



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2016; 2(1): 34-37
www.allresearchjournal.com
Received: 17-11-2015
Accepted: 19-12-2015

Dr. S Suma Devi
Associate Professor and Head,
Department of Commerce,
PSGR Krishnammal College
for Women, Peelamedu,
Coimbatore – 641004.

Sumitha P
Ph.D, Research Scholar,
Department of Commerce,
PSGR Krishnammal College
for Women, Peelamedu,
Coimbatore - 641004

Impact of academic research on the job performance of teaching faculty in arts and science colleges in Coimbatore

Research stimulates education, social and academic development --Kit Field.

Dr. S Suma Devi, Sumitha P

Abstract

Research is a vital part of teaching and learning process. Research is a central part of academic life of higher education and career. There are very close relationship between the research and the teaching-learning process as the uniqueness of this research involves interactions between a teacher, a learner and a context. The primary goal of research is to advance knowledge, while teaching is to develop and enhance abilities. This paper aims to examine impact of academic research on the job performance of teaching faculty in arts and science colleges Coimbatore. A sample of 50 teaching faculty working in various arts and science colleges in Coimbatore have been randomly selected as sample and primary data have been collected from them using a questionnaire. The data collected have been analysed using the statistical tools namely percentage analysis, Analysis of Variance (ANOVA) and t-test. The results of the study show their socio-economic profile and research utilization which is very important for teaching profession and professional development. Hence it has been suggested that special interest may be shown on teaching faculty to encourage them to carry out their research work in order to improve their academic career.

Keywords: Academic Research, Job Performance, Knowledge and Teaching.

1. Introduction

Research is very much needed to develop the social, political, economic and educational values. Education is the process by which a person's body, mind and character are formed and strengthened that enables him/her to develop his/her overall personality. Education helps to differentiate between good and bad and to make a human being capable of leading a good life with refined judgments. India has the third largest higher education system in the world, next to China and the United States. Before Independence, access to higher education was very limited. Since independence, the growth has been very impressive; the number of Central Universities, Deemed Universities, State Universities, Private Universities, has increased. Though such a large number of human resources are employed in this education sector, it has failed to gain recognition as sustainable employment provider as faculty turnover is high in affiliated colleges particularly in self-finance Arts, Science and Commerce colleges.

Educational Research is one of the most significant and crucial part in the development of the society. We need academic wise education to develop our sense, personality and expressions and similarly in which research add value in it. Research is an important aspect of every educator's professional life. Research is way to find solution to social issues in practical sense. Overall, academicians must engage themselves to discover new way of teaching-learning process. Research is very important for better teaching practice and developments of new concepts and ideas.

Correspondence

Dr. S Suma Devi
Associate Professor and Head,
Department of Commerce,
PSGR Krishnammal College
for Women, Peelamedu,
Coimbatore – 641004.

2. Review of Literature

Ajayi, Isaac A., Awosusi, Omojola O., Arogundade, Bukola B., Ekundayo, Haastrup T. (2011) ^[1] in their study on "Work Environment as Correlate of Academic Staff Job Performance in South West Nigerian Universities" have examined the relationship between work environment and the job performance of academic staff in South West Nigerian Universities. In all, 1500 respondents selected from 8 universities constituted the sample of the study. The respondents were selected using Multi stage, stratified, purposive and simple random sampling techniques. The data collected were analysed using frequency count, percentage and Pearson product moment correlation. The study revealed that there was significant relationship between the work environment and job performance of academic staff in the universities. Based on the findings, it was recommended that the management of the universities should make work environment more conducive by giving more attention to the provision of physical facilities, information services, motivation, authority-staff relationship, participation in decision making and staff development in order to facilitate better job performance of the academic staff.

Anguo Xu, Long ye (2014) ^[2] have analysed Impacts of Teachers' Competency on Job Performance in Research Universities with Industry Characteristics: Taking Academic Atmosphere as Moderator. Research universities with industry characteristics play an irreplaceable role in national economic development and social development. Based on the behavioral event interview and questionnaire methods, a four-dimension (i.e. basic quality, teaching ability, industry awareness and research capacity) competency model was proposed, the influence mechanism of competency on job performance was examined using empirical research. The result shows that there exists a significant positive correlation between the teachers' competency level, four dimensions and job performance in research universities with industry characteristics, especially between research capacity, teaching ability, industry awareness and job performance. And academic atmosphere plays a regulatory role in the interaction between the competency and job performance.

3. Statement of the Problem

The role of education in national development cannot be discussed without giving central attention to professors who are all real link for Nations Development. With the increase in the number of Arts & Science Colleges and affiliated institutions the awareness and urge for higher education is increasing day after day and thus so the expectations of the people increasing manifold. People want better quality, more benefits in terms meeting their requirements in order to come out and earn their livelihood. The Arts and Science College faculty are therefore required to be provided adequate facilities and opportunities to develop their career in order to deliver effectively their duties and responsibilities. In spite of their central role, research works have identified that job performance and assessment of work life balance as the cardinal factors for their effective performance and career development of Associate Professors. Thus the overall impact created by the development of Academic Research on the Job performance has been analyzed by way of a survey conducted among the Associate Professors in arts and science colleges in Coimbatore.

4. Objectives of the Study

1. To describe the socio economic profile of the teaching faculty in Coimbatore.
2. To analyse the possibility of academic research in the concerned institution.
3. To find out the impact of academic research on the job performance of teaching faculty.

5. Methodology

Using simple random sampling technique a sample of 50 teaching faculty working in various arts and science colleges in Coimbatore have been selected as respondents and primary data have been collected from the respondents using a structured questionnaire. Statistical tools namely percentage analysis, Analysis of Variance (ANOVA) and t-test have been used to examine the primary data. Secondary data for the study have been collected from various publications in journals, magazines, websites and books.

6. Analysis and Interpretation

Personal Profile

Table 1 shows the classification of the respondents based on their age, gender, marital status, Area of residence, nature of family, educational qualification, monthly income, Nature of employment, year of experience, type of institution.

Table 1: Personal Profile of teaching faculty

Particulars	Classification	No. of respondents	Percentage
Age	Below 30 years	19	38.0
	31-40 Years	5	10.0
	Above 41 years	26	52.0
	Total	50	100.0
Gender	Male	22	44.0
	Female	28	56.0
	Total	50	100.0
Marital Status	Unmarried	7	14.0
	Married	43	86.0
	Total	50	100.0
Area of Residence	Rural	8	16.0
	Urban	31	62.0
	Semi urban	11	22.0
	Total	50	100.0
Nature of family	Nuclear Family	44	88.0
	Joint Family	6	12.0
	Total	50	100.0
Educational Qualification	PG with M.Phil	22	44.0
	Ph.D	28	56.0
	Total	50	100.0
Monthly Income	Below Rs 20,000	17	34.0
	Rs.20,001-30,000	6	12.0
	Above Rs 40,000	27	54.0
	Total	50	100.0
Nature of employment	Temporary	6	12.0
	Permanent	44	88.0
	Total	50	100.0
Year of experience	10-15 Years	24	48.0
	Above 15 Years	26	52.0
	Total	50	100.0
Type of institution	Private Aided	36	72.0
	Private Unaided	14	28.0
	Total	50	100.0

Source: Computed

From the above table 1 it is evident that out of 50 respondents taken for the study 52 percent of the respondents are in the age group of above 41 years, 56 percent of the respondents are female, 86 percent of the respondents are married, 62 percent of the respondents are from urban area, 88 percent of the respondents are living in nuclear family, 56 percent of the respondents are Ph.D holders, 54 percent of the respondents monthly income is above Rs. 40,000, 88 percent of the respondents are permanent employees and their year of experience was above 15 years, 72 percent of the respondents are working in private institution.

Academic Research

Table 2 shows the possibilities of doing research in concerned institution by the respondents.

Table 2

Particulars	Classification	No. of respondents	Percentage
Is your department a Research Department	No	3	6.0
	Yes	47	94.0
	Total	50	100.0
If yes, how many years the department is research department	Below 5 years	3	6.0
	5-10 years	18	36.0
	10-15 years	9	18.0
	above 15 years	20	40.0
	Total	50	100.0
Motivation by the Institution	yes	47	94.0
	no	3	6.0
	Total	50	100.0
Currently Doing Any Projects	minor project	8	16.0
	major project	8	16.0
	PhD project	20	40.0
	none	14	28.0
	Total	50	100.0
Hours Spent For Research Work Per Day	Less Than 2 Hours	19	38.0
	2-3 Hours	27	54.0
	3-5 Years	3	6.0
	More Than 5 Hours	1	2.0
	Total	50	100.0
	Number of Seminars Conducted	Less Than 5	30
5-10		15	30.0
10-15		4	8.0
Above 15		1	2.0
Total		50	100.0
Number of Seminars Attended	less than 5	18	36.0
	5-10	18	36.0
	10-15	1	2.0
	above 15	13	26.0
	Total	50	100.0
Papers Presented	Less than 5	19	38.0
	5-10	18	36.0
	10-15	4	8.0
	above 15	9	18.0
	Total	50	100.0
Articles Published	Less than 5	3	6.0
	5-10	33	66.0
	10-15	3	6.0
	above 15	11	22.0
	Total	50	100.0

Source: Computed

It has been noted from table 2 that 94 percent of the respondents said their department is a research department

among that 40 percent of them said since above 15 years their department is research department, followed by 94 percent of the respondents said they are motivated by their institution to conduct research work, in which currently 40 percent of the respondents are doing Ph.D project, 54 percent of the respondents spent 2-3 hours in a day for their research work, 60 percent of the respondents have conducted less than 5 seminars/conferences, out of which 36 percent of the respondents have attended seminars/conferences less than 10, followed by 38 percent of them have presented papers less than 5 in national and international conferences/seminars, 66 percent of the respondents published 5-10 articles in referred high impact factor journal.

ANOVA

With a view to elucidate the job performance and academic commitment of teaching faculty of various educational institution, the following statements were framed and the ratings (Strongly agree – 1, agree – 2, neutral – 3, disagree – 4 and strongly disagree – 5) have been given by teaching faculty of various educational institution respondents on the basis of their agreeability. These ratings were averaged and compared with their socio-economic profile and their interest towards job performance ANOVA and t-Test in order to identify the significant variations in their responses.

Job Performance and Academic Commitment

Table 3

Source		Mean	Std. Deviation	F	Significance
Monthly Income	Below Rs 20,000	3.94	.468	8.824	.001
	Rs.20,001-30,000	3.36	.299		
	Above Rs 40,000	4.12	.369		
Nature of Employment	Temporary	3.70	.583	2.441	.125
	Permanent	4.00	.434		
Year of Experience	10-15 Years	3.81	.471	6.702	.013
	Above 15 Years	4.13	.389		

Source: Computed S*-Significant at 5% level NS-Not Significant

The result of one way ANOVA show that, there is no significant difference among the personal factors of the respondents like monthly income, nature of employment and year of experience and job performance and academic commitment of the respondents

Job performance and academic commitment of the respondents in the monthly income of above Rs, 40,000 is high with respect to the job performance and academic commitment (mean score 4.12) and the least score of 3.30 has been traced among the respondents in the monthly income of Rs. 20,001-Rs. 30.000. These scores have suggested that irrespective of their monthly income the overall opinion of respondents on job performance and academic commitment is similar. Hence with the F value it is evident that there is no significant difference among the monthly income of the respondents and job performance and academic commitment. Thereby, the null hypothesis is accepted.

Job performance and academic commitment of the respondents of the nature of employment- Permanent is high with respect to the job performance and academic

commitment (mean score 4.00) and the least score of 3.70 has been traced among the respondents of temporary employment. These scores have suggested that irrespective of their nature of employment the overall opinion of respondents on job performance and academic commitment is similar. Hence with the F value it is evident that there is no significant difference among the nature of employment of the respondents and job performance and academic commitment. Thereby, the null hypothesis is accepted.

Job performance and academic commitment of the respondents of the year of experience of Above 15 years is high with respect to the job performance and academic commitment (mean score 4.13) and the least score of 3.81

has been traced among the respondents of year of experience of 10-15 Years. These scores have suggested that irrespective of their year of experience. The overall opinion of respondents on job performance and academic commitment is similar. Hence with the F value it is evident that there is no significant difference among the year of experience of the respondents and job performance and academic commitment. Thereby, the null hypothesis is accepted.

t-TEST

H₀: There is no significant difference in the job performance and academic commitment classified based on the variables such as gender, marital status and nature of their family.

Table 4

Particulars		Mean	SD	No.	t	Table value	sig	H ₀
Gender	Male	4.06	.383	22	2.473	1.960	*	Rejected
	Female	3.89	.504	28				
Marital status	Unmarried	3.99	.456	7	.007	1.960	NS	Accepted
	Married	3.96	.464	43				
Nature of family	Nuclear Family	3.99	.451	44	.318	1.960	NS	Accepted
	Joint Family	3.83	.534	6				

Source: Computed S*-Significant at 5% level NS-Not Significant

The t-test applied to find whether the mean job performance score differ significantly between male and female respondents. The calculated t-test value is 2.473 which is higher than the table value of 1.960 at 5 per cent level of significance. Since the calculated value is higher than the table value it is inferred that the mean job performance scores differ significantly between male and female respondents. Hence, the null hypothesis is rejected.

The t-test applied to find whether the mean job performance score differ significantly between marital status of the respondents. The calculated t-test value is .007 which is lesser than the table value of 1.960 at 5 per cent level of significance. Since the calculated value is lesser than the table value it is inferred that the mean job performance scores differ significantly between marital status respondents. Hence, the null hypothesis is accepted.

The t-test applied to find whether the mean job performance score differ significantly between nature of family of the respondents. The calculated t-test value is .318 which is lesser than the table value of 1.960 at 5 per cent level of significance. Since the calculated value is lesser than the table value it is inferred that the mean job performance scores differ significantly between nature of family respondents. Hence, the null hypothesis is accepted.

7. Conclusion

Research in educational development is a new way of thinking and it allows faculty to take initiatives for smart teaching methodology. This research paper concluded that research utilization is very important for teaching profession and professional development. It's also found that research is needed for social and psychological developments of academicians. The increased practice of research culture in academia are defiantly useful in ways it correlate the college level teaching practice and professional development of teachers and students as well, besides, personal development and knowledge development also enhanced and enriched by the use of research practice, no doubt. In this research attempt, faculty members in educational institution has been analyzed on the different parameters and found that research

is very much needed in their academic and professional development.

Following are some recommendation given by the teaching faculty, which are:

1. Officially reorganization and rewards are very useful to motivate their teaching and research process.
2. Faculty development programmers' in regular basis are to be organized to accelerate research and development work culture in academics.

Thus, final statement of this paper is Research has numerous benefits and advantages in academics and the government must take initiatives to motivate and encourage academicians to take part in this sector for the betterment of education and country.

8. Reference

1. Ajayi Isaac A, Awosusi Omojola O, Arogundade Bukola B, Ekundayo Hastrup T. Work Environment As Correlate Of Academic Staff Job Performance In South West Nigerian Universities, European Journal of educational studies. 2011; 3:1.
2. Anguo Xu, Long Ye. Impacts of Teachers' Competency on Job Performance in Research Universities with Industry Characteristics: Taking Academic Atmosphere as Moderator, Journal of industrial engineering and management. 2014; 7(5):1283-1292.
3. www.google.com
4. www.ebscohost.com
5. www.doaj.org
6. www.infilibnet.com
7. Gupta SP. Statistical Methods, Sultan Chand & Sons, Educational Publishers, New Delhi, 2003.
8. Kothari CR. Research Methodology Methods and Techniques, Vishwaprakashan, New Delhi, 2005.