Work Plan

The main purpose of selecting survey method is to study the HR management practices followed by the higher educations in India. The steps to follow with this research study are:

1. Finalization of specific human resource practices for research, this can benefit in professional education field i.e. finalization of actual research statement.
2. Identify and list objectives with respect to research problem statement.
3. Study past and present literature about selected and other HR practices in education.
4. Implementation of research work with appropriate tools.
5. Finalize survey and prepare model which can be used in real world.
6. Getting responses from the different users and performing testing and maintenance on the model.
7. Ensure availability of competent and finalize the model.
8. Present and publish research papers through different national, international conferences and journals.
9. Prepare final thesis and get reviews from experts.
10. Finalize research work, thesis and present it through PPT’s to experts and give it to society for benefits.
Methodology

Sample
Around 500 teaching, non-teaching staff will be chosen by stratified random sampling from professional Institutes in Pune region will participate in the study. As per AICTE, New Delhi, the number of professional institutes in Maharashtra is 1317 out of which 300 plus is in Pune region.

Research Design
Pilot studies can be conducted for a short time period with a small sample size of professional Institutions from Pune region. It is used to test the feasibility of study and whether the full study can be undertaken. Sample validity can reflects complete range of attributes under study and fully assesses or measures the construct of interest.

T-test: Similarity between already published and obtained value.
Chi-square: To find relationship between different variables.
F-test: to test equality of two population variance
Correlation: Relationship between different characteristics.

Means and Standard deviations, discriminant function analysis are some computing methods can be applied test hypothesis

Data Collection
- Primary Data will be collected from the teaching, non-teaching staff from the professional Institutes.
- Secondary Data: Literature survey, papers, books related to HR management, Magazines of last 20 years can benefit to get information about challenges faced by professional education.

Data collection Tools
‘Interviews, Questionnaire, A personal data sheet ’ through which respondents responds to statements and Observation tools through which one can simply observe and record the activities
under study. Interview tool can be used to collect data from new faculties, experienced faculties, HODs, Dean, Director, and administrators.

Questionnaire tool will follow basic standards such as mode of presentation of items in questionnaire, common questions, ability to respond, and willingness to respond the items in the questionnaire. Survey questionnaire will be comprised of demographics, recruitment, professional development, performance appraisal, retention, and rewards. Due to uniformity, economical, Comprehensive nature, Anonymity, flexibility, and easiness, Questionnaire is selected as a tool. Once data is gathered using Questionnaire, interviews, and observation tools HR management scale (HRMS) with different ratings and stages:

1. Pre-Pilot Stage
2. Pilot Stage
3. Final Stage can be constructed and validated.

Human resource practices start from recruitment planning to actual selection, development and retention [3]. For development in HR management practices the factors to consider are employee selection and recruitment, job analysis and design, faculty achievements, yearly appraisal, motivation-participation of faculty for professional development, promotion system and compensation rewards system followed by universities. To achieve effective recruitment, some principles are to be ensured with recruitment strategy, i.e. Cost effectiveness, Communication, Flexibility, Equity, Transparency, Sources of recruitment, Purpose of joining service, Views regarding recruitment criteria.