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An Investigation of the Training and Development Gap Existing in Academics for Sustainability in HEI Spaces

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Abstract

Purpose: This paper aims to investigate the professional development and recruiting trends in the higher education Institutes for sustainable education environment and propose a theoretical framework for Educational Institutions HR policies for employees professional development,achievement and retention, and maintainingpositive academic environment.

Design/methodology/approach: Further, for the set of factors, Sustainable Education, Academic culture, Research environment, Recruitment and Selection, Training and Development and Transforming Education Systemwere identified through review of literature and expert opinion specific to Indian context. The theoretical model shows the mutual relationship between the latent variables

Findings: Proposed model distributes interrelationships among the latent variables which were utilized for deriving expert opinion and literature review. Professional advantage can be attained by educational institutions by important factors i.e. Sustainable Education, Academic culture, Research environment, Recruitment and Selection, Training and Development and Transforming Education System .The ever increasing innovation and research in academic environment require educational institutions to come up with policiesto create an education environment for sustainability and quality education.

Originality/value: Key factors related to training and development and recruitment and selection is addressed by proposing theoretical framework Sustainable Model for transforming higher education addressing academic gap f.or the first time

Keywords: *Single coral particle; impact load; crushing; strain rate effect*

1.Intoduction

The changes in the worldwide business scenario are exceptional and will remain so in the coming decades, with the beginning and the influence of new technologies for the information and awareness. In a knowledge based economy, as knowledge becomes more important, so does higher education (World Bank/OECD, 2006).

Currently globalization is one of the major reasons to have an imperative vision at management education in conformance with global market.It is often stated by scholars that management education should be practical, experience based, active and of high quality. They identified items of quality from all stakeholders point of view for improving the satisfaction of customers.

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There is a strong emphasis on the pursuit of education quality in ongoing educational reforms in both local and international context. Management education gaps are identified and impact of cost on quality of management education needs to be analyzed. Synthesis of review identified research gaps, it was noticed that limited work has been done in this regard. The research will make an attempt to close the visible academic gap.

2. Theoretical framework

2.1Sustainable Education

Sustainability competencies comprises of skills, abilities, capabilities, qualification and other concepts in academics(Deem.R,2001). If competencies are applied in sustainability then complexes of knowledge,skill and attitude will enable solving sustainability problem(Dale&Newman,2005)(Rowe.D,2007).
University research is essential for sustainable development; in order to thrive novel ways of carrying research are essential. Recently the field of sustainability and higher education is defined comprehensively by the university research for sustainable development.

2.2Academic culture

The academic capital transforms the knowledge which is like an umbrella concept, including the organizational culture, particular to education sector. Intellectual capital measurement contributes to rendering the university very responsible.Human capital should be able to improve mutual understanding and shared belief and facilitate tacit knowledge diffusion. Education for Sustainable Development (Sterling.S,2001)consequently encourages competencies like critical thinking, imagining future circumstances and making decisions in a mutual way. (Sterling.S,2002)and (Thomas, I. 2009)Sustainable Development can only flourish in a peaceful environment. In order to ensure that this gets materialized great attention has to be given to research and education. Academicians and students should be empowered through education to contribute towards community development.

2.3Research environment

Leadership by researchers is a vacuum need to be filled to survive in challenging environment. (Cappelli et al., 2010). The leaders must make an environment for professional as well as individual success. Brand is beneficial to faculty and students. It is also helpful in good recruitment, Top management commitment towards branding shows better Brand management than other colleges.(Mahajan, Agrawal, Sharma, & Nangia,2014)used interpretive structural modelling approach to identify the factors affecting quality of management education in India and explains their nature, significance and mutual Leadership emerged as the most important factor followed by organisational structure and practices
Curriculum can be negatively impacted in the absence of research programmes for creation of knowledge. It is extremely important to develop research skill (Dayal, 2002).

2.4Recruitment and Selection

Academic experience with the right amount of education is termed as academic capital. Universities culture is changing at a rapid phase with the increase in technological changes(Deem.R,2001). They have examined advantages and disadvantages of academic capitalism, technology transfer strategies(Jauhari A, Pratihar AS,2010). Faculty engagement in entrepreneurial capitalism, and changing faculty values, norms, and beliefs.(Davies.,et.al,2010) have contributed to the understanding of academic culture and its result on the execution of a quality development method.

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2.5 Training and Development

The process of attracting and identifying right candidates for the right position is recruitment. (Newell, 2005) and selection is the process of making a choice of the best out of the pool of candidates (Newell, 2005). Therefore, both the functions are totally different from each other.(Orlitzky, 2008). In academia, the role of HR professionals is negligible. (Thunnissen and Van Arensbergen 2015) argue that this is because full time professors like no interference and wish to choose candidate based on their expertise.

Training and Development

2.6 Transforming Education System

(Gruber, Reppel& Voss,2010) have talked about different marketing models in education considering students as customers, products, or partners. (Mahapatra & Khan, 2007) demonstrated in their study expectation and perception gap model as one of the best models for stakeholders in a technical education system in order to decide on what are the elements of quality.

Table 1 Summary of latent constructs and sub variables identified-

Sr No.	Latent Constructs	Measurement Indicators
1	Sustainable Education	Sustainability Competencies Education system Higher education environment
2	Academic culture	Academic capital Faculty engagement Academic culture
3	Research environment	Institutional research environment Faculty research knowledge management
4	Recruitment and Selection	Professional skills Research oriented teaching HR policies Selection Process
5	Training and Development	FDP',Training Program and workshops Skills acquired
6	Transforming Education System	Innovation Digital learning Intellectual capital measurement

3. Research Methodology

In this process researcher has adhered to the principles outlined by Tran-field et al. (2003), i.e. transparent, replicable and rational and has also derived publication data from the following databases: ProQuest, Science Direct, EBSCO, SCOPUS, Emerald and Springer. The study is based on primary and secondary data collected

from different sources. It includes extensive literature review, survey-based research, from Ebsco, Emerald, Scopus, Jstor, Thomson Reuters and Google Scholar.

4.Conclusion

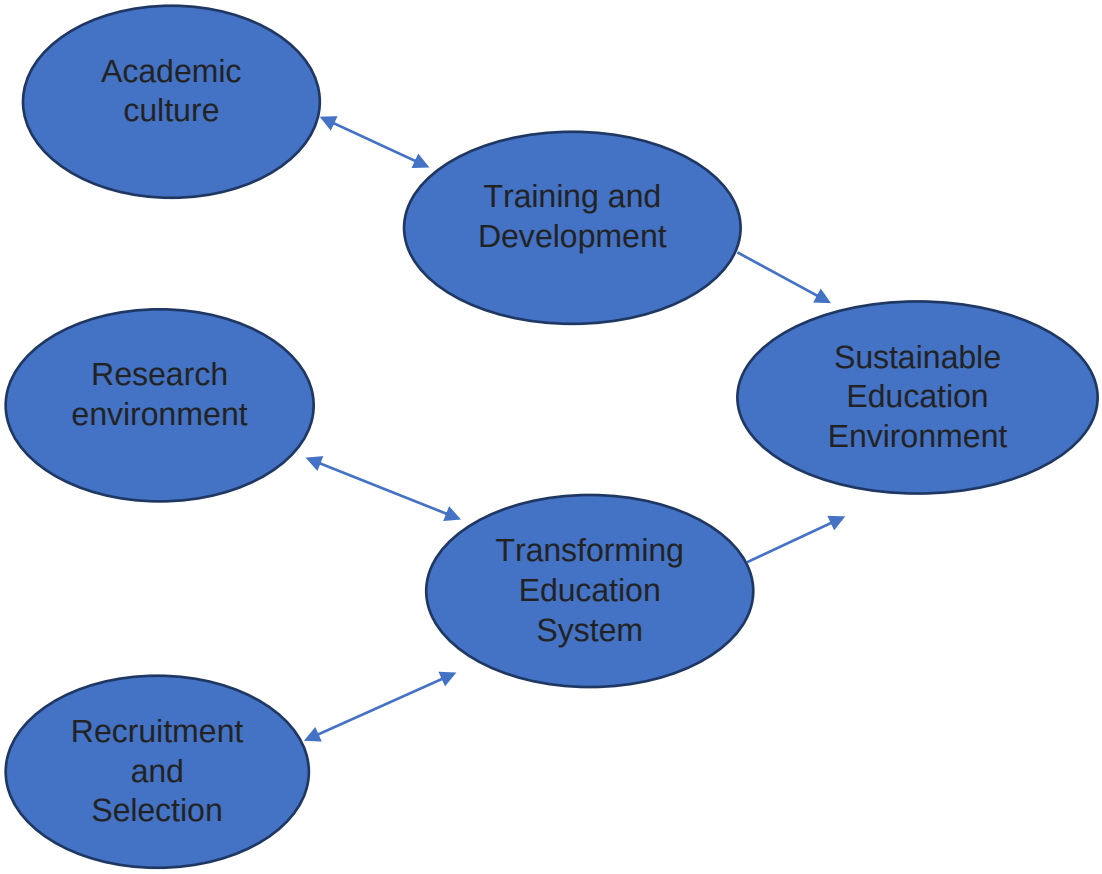

Figure 1 Sustainable Model for transforming higher education addressing academic gap

Table 2 Types of Variables (Dependent, Independent and Mediator)

Sr. No.	Variable Type	Variable Name
1	Independent Variable	Recruitment and Selection, Research Environment and Academic Culture
2	Mediator Variable	Transforming education System ,Training and Development
3	Dependent Variable	Sustainable Education Environment

Ensuring quality in Management education can bring about benefits to the community at state level, region level and global level. This is possible when a proper mechanism exists to measure quality along with appropriate regulatory mechanisms initiated to sustain and build quality of education.To provide training to faculty through faculty development programmes, MDP's and Research oriented training for creating research environment and embedding best teaching practices.To increase the research budget for faculty and also to provide more opportunities

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to gain International exposure.This also aids the implementation of research enhanced learning which is needed due to rapid changes from the traditional education system. Institutional features help build up and enhance research skills for all stakeholders. A combination of all these parameters is necessary for sustainable education.

5. Limitations and Scope for further research

The study was limitedto opinion from a small group of experts and extant review of litreature; a bigger group may be taken into consideration for future studies. Further, it may be further validated through statistical analysis.

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