

Impact of Higher Education teaching professionals, Transition, Engagement and Retention During post covid-19 Situation

(With Special reference to Bengaluru city of Karnataka State)

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ABSTRACT

This study investigates the impact of compensation variables on career transition and retention among higher education teaching professionals in Bengaluru, India, in the post-COVID-19 context. The research aims to identify the relationship between tenure, job transition, and compensation strategies, with a focus on the gross annual average salary as a determinant of purchasing power. By analyzing compensation analytics, this study seeks to provide insights into the retention of top talent in higher education institutions. The findings will inform proactive strategies for employers to equip their workforce with equitable pay, fostering a more intellectual and motivated workforce. This research contributes to the existing literature on human resource analytics in higher education, offering practical implications for institutions seeking to enhance employee retention and performance.

Keywords: Compensation Analytics, Career Transition, Employee Retention, Higher Education, Post-COVID-19, Salary Benchmarking, Performance Analysis

BACKGROUND AND OBJECTIVES

Compensation analytics: conceptual foundations

Compensation is a broader and all inclusive term which denotes all kinds of remuneration paid for employees offering their services to Institutions. These compensation methods and its implications on employees are analyzed and evaluated which is called as compensation analytics. This study is an evaluation on compensation analytics and practices in Indian higher education sector. It is evident that compensation analytics in this industry is determined by AICTE scales and norms to a greater extent which provides salary, incentives and benefits based on performances.

Conceptual foundations: Employee engagement

The active, consistent, regular efforts of an employee towards Institutions goals and objective could be said as employee engagement. This engagement could be based on salary and other monetary needs as it could not be involving and totally engaging. There is a need for transformation of employee mindset towards active and effective engagement which is impactful, productive and outcome oriented. The nature and extent of employee engagement in Indian higher education sector is explored and investigated in this research which could give new impetus and directives also.

Conceptual foundations: retention practices

Institutions are willing to retain employees who are productive and contributive. They provide salary, incentives, job enrichment, enlargement, responsibility, leadership and career advancement options. This provides a holistic employee engagement with the employees as they are retained in the long run. However it is also evident that the effective and impactful retention practices in Indian higher education sector has never been researched or empirically investigated which is done with this research. All these factors lead to employee transitory attitude and behavior as the need for proper human resource system in Indian higher education is emphasized in this study.

Indian Higher education teaching professional & higher educational teaching professional in Bengaluru – Conceptual orientations and clarity

Higher education caters to the needs and aspirations of youth who would like to contribute in academics, research, and consultancy. The rise in higher education is the hall mark of any prospering society as indicates growth and development. The more rise in higher education it leads to qualitative and quantitative human resource contributions which has a direct impact on socio economic contributions and Indian economic GDP. The future prosperity, scope and development of a country are directed by its highly qualified higher educated qualified resources. They lead the country towards social excellence & intellectual grandeur. This has direct implications on research, novelty and innovations which are the futuristic progressive pathway of a society.

A higher education teaching professional by nature focuses on the quality, nature and directives of education in the country. A higher education professional has philosophical outlook on the manner and progress of education with moral, social values and outlook. He is the architect of modern society. He is the creator and transformer of society as he leads them to progress, shows the way and guides the future generations. The role does not stop in just disseminating education as it also involves a transition, change and transformation of younger generation. He provides them hope, gives them support, encourages and with trial and error makes them to have confident outlook. He also gives moral, cultural social inputs which makes these future generations more valuable.

Objectives of the Study:

1. To evaluate the compensation requirements of higher education teaching professionals, Bengaluru in post Covid scenario.
2. To assess the right compensation methods which can attract and retain teaching professionals in higher education sector in Bengaluru
3. To compare the impact of salary & reward practices on attraction and retention of teaching professionals in higher education sector in Bengaluru in the post Covid scenario.

REVIEW OF LITRETURE

(Singh et al., 2021) analyzed the E-learning initiatives in response to the Indian government Concern based on Online learning in the Indian higher education system. Each of these efforts launched by the federal and state governments was assessed in the study,

(Ayisi-Addo et al., 2021) investigated the COVID-19 pandemic during teachers learning based an higher education perspective from Serbia, Ghana and India. Discussion and sharing of personal experiences regarding working, living, and teaching during the pandemic brought about by researchers from Ghana, India, and Serbia served as the impetus for the theme of the analysis.

(Koruga et al., 2023) showed the high education in teacher's perspectives using educational technology during COVID-19 pandemic mentions a Serbia, India, and Ghana. During the pandemic (COVID-19) crisis, three universities were established in Asia, Africa, and Europe.

The worldwide study (Cain et al., 2023) that was the subject of the paper aimed to document the ways in which cross-sectoral teachers dealt with these emergency modifications in the initial months of the limitations. Concerns about relationships and technology were found to be the two main categories when the data was analyzed using the narrative identity theory.

RESEARCH GAPS

1. It is evident that the concept compensation analytics has not been explored in Indian academic research which needs to be done
2. This concept compensation analytics has not been researched or its implications have been evaluated in Indian higher education industry which is attempted with this study.

Personal self, family and relations are compromised for this glorified pathway as they integrate the societies like an intellectual web which aspires to perform and grow towards future.

MATERIALS AND METHODS

Research Design

The study was carried through survey observation method and overall sample size is 57
Tools and techniques: the Researcher have used Chi square test to analyse the data

Types of Data:

Primary data: Questionnaires was framed to collect the data

Secondary Data: Through Research articles and internet

Limitations Of The Study

- Study is restricted to only higher education teaching professionals Bengaluru during Post covid.

RESULTS AND DISCUSSIONS

Data Analysis and Interpretation

Hypothesis table Ho-there is no relationship between Compensation and career transition H-1 There is a relationship between compensation and career transition

Table of Observation

Associated institution	Below 10k	10-15k	15k-20k	above 20k	total
less than a year	1	0	2	22	25
1 year-5 year	0	0	2	23	25
5 year -10 years	0	0	0	4	4
above 10 years	0	0	0	3	3
total	1	0	4	52	57

Associated institution	Below 10k	10-15k	15k-20k	above 20k
less than a year	0.18519	0	0.7407	4.074074074
1 year-5 year	0	0	2.22	12.22
5 year -10 years	0	0	0	3.26
above 10 years	0	0	0	2.44

Table of expectation

Associated institution	Below 10k	10-15k	15k-20k	above 20k
less than a year	0.18519	0	0.7407	4.074074074
1 year-5 year	0	0	2.22	12.22
5 year -10 years	0	0	0	3.26
above 10 years	0	0	0	2.44

Calculation of Chi-square

Observed Values	Expected Values	O-E	(O-E) ²	(O-E) ² /E
1	0.185185185	0.81481482	0.663923183	3.58518519
0	0	0	0	0
2	0.74070741	1.25929259	1.585817827	2.140950402
2	4.074074074	-2.0740741	4.301783264	1.055892256
0	0	0	0	0
0	0	0	0	0
2	2.22	-0.22	0.0484	0.021801802
13	12.22	0.78	0.6084	0.049787234
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
4	3.26	0.74	0.5476	0.16797546
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
3	2.44	0.56	0.3136	0.12852459
total				7.150116934
The value of chisquare Test= 7.15				

Degree of freedom = 9

16.92

(column -1)* (Row -1) 4-1*4-1

3*3 =9

Interpretation

It is been observed that the value of chi-square test is higher than the tabular value. Hence the null hypothesis is accepted

HYPOTHESIS

H0- there is no relationship between Tenure of teaching and career transition H1- there is a relationship between tenure of teaching and career

TENURE OF TEACHING EXPERIENCE	YES	NO	TOTAL
BELOW 5 YEARS	4	0	4

5-10 YEARS	11	0	11
ABOVE 10 YEARS	11	1	12
TOTAL	26	1	27

Table of expectation

TENURE OF TEACHING EXPERIENCE	YES	NO
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BELOW 5 YEARS	3.85	0.15
5-10 YEARS	10.59	0.4
ABOVE 10 YEARS	11.55	0.44

Calculation of Chi-square

Observed Values	Expected Values	O-E	(O-E) ²	(O-E) ² /E
4	3.85	0.15	0.0225	0.005844156
0	0.15	-0.15	0.0225	0.15
11	10.59	0.41	0.1681	0.015873466
0	0.4	-0.4	0.16	0.4
11	11.55	-0.55	0.3025	0.026190476
1	0.44	0.56	0.3136	0.712727273
Total				1.304791214

The calculated value of Chi square test is 1.30
degree of freedom 3.84

Interpretation:

It is been observed that the value of chi-square test is higher than the tabular value. Hence the null hypothesis is accepted

SUGGESTIONS

Researcher has developed a PAY Model which is been defined as follows

P• Proper policy has to be made regarding pay scale for higher Education teaching professionals & such policy should be binding by Law

A- Attractive pay/ Alternative method of teaching should be adopted by teaching professionals Online/Offline teaching

Y-Yearly assessment should be done for teaching professionals regarding their creativity in teaching and research involvement, the assessment can be self , peer & institution assessment

CONCLUSION

As stated in a study there is disconnect between career transition and compensation analytics, hence study tries to interpret that external environment may undergo a tremendous change from the pandemic or any other various circumstances as a result of change in the variables such as increment, partial payment of salary and so on. Teaching professionals in higher education sector have continued teaching It gives a holistic approach on the society as he integrates the fragments, bits and pieces of youth and their mindset to give them a shape and make it more purposive. The futuristic landscapes of any society are determined only by the higher education professionals as they lead to social excellence and transformation. This is indeed an uncompromising personal venture of these professionals where they totally dedicate and involve with future generations.

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