous improvement in higher education. Providing good quality in teaching methods, and Encouragement for Professional development (Workshop, paper presentation conference book publications & other research work) are having mean score of 3 represents the medium support from the institution on these factors. Further, management Support and retain good and qualitative faculty and Rational HR Practices and Procedures (Recruitment and Appointment) of institution resulted mean score of 4. It implies that these two parameters are lacking to support the continuous improvement in higher education. These factors need to be improved in the higher education organisations to support the faculties.

To know the age impact on continuous improvement parameters we use ANOVA test. The below table shows ANOVA test results based on the age.

Age				
Parameters	df	Mean Square	F	P. values.
Providing Good Quality in Teaching Methods	49	1.041	0.523	0.473
Reasonable Salary Packages and Annual Appraisal Systems	1	3.536	3.673	0.041
Disciplinary Rules and Regulations	1	0.056	0.047	0.829
Care Taken for Health and Other Provisions	1	5.886	9.377	0.002
Does the Management Support And Retain Good and Qualitative Faculty	1	1.284	1.517	0.224
Rational HR Practices and Procedures	1	0.507	15.357	0.013
Coordinating the Staffing Functions	1	0.254	0.212	0.648
Encouragement For professional Development	1	1.284	0.917	0.343

The study formulates the hypothesis that the age do not significantly affects the continuous improvement parameters. The results revealed that the P. values of Reasonable Salary Packages and Annual Appraisal Systems, Care Taken for Health and Other Provisions and Rational HR Practices and Procedures are 0.041, 0.002 and 0.013 are statistically significant. Therefore, we reject the null hypothesis and states the age significantly effects on these three parameters. Therefore, the institution has to consider age factor while taking appropriate

decision on salary package, health and other related provisions and HR practices. Remaining parameters P. values are statistically significant and therefore we accept the hypothesis that age does not significantly influences the continuous improvement parameters.

Conclusion- Higher Education plays a important role in faculty development for their continuous improvement to enhance their knowledge and skills .it not only benefited to faculty but also it is benefited to institutions in terms of having resource full faculties which brings good result to the institution , it is also benefited to students in their academic excellence and achievement .

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