

Analytical Study of Teachers' Perception of Factors Affecting Performance of B-Schools Located in Navi Mumbai Region of Thane District Maharashtra

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Abstract

The question mark on the employability of B-school/management students has been a subject to different research over last years. The purpose of this paper is to present prominent dimensions affecting the performance of B schools from teachers' viewpoint. The research is conducted in Navi Mumbai region of Thane district of Maharashtra. Five point Likert scale is used to measure the responses of the respondents. The data is collected from primary and secondary sources. Sample of 200 teachers is used in the study and analyzed using factor analysis. The result of the study catches four major dimensions :- placement, academics, timely release of government scholarships and other support facilities which affect the performance of management institutes located in Navi Mumbai region of Thane district Maharashtra.

Introduction

Nation building depends upon productive capability of youths. An educated youth is an asset of any nation as it is evident that from the available literature (Gideon, 2012; Manan & Mohammad, 2003), students significantly contribute to the development of nation's economy through creativities and innovative breakthrough that results in growth and development. Business school students can be considered responsible for the development of any country as they help in developing necessary administrative and management tools. Performance of business management institutes located in Navi Mumbai region is not only a matter of concern for educationalists but also an important issue for both government and private sector organizations. The employers emphasize on the importance of good academic performance as well as depth of knowledge and skills required for various job positions. Managements' strategies, attitude towards introduction of skill based program apart from syllabus plays important role in the performance of business school. Finance is one of the major factors which affect management's decision of implementing strategies. Major amount of scholarship/freeship and release time from the government is also a matter of concern. Increased number of working students affects the attendance and thereby affecting teaching quality of the teachers. Innovative and creative business ideas could be converted in building enterprises. But there is a question mark on the performance of incubation centers in majority on the institutes. The frequency, purpose and outcome of LIC and AICTE visits are also a major concern which affects the performance of management institutes. Adjustments done implementation of suggestions made by these committee members cannot be ignored while analyzing the dimensions affecting the performance of management institutes.

Objectives of the Study

The main objective of the study is to analyze factors affecting the performance of management institutes located in Navi Mumbai region from teachers' perspective.

Literature Review

According to various studies conducted so far students' performance is the major factor which contributes to the performance of the education institute. According to Gideon (2012) factors which affect the academic performance include faculty members' compatibility, subject matter/contents or curriculum and facilities/support resources within the institute. Al-Jewair et. al. (2010), state that academic performance has been defined as the degree to which a student is accomplishing his or her tasks and studies. Ebrahimitouri & Mehri (2011) view the prevalence of resource and facilities in any organizations or institutes as an important factor affecting students' performance. They further added that the physical environment and some other factors like heat, cold, and quality of air ventilation, building design, lighting system, peaceful and comfortable environment obviously affect learning in a productive and positive manner. According to Urien (2003), role of department or faculty members, study discipline and family background also have major impact on the academic performance of the student. Interest in understanding the role of school context in teachers' professional development has recently emerged (Steinberg and Garrett, 2016).

Research Methodology

The study is descriptive and exploratory in nature. Data collection method is cross sectional. Data is collected from primary as well as secondary source. Secondary data is mainly used to list various dimensions affecting performance of management institutes. Primary data is collected through structured questionnaire distributed to 200 teaching staff members of management institutes located in Navi Mumbai region of Thane district Maharashtra. The responses are measured on five point Likert scale ranging from Totally Disagree (1) to Totally Agree (5). Factor analysis is done using SPSS 21 to analyze the data and extract and find out underlying dimensions affecting the performance of management institutes located in Navi Mumbai region of Thane district Maharashtra.

Data Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.750
Bartlett's Test of Sphericity	Approx. Chi-Square of df	1132,395 78
	Sig.	,000

KMO and Bartlett's test indicates the suitability of data for factor analysis. KMO value indicates sampling adequacy. Value greater than .6 is considered to be adequate. Here value of KMO is .750 which indicates that sufficient items/variables are there for each factor. Significance value of .000 indicates that correlation matrix is significantly

different from identity matrix in which correlations between variables are zero. Here there exists significant correlation between the variables to carry out factor analysis and data is suitable for factor analysis.

Correlation Matrix														
	Teaching_Qty	Syllabus_and_Evaluation	Attendance	Placement	Employability	Skill_based_training	Incubation_centers	Govt_Scholarship	Organization_Structure_Culture	Staff_Turnover	EDP1	Employee_Satisfaction	Leadership	
Correlation	Teaching_Qty	1,000	-,058	,156	,884	,643	,582	,252	,086	,218	,026	,590	-,006	-,038
	Syllabus_and_Evaluation	-,058	1,000	,053	-,020	,003	,006	-,164	-,080	,045	,032	,078	,044	-,089
	Attendance	,156	,053	1,000	,154	,175	,170	,106	,068	,099	-,010	,241	,043	-,042
	Placement	,884	-,020	,154	1,000	,772	,714	,263	,048	,249	,096	,565	,005	-,095
	Employability	,643	,003	,175	,772	1,000	,950	,255	-,010	,220	,077	,574	-,021	-,174
	Skill_based_training	,582	,006	,170	,714	,950	1,000	,256	-,015	,203	,081	,534	-,050	-,157
	Incubation_centers	,252	-,164	,106	,263	,255	,256	1,000	-,131	-,059	,032	,119	,050	,010
	Govt_Scholarship	,086	-,080	,068	,048	-,010	-,015	-,131	1,000	-,090	,003	,012	-,090	-,002
	Organization_Structure_Culture	,218	,045	,099	,249	,220	,203	-,059	-,090	1,000	,012	,117	,069	-,062
	Staff_Turnover	,026	,032	-,010	,096	,077	,081	,032	,003	,012	1,000	,015	-,062	-,027
	EDP1	,590	,078	,241	,565	,574	,534	,119	,012	,117	,015	1,000	-,026	-,168
	Employee_Satisfaction	-,006	,044	,043	,005	-,021	-,050	,050	-,090	,069	-,062	-,026	1,000	,000
	Leadership	-,038	-,089	-,042	-,095	-,174	-,157	,010	-,002	-,062	-,027	-,168	,000	1,000

Correlation matrix shows how variables are associated with each other. Some of the correlations are high (+ or - .60 or greater) and some are low (< .20). High correlations indicate that two items are associated and will probably be grouped together by factor analysis. Items with low correlations usually will not have high loadings on the same factor.

Communalities

	Initial	Extraction
Teaching_Qty	1,000	,747
Syllabus_and_Evaluation	1,000	,538
Attendance	1,000	,337
Placement	1,000	,831
Employability	1,000	,843
Skill_based_training	1,000	,784
Incubation_centers	1,000	,577
Govt_Scholarship	1,000	,721
Organization_Structure_Culture	1,000	,298
Staff_Turnover	1,000	,474
EDP1	1,000	,569
Employee_Satisfaction	1,000	,517
Leadership	1,000	,283

Extraction Method: Principal Component Analysis.

Communalities represent the relation between the variable and all other variables (i. e. the squared multiple correlation between the item and all other items) before rotation. If many or most communalities are low (< .30), a small sample size is more likely to distort results.

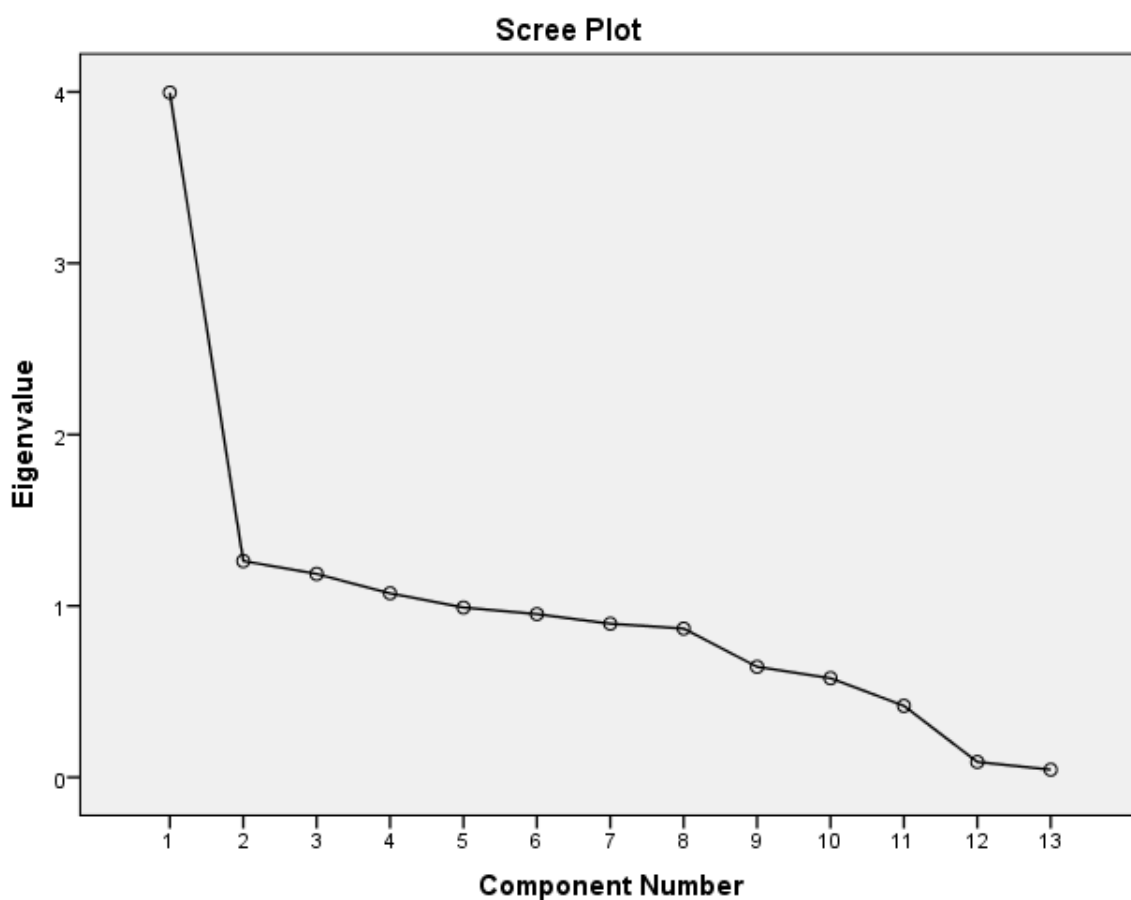
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,996	30,739	30,739	3,996	30,739	30,739	3,979	30,605	30,605
2	1,262	9,709	40,449	1,262	9,709	40,449	1,262	9,711	40,316
3	1,187	9,129	49,577	1,187	9,129	49,577	1,181	9,083	49,399
4	1,074	8,259	57,836	1,074	8,259	57,836	1,097	8,437	57,836
5	,991	7,622	65,458						
6	,953	7,327	72,785						
7	,896	6,893	79,679						
8	,868	6,676	86,355						

9	,645	4,959	91,314					
10	,578	4,449	95,763					
11	,417	3,209	98,972					
12	,089	,687	99,659					
13	,044	,341	100,000					

Extraction Method: Principal Component Analysis.

The **Total Variance Explained** table shows how variance is divided among the 13 possible variables. Eigenvalues refer to the variance accounted for, in terms of number of items worth of variance each explains. Four factors have eigenvalues greater than 1.0, which is a common criterion for a factor to be useful.



The Scree plot shows that after the first four components differences between the eigenvalues decline and they are less than 1.0.

Component Matrix^a

	Component			
	1	2	3	4
Employability	,913			
Placement	,909			
Skill_based_training	,877			
Teaching_Qty	,846			

EDP1	,727			
Syllabus_and_Evaluation		,723		
Incubation_centers	,336	-,489	,459	
Leadership		-,429		
Organization_Structure_Culture		,407		
Govt_Scholarship			-,713	,418
Employee_Satisfaction			,598	,335
Staff_Turnover				-,659
Attendance				,484

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
Employability	,912			
Placement	,911			
Skill_based_training	,877			
Teaching_Qty	,851			
EDP1	,719			
Syllabus_and_Evaluation		,724		
Incubation_centers	,351	-,538	,401	
Leadership		-,486		
Organization_Structure_Culture		,353		
Govt_Scholarship			-,832	
Staff_Turnover				-,662
Employee_Satisfaction			,475	,537
Attendance				,492

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Factors are rotated so that they are easy to interpret. Each factor is explained by different underlying variables.

Findings and Conclusion

From the data analysis it is found that there are four major factors with underlying variables except factor/component 3.

Variables V1, V2, V3, V4 and V5 are loading high on factor/component 1.

Variables V6 and V7 are loading high on component 2.

Variables V10 is unique.

Variables V11 and V12 are loading high on factor/component 4.

These four factors are named as follows

Component/Factor	Variable
Placement	Employability
	Placement
	Skill Based Training
	Teaching Quality
	Entrepreneurship Development Program
Academics	Syllabus and Evaluation
	Incubation Centers
Govt. Scholarship	Govt. Scholarship
Facilities or Support Resources	Staff Turnover
	Employee Satisfaction

Thus it can be concluded that according to teaching staff there are four major factors which affect the performance of Management Institutes located in Navi Mumbai region of Thane district Maharashtra. These factors can be named as

- Placement
- Academics
- Govt. Scholarships
- Facilities or Support Resources

Limitations of the study

Study is limited to Management Institutes located in Navi Mumbai region of Thane District Maharashtra. There could be other factors also which are not considered and explored in this study.

Recommendations

- Apart from syllabus set by the university, management institutes in Navi Mumbai should take measures to improve employability of the students and develop entrepreneurs so that students get economic value addition after completing the course.
- Active incubation centers, academic performance evaluation process should be improved to enhance the quality of students.
- Timely release of scholarship/freeship amount from government departments is a matter of concern which government should take care of and its proper utilization for the organization is management's prerogative.
- Considering good staff as an asset of the institute, retaining it and reducing turnover to stabilize the functionality and system of the institute processes is again a matter of concern for improving the overall performance of the organization.

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