Introduction

Proliferation in education plays vital role to overall development in nation. Education is important for success in individual’s personal, economic and social development of the nation. It is essential to live with prosperity and happiness, to make us self dependent, confident. People with education can do analysis while making life decisions and able to conceive good ideas and thoughts. Education still looked upon as harbinger of technical, scientific, social, cultural and economic changes. Nation could not make progression unless it promotes all kinds of education. Just like organization, university success also depends on employees, commitments, vision, mission and goals.

Heterogeneity, multicultural workplace, diversity made HR managers deal with set of new challenges and requires changes in management practices in higher education. Achievement of higher education field not only judged with research work but with competitive forces and global conditions. During anti-discrimination movements in USA, diversity became emergent field of research. Because of this, against monolithic structures higher education organizations are giving ideas for inclusion of workforce diversity.

Management people with different psychology, views, ideologies and style can vary for dealing with employee salaries, behavior, location, ethics, and financial management. Higher education in India is in private as well as public sector has funding facility from local, state and central levels. According to articles from Indian constitution for some children education is free and also it is compulsory to all. Significant number of seats is reserved for category students in higher education. In engineering field seats are distributed for girls, boys, categories like SC, ST, OBC, SBE, NT so that students can occupy proper seats. To become excellent and intelligent employee one should get proper knowledge. With primary responsibility of HR manager is to utilize, manage human resources as effectively and efficiently as possible. There are three basic human resources like:

1. Personnel utilization to fulfill organizations need.
2. Motivation to employees to meet organizations development.
3. Human relationship maintenances.
HR management could deliver ‘attract, motivate and retain’ mantra for organization based on some factors like:

- Adopting global approach
- Adoption of analytics technology
- Recruitment
- Diversity and inclusion
- Staff engagement and talent retention
- Managing changes
- Leadership development
- Conflict Management
- Staff motivation
- Managing Economical, Technological changes.

The 21st century is development time of knowledge based economy in higher education institutions. Knowledge-based economy and challenge of globalization force to increase in development of higher education and research. There are several issues and challenges with the Indian education system. Social attitudes, competition in institutes, economic crisis affects higher education market, also forces to change financial, personnel and management changes. New developments in science and technology, multimedia revolution, internationalization and expanding competitive environment are revolutionizing education scenario. Many institutes are promoted with lack of human resources which results in decline of standards in education. Teachers qualification, excellence are means of development where it is necessary to provide short term training programs (STTPs), Faculty Development Programs (FDPs), Pre-service training programs (PSTPs), In-service training programs (ISTPs), Seminars, Conferences to re-orientate values and goals. The political corruption and interference impact these institutions in ensuring desired quality.

Human resource management has become imperative for the survival of an organization in the globalizing economy. Study in countries like Singapore positioned at attractive foreign investment destination because of experienced workforce there. Hence this is considered as a
important section for building contacts in education and business field. Similarly performance of education institute, organization is especially prejudiced by concert of educators, workers, employee and stakeholders.

Proposed study can be useful to understand opinions, attitudes, and perceptions, of employees about HR practices and social impact of technical equipments, computerization in higher education. As computerization programs are keys to success of higher education fields, globalization and effective in producing fast results. Also improvement in quality of teaching-learning process will be profitable to produce competitive PhD’s, post-graduates, graduates in education.

**Benefits by using HR management practices in higher education:**

1. Higher and quality level productivity.
2. Enhanced position in market.
3. Higher profitability.
4. Improved employee morale, loyalty and retention.
5. Enhanced stakeholder value.
6. Improved teaching quality i.e. excellence in education.
7. Minimizing political issues.
9. Improved Research quality
11. Planning for change.
12. Enthusiastic Organizational culture.
13. Personnel, professional and social development.
15. Overall nation’s growth.

With all above benefits one can say with proper HR practice implementations challenges and issues can be minimized in higher education field, which can result in growth of overall country. Increase in income can change living and passion for middle class society. It can be expected for India to emerge as a global hub in higher education in Asia Pacific region. Huge demand for
Indian students in overseas markets will grow economy. To improve employability, higher education institutes and universities should provide quality education. More focus on research and development will benefit to future generations as well.

Some of the major findings of the study can be conducted for staffing, training, development, motivation and maintenance on the professional organizations are:

- There is opportunity to utilize benchmarking HR practices at international / national / regional / sub-regional levels to determine the HR design reality gaps.
- Studies can be undertaken on deemed universities on HR management best practices.
- Comparable studies can be undertaken on best HR management practices in ranked professional organizations in India and abroad.
- Studies can be undertaken on institutions of national importance like IIT, IISc, NIT etc. to assess institutes strategic position.
- Freedom to choose research or teaching, yearly appraisal, training and promotion, rewards for faculties.

In the era of globalization, higher education in India should be competent, reliable so that next generations can be more competent to face issues and challenges in their life. This study can be helpful for younger generations, to adopt new skills, ideas and knowledge in unprecedented demand of higher educations.