

# Productivity of Human Resource in Higher Education

## AUTHORS

**Dr. Smt. Preeti Rani**  
Dept. of Commerce  
Govt.(P.G.) College,  
New Theri, Garhwal  
Uttaranchal.

**Dr. Mayank Aggarwal,**  
Dept. of Economics  
Govt.(P.G.) College,  
Badaun, UttarPradesh.

## ABSTRACT

*In the context of knowledge and education, human resource is an investment in the human capital promoting social and economic development and building its capabilities through various streams of higher education. Higher Education has been producing thousands of Arts, Commerce and Science degree holders including medical doctors, agricultural experts and technologists every year without having any consideration whether there are sufficient employment opportunities for them in the country. According to Economics Survey 2003-04, "There has been impressive growth in the area of university and higher education". Now accreditation of all universities and colleges has been made mandatory. In the present study we shall focus on the productivity of human resource in Government aided educational institutions in the context of examination results.*

## 1. INTRODUCTION

Time and again there are heated discussions at the level of government, politicians, social workers and parents whether the educational institutions are successfully achieving the aim of producing such a talented youths who are enough bold to accept the challenges of present competitive scenario? If yes, to what extent these institutions are successful in preparing the students who can boldly take the responsibility of uninterrupted future progress of the country? Why do the youths of today find themselves unfit to find suitable jobs after completing their educational career?

Viewing these burning questions, this survey is conducted. It is believed that result of this study would attract the attention of government, management of educational institutions, teachers and youths to bring a new revolution in reducing the cost and improving productivity of Human Resource in educational institutions to the required extent.

In this research paper Meerut Region (U.P.) was taken for the purpose of survey, For the purpose of study educational institutions were selected of Meerut Region. To find the productivity of higher education trend, a period of eight years i.e. 1998-99 to 2005-06 was taken keeping I in view the feasibility of survey smoothly.

## 2. HIGHER EDUCATION AND HUMAN RESOURCE DEVELOPMENT

Higher Education promotes social and economic development by building human and technical capabilities of a society. It is the main instrument for development and information. The development of higher education means the overall development. Universities can and should exercise a great influence on social transformation and industrial development of a nation. Their output reflects the quality of H.R.D. Programmes adequately trained manpower has better capabilities to adopt to rapid technical changes and this facilitate efficient use of resource resulting in productivity and economic growth. However, the

JOURNAL OF  
COMMERCE  
& TRADE

effectiveness of Higher Education institutions in contributing to development depends upon their ability to achieve excellence indicating both internal and external efficiencies. Higher Education (after twelve years of schooling) is available in different categories of institutions in India. The Higher Education in values variety of institutions, Viz. University, institutions deemed to be universities, institutions of national importance, research institutions, college of general educations and college for professional educations.

The principal component of an organization is its human resource or people at work. It is the human resource which is of paramount importance in the success of any organization, because most of the problems in an organizational set-up are human and social rather than physical, technical or economics. Human Resource plays a pivotal role in an organization and is an valuable asset of it. According to N.Dass Gupta, "Human Resource Accounting is an Art of evaluating the work of human resource of an organization in a systematic manner as a whole to the organization and the society and recording them for presenting the importance in a significant manner in the financial statement to communicate their work with change over the period and result obtained from their utilization to the readers of financial statements."

Human Resource is concerned with the people working in an organization. It concerns with producing skilled employees, developing and motivating them for higher performance.

### 3. CONCEPT OF PRODUCTIVITY

Productivity is the most potent weapon and source of massive development. It has been responsible for increasing the volume of production and

reducing the cost considerably. Productivity is the relationship between the inputs and outputs and it is concerned not merely with production but it is a ratio of output and input reflecting the rate of growth of performance or production. It is a combination of effectiveness and efficiency. Higher productivity means producing more with less means or inputs.

### 4. ANALYSIS OF PRODUCTIVITY OF HUMAN RESOURCE IN HIGHER EDUCATION

In the context of study, productivity of academic human resource in higher education in U.P. has been analyzed on the basis of Examination Results.

From the analysis of table no. 1.1 it was observed that the average number of students per college appeared in final year examination U.P., Were 782 in the year 1998-99 which reached to 1258 in the year 2005-06 showing the tendency of continuous increase. Also the trend values are supporting this fact, which started from 760.02 in 1998-99 and reached to 1191.99 in the year 2005-06.

As far as the average number of students per college passed in final year examination is concerned, it was 705 in the year 1998-99 which reached to 1194 in the year 2005-06 showing the tendency of continuous increase during this period. Also the trend values are evincing this fact, which started from 687.14 in 1998-99 and reached to 1148.37 in the year 2005-06.

On computing the productivity on the basis of average number of students per section appeared in final year and passed form them, it was found that during the period of study it remained fluctuating from 0.90 to 0.97 with the increasing tendency except in the year 2002-03 and 2005-06 when it came slightly down as compared to

**Table No. 1.1**

**Computation of Productivity in Higher Education in U.P. on the Basis of Examination Results in Final Year**

Years	Average Students appeared in final examination (per college)	Trend Values (Yc=a+ bx)	Students passed in final year	Trend Values (Yc=a+ bx)	Productivity*
1998-99	782	760.02	705	687.14	0.90
1999-00	836	821.73	767	753.03	0.92
2000-01	878	883.44	810	818.92	0.92
2001-02	942	945.15	892	884.81	0.95
2002-03	984	1006.86	913	950.70	0.93
2003-04	1004	1068.57	974	1016.59	0.97
2004-05	1120	1130.28	1087	1082.48	0.96
2005-06	1258	1191.99	1194	1148.37	0.96
<b>Average Productivity **</b>				<b>0.94</b>	

**Source:** Records of selected colleges.

\* Productivity = No. of students passed in final Year/No. of Students appeared in final year

\*\* Average productivity = Total of average no. of students passed in final year during last 8 years/total of average no. of students appeared in final year during last 8 years.

its preceding year. The average productivity was computed 0.94 during the period of study.

In table no. 1.2 a detailed analysis of results based productivity in higher education in U.P., has been made computing trend values, fixed base index nos. and chain base index nos. respectively.

**5. ANALYSIS OF PRODUCTIVITY IN HIGHER EDUCATION IN U.P. ON THE BASIS OF EXAMINATION RESULTS OF FINAL YEAR**

From the analysis of table no. 1.2 it was observed that the productivity in higher education in U.P. on the basis of students appeared in final year and the number of

students passed in the examination was 0.90 in 1998-99 which reached to 0.96 in the year 2005-06 showing the stable upwards trend except in the year 2002-03 and 2005-06 when it slightly down as compared to its previous years.

Also the trend values are confirming this fact, showing the tendency to move upward during the period of study. It was 0.91 in the year 1998-99, which reached to 0.97 in 2005-06. In means that also in future the productivity on examination results basis would be in positive direction to some extent.

The fixed base index numbers indicate that the productivity on the said basis increased by 7.78% during the period of 8 years. If we analyse the chain

**Table No. 1.2**

**Analysis of Productivity in Higher Education in U.P. on the Basis of Examination Results of Final Year**

Year	Productivity	Trend Values ( $Y_c=a+bx$ )	F.B. Index Nos.*	C.B. Index Nos.**
1998-99	0.90	0.91	100.00	100.00
1999-00	0.92	0.92	102.22	102.22
2000-01	0.92	0.93	102.22	100.00
2001-02	0.95	0.93	105.56	103.26
2002-03	0.93	0.94	103.33	97.86
2003-04	0.97	0.95	107.78	104.30
2004-05	0.97	0.96	107.78	100.00
2005-06	0.96	0.97	106.67	98.96

**Source:** Table no. 1.1

\*F.B. Index No. = ( Productivity of the current year/productivity of the base year) × 100

\*\* C.B. Index No.= ( Productivity of the current year/productivity of the preceding year )  
× 100

base index numbers it indicate that this productivity ever remained increasing as compared to its preceding years except in 2002-03 and 2005-06 when it came down by 2.23% and 1.11% as compared to the productivity in 2001-02 and 2004-2005.

Finally it can be concluded that the productivity on the basis of examination results remained quite satisfactory during the period of study in higher education in the state of U.P.

**6. CONCLUSION**

On the basis of above findings it can be concluded that higher education is the main instrument for development and

• transformation. Educational institutions can  
• exercise a great influence on social  
• transformation and industrial development of  
• a nation. In Government-aided Colleges  
• human resource plays it vital role in the field  
• of providing higher education in different  
• disciplines to the youths.

• In the present scenario sincere  
• efforts are being made to regulate the  
• growth of higher education as well as the  
• establishment of new universities and  
• colleges and to equip these with the latest  
• facilities. Attempts are also being made to  
• implement a new development strategy,  
• which would improve the productivity of  
• staff to a large extent resulting in decreasing  
• it real cost to the desired extent.

**REFERENCES**

1. *Srivastava, S.N.; Uttar Pradesh Education Manual, Hind Publishing House, Allahabad: 2002.*
2. *Rajput, J.S. (General Editor); Global Educational change- A Compendium of International Documents; NCERT; New Delhi: 2004.*
3. *Bhatnagar, Suresh and Saxena Anamika; Modern Indian Education and its Problems; R.L. Book Depot, Meerut, 2003.*
4. *Verma; Prem (Editor); New courses Discontinued, 1998-99 to 2004-05; Information & Statistics Bureau; University Grant Commission; New Delhi; 2005.*
5. *U.G.C. Annual Report (from 1998-99 to 2005-06); University Grant Commission; New Delhi.*
6. *Guidelines for promotion of Human Rights Education (HRE) in universities & Colleges.*
7. *Journal of Higher Education (Quarterly); University Grant Commission; New Delhi.*
8. *Quddusi, I.M.; U.P. Higher Education Manual; Hind Publishing House; Allahabad; 2004.*
9. *Sharma, A.K.; fifth survey of educational Research, 1998-1992; Vol.1; National Council of Educational Research; New Delhi: 1997.*
10. *Nair: K. Ramchandran; Education Employment & Development in India; Classical Publishing Company, New Delhi; 1994.*