

TALENT ACQUISITION & RETENTION ISSUES OF FACULTY IN HIGHER EDUCATION

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ABSTRACT

Presently, the biggest challenge faced by technical educational institutions in India is the acute shortage of qualified and competent faculties. This has resulted in a scenario where institutions are vying with each other to attract & retain for them the best available faculty talent. Therefore, it is of utmost importance that institutions should design and pursue policies/mechanisms so as to compete well in market place to attract and retain for them the best faculty talent. This paper offers some possible strategies that institutions can adopt to attract & retain for them the best available faculty talent.

The major factors contributing to faculty recruitment and retention are salaries, benefits, start-up and ongoing resources for research, supportive environments, and partner/spouse employment opportunities.

The research design used for the study is mainly descriptive. A number of management institutes have been used from Delhi/NCR and adjoining places to collect a sample of respondents randomly. The sample size was purposely kept small due to the constraint of time and resources. The purpose of this study was to find answers to questions through the application of scientific procedures.

The main aim of study was to discover the truth that is hidden and that has not been discovered as yet.

This paper also brought out an interesting characteristic common at Private Colleges with Optimal retention and absent at Private Colleges with very low faculty retention. Of the Private Colleges that were asked for a more in-depth interview following their initial survey response, all the private Colleges with optimal retention have a published and accessible salary scale; none of the private Colleges with poor retention do. More research needs to be done to determine whether this is a causal characteristic or merely ancillary.

KEYWORDS: Faculty Issues, Higher Education, Private Institutions, Talent, Talent Pool, Attrition, Potential and Skills