HR CHALLENGES IN INSTITUTIONS RUN BY POLITICAL FAMILIES WITH SPECIFIC REFERENCE TO EDUCATIONAL INSTITUTIONS BELONGING TO PRAVARA RURAL EDUCATION SOCIETY, AHMEDNAGAR: A LITERATURE REVIEW

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Abstract

A research entitled "HR challenges in Institutions run by Political Families with specific reference to Educational Institutions belonging to Pravara Rural Education Society, Ahmednagar" was undertaken with the objectives of examining the relevance of the classical HR theory to educational institutions run by political families, studying the dynamics of political authority's interplay with HR in such institutions and its impact, understanding the impact on HRs role due to location of such institutions being rural, studying the major HR challenges in such institutions and ascertaining the role that professional HR can play in addressing these challenges. As a part of the research, literature was reviewed. This paper presents a section of the literature review.

Keywords: Human Resources, Educational Institutions, Literature Review

Introduction

Literature review becomes a difficult task when there is a sizable volume of literature available on a particular topic. The problem arises, especially in choosing the right piece of literature for review. In this age of powerful search engines, thousands of text objects are accessible to researchers with the click of a mouse. In such cases, there is an ever-present danger of losing focus. The researcher may be tempted to join in reviewing less important literature. To address this concern, objectives were set up to review the literature. This made the work manageable. The objectives of the literature review are to focus explicitly on the concepts, including the context of the research.

The literature review was carried with the objective of reviewing the following literature:
1. HRM practices in Education,
2. Challenges facing HRM, and
3. Centralization of Authority and Decision-making and organization structure (in line with the regular practice in politically managed educational institutions)

In this paper, the author presents select reviews of the first section, HRM practices in Education.

Review of Literature

1) The purpose of this study was to compare the HRM processes of public and private universities in the Punjab province of Pakistan. The research data was collected by a questionnaire covering 30 items primarily related to job description, training and development, compensation, team work, staff participation and performance appraisal. The tool was verified by a pilot test. The internal reliability of the instrument was found to be 0.85. The sample is made up of 60 administrators (directors / heads of departments) randomly selected from six universities. Collected data were analyzed using descriptive and non-descriptive statistical methods such as methods and independent sample testing. The results showed that there was a significant difference in HRM practices according to public and private university administrators. HRM processes in the fields of job description, training and development, compensation, team performance and staff participation were better for public universities than private universities. However, performance appraisal procedures are better available in private universities than public sector universities. Finally it was recommended that HRM executives of private and public universities improve their HRM systems to suit their employees (Iqbal et al., 2011).

2) This study aims to critically evaluate the mediation effects of affiliate commitment and resource-based interactions in the relationship between human resource management (HRM) processes and ethical ethics of information sharing. Based on 198 survey responses from seven public higher education institutions in Lahore, our statistical comparison results show that HRM processes play an important role in promoting intelligent information sharing behavior. In addition, the results of dynamic interventions such as affiliate commitment and outcome-based trust also ensured full dialogue between HRM processes and ethical intelligence-sharing behavior. Effects that apply to Universities for policy makers and the Head of Departments and finally, the limits and direction of future research are also discussed. However, this study contributes significantly to existing literature by examining the way in which HRM processes influence teacher-sharing behavior through influential and accountable commitment based on results in Pakistani Public Higher Education Institutions (Naeem et al. 2017).

3) Human resource management (HRM) education tends to focus on specific tasks and functions within organizations, such as compensation, staffing, and evaluation. This work ethic within HRM education fails to answer key questions about human resource management and employment relations, questions that address the roles and responsibilities of HR work and HR employees. The educational focus on HRM that does not explicitly address major ethical questions fails to equip students to deal with participant concerns about employee behavior or ethical issues facing employers regarding employment relationships, and ironically makes HRM ineffective in the organization. . In this paper, we identify some of the key ethical issues within the employment relationship, discuss how existing HRM education often fails to address

these issues or help students become aware of them, and provide a framework for integrating ethics into HRM education (Arif and Hasan, 2013).

4) This paper reviews the literature on research performance with a focus on human resource management (HRM) methods. Attention is focused on specific links that contribute to higher research performance in higher education institutions. To answer the research question a comprehensive analysis of previous research studies was conducted. This study provides specifications of specific HRM processes that influence the productivity of each study and lead to research success. HRM processes are divided into skills development, motivation and research-based career development processes. The results show references to previous studies to analyze research performance decisions in a complex and systematic way and present a specific set of HRM processes that allow to transform individual features into performance. Tertiary institutions can apply the findings using HRM processes that enhance research performance (Jaskiene, 2015).

5) In this paper we present the findings of a study compiled from a list of HRM processes commonly used in 58 Egyptian educational organizations operating in Egypt. The list of procedures deals with job descriptions, recruitment and selection, training and development, compensation, performance analysis and employment security. We examine and discuss these processes in the Egyptian context. The size of the Egyptian landscape we are exploring includes: the social and cultural context, Islam, vocational education and training program and the economic and legal aspects of nature. The processes and methods used by the sample organizations appear to be your product of both non-cultural and cultural influences. The main contribution of the research is that it provides much-needed information about HRM processes and practices adopted by Egyptian-owned organizations in the early 21st century and provides support for the national context of HRM activities pursued by indigenous people (Leat and El-Kot, 2007).

6) Using two macro lenses — OCBE Behavior (OCBE) and Value Addition Techniques— the current study examines the impact of human resource management (HRM) on environmental performance using data from higher education institutions. Our study uses survey data from n = 214 staff to assess limited mediation ideas. Research finds that green HRM processes positively enhance environmental performance through employee enthusiasm. Our research also revealed that the impact of green HRM processes on environmental enthusiasm is more important when an employee has green standards than when they are low. Current research provides new theoretical information in environmental management literature by linking green HRM processes with environmental performance. Our findings provide guidance to managers on how and when green HRM practices can lead to improved environmental performance (Gilal et al., 2019).

7) Social development has forced universities across Europe to substantiate their 'experts' strategies, structures, and values with organizational features that can be represented as

elements of the 'private sector'. This practice is known as 'handling'. As university staff often adheres to professional standards, a conflict may arise between professional ethics and organizational standards. This conflict can lead to lower organizational commitment and, consequently, lower quality of work performance. As management, however, aims to improve quality and efficiency, this situation is what we view as a conflict of interest. Affecting the performance of university staff can resolve or reduce that conflict. As management standards vary from country to country, this paper examines what factors affect the performance of 1,700 university staff in low, middle and upper administrative countries. The analysis reveals that there are significant differences and similarities between countries in terms of how personnel management (HRM) processes affect the quality of staff performance. In addition, there seems to be a clear difference between countries in terms of how HRM processes affect the quality of their services. The theoretical and practical implications of the findings are discussed (Smeenk et al., 2008).

8) This paper examines what factors affect organizational commitment among Dutch university staff in two different faculty of academic competence (separatist versus hegemonist, Stiles, 2004). Analysis of Web survey data reveals that in separatist faculty decentralization, compensation, training / development, tenure and job flow have significant implications. Age, organization time, level of independence, working hours, community involvement and personal importance greatly affect the organization's commitment to employees in hegemonist ethics. Participation, social interaction and level of performance are key factors in both skills. The findings suggest that a set of factors affecting organizational commitment to employees varies between different skills and hegemonists. The findings support the argument that different configurations or 'masses' of HRM processes (Delery and Doty, 1996; Guest, 1997) are suitable for organizations with different identities. Definitions of the observed relationships, impacts and research limitations are discussed (Smeenk et al., 2006).

9) This study examines the impact of Green HRM Practices (Hiring and Choices Green (GRS), Green Compensation and Reward (GCR), Green Training & Development (GTD), and the Green Performance Appraisal (GPA)) to employees Pro-Environmental Behavior (PB) through the role of the Mediation of Environmental Information (EK) on Elevation Educational institutions. It also explains the role of mediation Environmental knowledge between green training and Environmental Development and Behavior. A total of 320 questions were circulated online on female intelligence as well another female university staff, while 240 were also admitted the correct answer is considered. Data analyzed by structure mathematical modeling, square method in part SEM-PLS, and confirmatory factor analysis (CFA) using smart PLS

software. The findings revealed that Green HRM is active have had a positive impact on employees' environmental behavior. Although women's genetic knowledge plays a role in mediation to strengthen the ethical conduct of employees as well as mediate the relationship between employment and choice as well environmental behavior. The

results were important, and everything hypothetical ideas accepted (Dakhan et al., 2020).

10) The purpose of this paper is to investigate the impact of human resource management (HRM) processes on organizational commitment to Palestinian universities, and to evaluate the impact of job engagement mediation as a black box describing HRM practices - organizational commitment relationships. The data source came from 237 staff (academics and administrative staff) from Palestinian universities. The authors used structural equation modeling to validate hypotheses. The results reveal that HRM processes have a significant impact on the organisation's commitment to higher education. In addition, co-operation has shown a significant mediation effect between performance appraisal and organizational commitment on the one hand, and between rewards and compensation and organizational commitment on the other. Research suggests that university administrators use HRM techniques as a vehicle to awaken work-related positive attitudes. The study contributes to the literature by examining the impact of HRM processes on the organisation's commitment to the mediating role of work participation in non-western higher education. This study is one of the few studies conducted in the Middle East (Aboramadan et al., 2020).

Conclusion and Research Gap

There is very little research on role of HRM in education in the first place. Moreover research in HRM in educational institution under the ownership of a political family is non-existent. In India there are sizable number of educational institutions that have been set-up and are run by political families. What are HRM dynamics in such organizations? What is the political authority's interplay with HR in such institutions and its impact? Such interesting and important questions remain unanswered as yet.

Hence this research was undertaken to address the following research questions:

RQ1: What is the relevance of the classical HR theory to educational institutions run by political families?

RQ2: What are the dynamics of political authority's interplay with HR in such institutions and its impact?
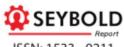
RQ3: What is the impact on HRs role due to location of such institutions being rural?

RQ4: What are the major HR challenges in such institutions?

RQ5: What is the role that professional HR can play in addressing these challenges?

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