

Organizational Behavior And Human Resources Play A Significant Role In The Growth Of Colleges Of Arts And Science In Thanjavur District, Tamilnadu. A Study

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ABSTRACT

Introduction: The successful operation of an organisation depends greatly on organisational behaviour and human resources. The behaviour of organisations is Each and every person in the company interacts with one another and shares ideas as a team to move the business forward. An organization's human resources are its workforce's potential energy, and the more that potential is used, the more growth-oriented the organisation is. The study of organisational behaviour looks into how individuals, groups, and organisational structures affect behaviour inside organisations with the goal of using what is learned to increase an organization's success. The study aims to enhance active human performance in order to accomplish organisational and human goals.

Objectives: This study investigates how human resources are employed and organizational behavior from the viewpoints of both employers and employees. This study demonstrates how an organization's growth is significantly influenced by organizational behavior and human resources.

Methodology: In this study, 25 arts and science colleges in the Thanjavur District served as the sample. A sample of 156 respondents was chosen at random from the entire population by the researcher. The data gathered from the sample were appropriately collated and used for interpretation when necessary. Descriptive Statistics, Reliability analysis and t-test were utilized as statistical analysis techniques.

Key findings: The study's findings revealed that organisational behaviour and human resources have a significant role in the growth of the college. It implies that these two areas need to be managed more effectively in arts and science if they are to see greater growth.

Implications/significance: The study concluded that organisational behaviour and human resources have a big role in the growth of colleges; yet, it implies that these two areas need to be managed more effectively in arts and science if they are to see greater growth.

Keywords: organizational Behavior, Human Resources, Significant Role, Growth, Arts and Science College

INTRODUCTION

The overlap in course objectives and offers between organizational behaviour and human resource management courses led to the development of the subject of study known as organizational behaviour and human resources (OBHR), which is housed in the majority of business schools. Organizational behavior is the study of how people behave in social situations with a focus on explaining, foreseeing, and comprehending how people behave in organizations. The analysis and understanding of topics like motivation, leadership behavior, task performance, problem solving and decision making, group functioning, and other classes of behaviour relevant to organizational effectiveness is based on empirical generalizations and theories derived from the cognitive and reinforcement paradigms and models of social influence.

The focus of human resource management is on human resource systems, the development and use of various personnel tests, the gathering and verification of employee demographic information, the techniques for job classification, the analysis of psychometric requirements in compensation programming, training impact analysis, and problems with performance appraisal systems. There are at least 190 OBHR graduate programs worldwide, including both master's and doctoral degrees, according to the Society for Human Resource Management.

Organizational behavior is the academic study of how individuals interact with others in organizations, and its concepts are mostly used to improve how businesses run. The study of how people behave in organizational contexts and inside the organization itself is known as organizational behavior. Employers are hired and given training to increase their value to the company through human resources management. The study of organizational behavior provides knowledge about how workers act and function at work.

An important role in a business is human resource management (HRM), and modern management has placed a high value on this function. Today, workers are given specialized training in this area to satisfy the rising demand for HRM duties, which include staffing, planning, and organizing. In this sense, HRM has played a vital role in a company or an institution and will continue to do so. A significant factor that affects almost every aspect of how an institution is run. It strives to establish and maintain positive working connections among all of the organization's members and to uphold a high level of employee morale.

Every person is different based on their experiences and education. Leaders can better grasp the motivational strategies needed to enable their people to realise their potential by using organisational behaviour. Analyzing the organisational structure that may operate in the best interests of their people is important for leaders. Large firms have transitioned to a flatter organisational structure in recent years, including Google. They give workers the freedom to operate autonomously, which encourages information sharing and gives them more say in decision-making.

REVIEW OF LITERATURE

Employees who regularly participate in high-quality training sessions are better equipped to perform successfully on the job, thereby accomplishing organisational objectives and earning a competitive advantage. In order to improve everyone's performance and promote organisational growth, training is a crucial tool for the organisation. It benefits a company's employees and employers alike. If a worker is properly trained, he will become more effective and productive. **(Amir Elnaga & Amen Imran 2013)** Organizational leaders should apply systematic methods for evaluating employee performance, the results of which are frequently influenced by elements related to the individual, the organisation, the environment, motivation, skill level, aptitude, or role perception. Employees will be able to help the organisation achieve its competitive posture in the current global market with the right training and development opportunities and employee performance assessment methodologies. **(Joel Rodriguez & Kelley Walters 2017)** The investigation's primary objective was to examine how training and growth contribute to the achievement of organisational objectives. Examining the role of training and development in organisational success was the main goal of this study. Training and development are the most crucial components of management performance. While creation is focused on upcoming roles and responsibilities, training is focused on the current organisation. For an organisation to become more productive and competent, training and development resources from HRM are essential. It is a strategy for imparting knowledge and experience to company executives. Managers can use it to enhance organisational productivity and efficiency as well as the standard of human resource management. It should be reflected in essential educational programmes and policies. Those are critical to the growth of human capital. **(Amer Hani & Al-Kassem 2021)** The heart of the company is its workforce. According to the survey, organisations should evaluate their staff members to increase efficiency. Therefore, in order to boost employee productivity, management should use targets, accomplishments, organisational goals, time management, and efficiency in performance measurement and the appraisal process. According to the study, organisations should set up and implement performance appraisal systems that enable management to assess employee performance, develop performance goals, raise employee standards, and help staff members manage their time by creating schedules and deadlines. As behavioural performance appraisal systems were found to be statistically significant in affecting employee relationships and boosting staff productivity, the study advises businesses to implement them along with management by objectives. **(Mwema & Gachunga 2014)** Everybody wants to succeed in both their

personal and professional lives. All of your efforts as a manager to succeed and save money boil down to one fundamental truth: Your team's success depends on the contributions of each individual member. Individual behaviour is the ability of a person to react and interact with others generally or when performing a particular task. His level of knowledge in a particular functional area, like human relations, is also determined by his personal experiences, talents, aptitudes, and attitudes. Organizational behaviour is a branch of study that looks at how people, groups, and structures affect behaviour inside organisations with the goal of using this knowledge to enhance an organization's performance. **(Mridula Mishra)** Rethinking the Contribution of Organizational Change to the Teaching and Learning of Organizational Behaviour and Human Resource Management **(John Mendy 2017)** Particularly at educational institutions, where its various aspects were examined independently in a teaching environment, organisational behaviour was an unexplored field. Out of all the factors affecting leadership, stress has been studied the most. Other factors like learning in the workplace, morals and ethics, employee interactions, decision-making, communicating, change and development, and learning in the organisation have all been researched in some depth abroad but not at all in India. Rarely, whether in India or elsewhere, has a thorough investigation of organisational behaviour been done. **(Geeta R Thakur 2014)** Organizational behaviour focuses on how to boost organisational citizenship behaviour and job satisfaction while reducing absenteeism, turnover, and disruptive workplace conduct. Organizational behaviour is crucial for effective business management. It is that area of research that determines how individuals, groups, and organisational structure affect behaviour inside an organisation and then uses that understanding to improve organisational performance. **(Prabha Renuka Horo Frederick 2014)** Stakeholders, legislators, and consumers are aware that some activities may have negative environmental repercussions. In order to secure their long-term success, HEIs must take sustainability of human resources into account. Sustainable HRM can aid self-sustaining development processes in addition to serving as an efficiency measure. Despite the lack of precise definitions of HRM sustainability in the literature and the lack of focus on this topic, this study provided some insight into what sustainability is and how it relates to HRM. **(Muhammad Mohiuddin, et. all 2022)** In periods of fast change and greater rivalry, human resources management plays an increasingly significant role in maintaining "leading edge" competitiveness for organizations. **(Andreea MAIER et. all 2014)** Human resources management can be viewed as an exchange of information between an employer and employee on the accomplishment of specific organisational objectives and beneficial outcomes. Innovative methods and practises in human resource management have advantages for both the participants and the process itself. The resources that consume the majority of a company's budget are its human resources. Employee growth is favoured by effective human resource management, which also enables employees to maximise their potential. The phrase "human resource management" can be used to refer to employee practises connected to hiring, training, and development, as well as formally established processes and rules, as well as the creation of the organization's culture and values. **(Teodora Lazarova 2019)** Human Resource Management refers to staff's attraction and the twice stage refers to achieve of skills, updating, and promotion of staff by education. So in the organizations, development of human resource by education as inseparable process that create ability and talent, increase knowledge, change attitudes and ultimately influence on behaviour and performance; has an important role in the development of the organization **(Nafiseh Rafiei & Fereshte Davari 2015)** The study of organisational behaviour (OB) aims to comprehend, clarify, and eventually enhance the attitudes and behaviours of individuals and groups within companies. Human resource management examines the "nuts-and-bolts" applications of the theories and principles covered in OB in organisations. While a human resource management study could look at the best ways to provide training programmes to encourage employee learning, an OB study might explore the connection between learning and work performance. **(MUTHU NATARAJAN 2003)** Human behaviour in organisations has been termed as a separate discipline called as "Organisational Behaviour". It is a growing discipline, interdisciplinary in nature which draws the combined talents of psychologists, sociologists and anthropologists, who are termed as behavioural scientists **(Santosh Kumar Mishra)** The individual variance and processes that are necessary in order for HR practices to impact organizational performance **(Patrick M. Wright & Lisa H. Nishii 2007)** This study demonstrates that organisational commitment congruence and effective human resource management practises both contribute to organisational performance and help educational institutions gain a competitive edge. HRM practises and organisational commitment had a substantial association. Relationships between employees and employers, as well as recruitment and selection, had a big impact on organisational commitment. Relationships between employees and employers pay and benefits and manpower planning all had a substantial impact on the institutes' overall HRM practises. **(Harold Andrew Patrick & Shiju Sebastian 2012)** Human resources management is the use of modern scientific methods of human thought and behavior for effective management, give full play to people's initiative to achieve business goals **(Wujie 2016)** Human resource management (HRM) is gaining popularity in public management research. **(Paul Boselie et. all 2021).**

OBJECTIVES OF THE STUDY

The following are the study's primary goals.

- To examine the respondents' demographics who work in arts and science universities

- To recognize the colleges' organized organizational behavior
- To determine how human resources are used in arts and science colleges
- In order to gauge the expansion of institutions for the arts and sciences in and near Thanjavur District,
- To investigate the connection between each factor, organizational behavior, and human resources.

STATEMENT OF THE PROBLEM

These days, organisational behaviour and human resources play a significant role in how arts and science colleges evolve. Only with appropriately designed organisational behaviour and human resources can arts and sciences colleges move toward growth. The proper utilisation of organisational behaviour and human resources should be made. The improvement of organisations through organisational behaviour and human resources is of importance to colleges of arts and sciences. Employees are referred to in organisational behaviour and human resources. The employees' motivation to adhere to the proper corporate behaviour drives the business toward development. A company moves toward success by fusing effective staff management with organisational behaviour. Only when employees feel safe and in a positive working environment can their work be successful. By exchanging messages with each other and engaging in appropriate human connection, employees are better able to perform. This study shows that the growth of arts and science colleges in Thanjavur district is significantly influenced by organisational behaviour and human resource management.

RESERCH METHODOLOGY

The substantial function of colleges has been determined using a descriptive research design. In this study, 25 arts and science institutions in the Thanjavur District served as the sample. A sample of 156 respondents was chosen at random from the entire population by the researcher. The data gathered from the sample were appropriately collated and used for interpretation when necessary. Descriptive Statistics, Reliability analysis and t-test were utilized as statistical analysis techniques.

The respondents in this research study were faculty members who were chosen from a variety of reputable arts and scientific colleges in and around Thanjavur, Tamil Nadu.

Population and Sample Size: Faculty members working at several arts and science colleges in and near Thanjavur, Tamil Nadu, make up the population of this study. There are 156 employees in the sample.

Data acquisition: A self-administered convenience sample approach was used to obtain primary data, and the full data collecting process took place over the course of one month.

Survey Instrument: A structured questionnaire was developed with a five point Likert scale, with 1 for strongly disagreeing and 5 for strongly agreeing, on growth variables such as safety precautions, factors that relieve stress, flexible training technologies, time management innovations, telecommunications innovations, proactive attitudes, workplace behavior, and employee contact, engagement at work, a progressive outlook, and satisfying performance on the job, with 1 for disagreeing, 2 for undecided, and 3 for agreeing. It was developed with discussion among experts and a review of the literature.

Statistical Tools: Statistical methods including the mean, standard deviation, T-test, are utilized to analyze the data using SPSS 25.

Designing research

In order to determine the progress of arts and science institutions, this study tries to define numerous organizational behaviours and human resource characteristics. A descriptive study design has therefore been chosen. The goal of descriptive research projects is to describe the traits of a certain person or group.

Pre test

The researcher tested the questionnaire on 156 participants to ensure its validity and usefulness. The necessary changes were performed following pre-testing. Several sentences were rephrased and altered in addition to the feedback from the respondents and the subject-matter experts from arts and scientific colleges.

PILOT study

The researcher came to the conclusion that it was viable to conduct the current study among a variety of professors at arts and scientific colleges in the Thanjavur District and adjacent. To conduct the pilot, the researcher gave a sample questionnaire to prospective study participants. In response to the pilot study's results, the questionnaire was modified.

Sampling

The sample for the current study is comprised of 25 arts and science colleges in the Thanjavur District and its surrounding areas. A sample of 156 respondents was chosen at random from the entire population by the researcher.

DATA COLLECTION

The data collected for this research study is primary data, collected from the faculty members of Arts and Science Colleges located in an around Thanjavur District.

Applied Tools for Analysis

The data gathered from the sample were appropriately collated and used for interpretation when necessary. Analysis was conducted using the Likert's scale method, Descriptive Statistics, T-Test, and Reliability Analysis methods.

RESULTS AND DISCUSSIONS

Table 1 (Demographic Study of the Respondents)

S. No	Demographic Variables	Respondents Category	No. of Respondents	No. of Respondents In Percentage
1	Age	26-35	56	36%
		36-45	50	32%
		45 above	50	32%
2	Gender	Male	65	42%
		Female	91	58%
3	Marital status	Single	45	29%
		Married	111	71%
4	Educational qualification	M.Sc, B.Ed., M.Phil,	42	27%
		M.Sc, M.Phil, PhD	31	20%
		M.A B.Ed., M.Phil	44	28%
		M.A., M.Phil, PhD	39	25%
5	Designation	Assistant professors	56	36%
		Associate professors	25	16%
		Professors	25	16%
		Dean	25	16%
		The employer	25	16%
6	Professional experience	Below 5 years	56	36%
		6-10 years	50	32%
		11-15 years	25	16%
		Above 16 years	25	16%

Below illustrates the demographic characteristics of the faculties of the arts and scientific colleges in the Thanjavur region. In this study, 156 faculty members from various arts and science colleges in the Thanjavur region were selected as responders, 65 of whom were men and 91 of whom were women. They have been divided into groups based on a variety of demographic characteristics, including age, marital status, educational background, job title, and lastly professional experience.

FRAMEWORK FOR RESEARCH

- Safety precautions
- Factors that relieve stress
- Flexible training technologies
- Time Management
- Telecommunications innovations
- Proactive attitude
- Workplace behaviour and employee contact
- Engagement at work
- A progressive outlook
- A satisfying performance of the job

Table 2 (Descriptive Statistics)

Descriptive Statistics				
	N	Mean	Std. Deviation	Variance
Safety Precautions	156	3.67	1.378	1.899
Factors That Relieve Stress	156	3.78	1.327	1.762
Flexible Training Technologies	156	3.87	1.096	1.201
Time Management	156	4.00	1.041	1.084
Telecommunications Innovations	156	3.89	1.128	1.272
Proactive Attitude	156	3.94	1.206	1.454
Workplace Behaviour And Employee Contact	156	4.12	1.080	1.166
Engagement At Work	156	4.08	.961	.923
A Progressive Outlook	156	3.68	1.265	1.600
A Satisfying Performance Of The Job	156	4.16	.974	.948
OVERALL MEAN	156	3.9179	1.11439	1.242
Valid N (List wise)	156			

The mean score on overall OB&HR was found to be 3.9179 on a five point Likert scale. This is above the neutral score of 1.90, which implies that respondents' overall OB&HR is favorable or positive. The survey was conducted to determine staff members' responses on various OB&HR attributes using a five-point Likert type scale ranging from strongly disagree (1) to strongly agree (5). Safety Precautions (3.67), Factors That Reduce Stress (3.78), Flexible Training Technologies (3.87), Time Management (4.00), Telecommunications Innovations (3.89), Proactive Attitude (3.94), Workplace Behaviors And Employee Contact (4.12), Engagement At Work (4.08), A Progressive Outlook (3.68), and Satisfying Performance Of The Job (4.16), all of which have mean scores above the neutral score of 5, imply a favorable or positive outcome, According to these results, OB&HR plays a significant role in the growth of arts and science colleges in Thanjavur District, Tamil Nadu.

Table 3 (T-Test)

Group Statistics					
	GENDER	N	Mean	Std. Deviation	Std. Error Mean
OVERALL MEAN	Male	65	4.9400	.13086	.01623
	Female	91	3.1879	.91285	.09569

The mean, standard deviation, and T-test are used to determine whether there is a significant difference between male and female OB&HR. In general, OB&HR does not differ by gender. The results of the table show that. Compared to male personnel, female staff reported lower mean and higher SD levels of OB&HR (mean 3.1879, SD 0.91285). (Mean 4.9400, SD 0.13086). The outcomes varied significantly from one another.

Table 4 (Reliability Analysis)

Reliability Statistics	
Cronbach's Alpha	N of Items
.992	10

The scale's validity suggests that there were no random errors in the study. The Cronbach's alpha coefficient is used in this study to assess internal consistency (α). The statistic shows the average correlation between all of the scale's constituent parts. Higher numbers denote more reliability, with values ranging from 0 to 1. According to Table 4 above, the examination of the Cronbach's alpha scale for OB&HR yielded a result of 0.992, which is greater than 0.7 and implies increased reliability in all types of social research. This suggests that the questionnaire survey instrument can be a trustworthy technique to reliably measure the concept.

CONCLUSION & FINDINGS

As academicians can work freely and without any institutional constraints, effective OB&HR ensures maximum operational flexibility and the overall growth of the personnel. For this reason, extra care has been taken to create a positive atmosphere and academic environment, especially in Arts and Science Colleges, so that staff members can give their all. In the current study, a sincere effort is made to comprehend how various independent factors, such as safety precautions, stress-relieving factors, flexible training technologies, time management, telecommunications innovations, proactive attitude, workplace behaviour, and employee contact, affect employee engagement at work, a forward-thinking outlook, a satisfying performance of the job, and the overall OB&HR experiences of staff members working in arts and science colleges.

Because teachers are viewed as the most significant assets of any educational institution and the engine of all success, the study discovered that possibilities for growth, employment stability, and work freedom had a bigger impact on the overall OB&HR experience than environmental factors. This is the reason the OB&HR concept has gained traction recently, and research is going on worldwide to find out inputs for framing effective OB&HR plans.

Implications for Management

The results of this study demonstrate how organisational behaviour and human resources are crucial to the expansion of arts and science colleges. We examined a number of organisational behaviour and human resource factors. The study concluded that organisational behaviour and human resources have a big role in the growth of colleges; yet, it implies that these two areas need to be managed more effectively in arts and science if they are to see greater growth.

Limitations of the Study

- Only arts and scientific colleges in and around the Thanjavur District are included in this survey, which had 156 respondents in total.
- Only a few individual and organizational traits were chosen as independent variables for the study.

➤ In some questions, the researcher is unable to detect the respondents' prejudice because it is so pervasive.

Scope for Additional Research

Like other studies, this one has some limitations. The respondents worked for private institutions in the Thanjavur district of Tamil Nadu as assistant professors, associate professors, professors, deans, and employers. In addition, the sample size was only 156 pieces. The study's reach could be expanded by including other colleges in Tamil Nadu, India. To draw a firm conclusion regarding OB and HR playing a key part in the expansion of private colleges in India, future studies must make an effort to include other district colleges. The results might be different if part-time workers are researched because all of the study's participants were staffs who worked full-time. The results of this study are exclusive to OB&HR. Applications to the real world: a review of the literature Applications in the real world: It is evident from a review of the literature that OB and HR in private organisations have gotten a lot of attention in India. Management will find the study's findings to be very helpful as they create future plans for improving OB&HR in the workplace.

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