



A STUDY OF RELATIONSHIP BETWEEN ORGANIZATIONAL DECLINE AND EFFECTIVENESS IN HIGHER EDUCATION

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Abstract: The main goal of this research is to find a link between organisational decline and effectiveness (academic, morale, and external adaption) in higher education. This shift may not be a direct result of increased openness and accountability concerns, but rather a result of reflection on the purpose of higher education, the role of colleges and universities in the new millennium, and growing research projects on how people learn. These different literatures haven't been woven together in a way that will evaluate the influence of fundamental changes on college and university directors, colleges, and students' daily lives, from the policy level to the institutional level. It is now time to generate a second wave of establishment building and excellence in the sectors of education, analysis, and capability development. These findings are presented in terms of future research and management of the decline in private higher education.

Keywords---Organizational decline; effectiveness; Colleges; higher education

INTRODUCTION -

During the social policy era, higher education was a hotly disputed topic. Organizations, individuals, and institutions were ready to create and send for themselves programmes and initiatives that not only resisted the system, but also incorporated required progressive and comprehensive practises into it. However, regardless of where the country is now, the sheer weight of what social policy has left behind should not be underestimated. It created an obdurate heritage of social and economic inequities at the structural level, which was accompanied and supported by a high superstructure of discriminatory political and cultural attitudes, impulses, and orientations. The necessity to recognise the inheritance's complexity, as well as the importance of developing responses to it that are both sensitive to the gains made throughout the social policy period and the first fifteen years of democracy, but uncompromisingly oppose instances of defence of the recent, is crucial in analysing this inheritance and also the environment it's spawned.

This complexity, it must be acknowledged, is what has returned to form the perfect of transition, which is so disputed. There's a lot of disagreement on what it is and will be. In enchanting it forward, it's not essential that there's complete accord around what's meant by it. Large agreement on the principles of transformation, though, is important. Towards building this broad agreement, it's necessary to recognize what the central rivalry is. There are essentially 2 main approaches to the question: the primary sees transformation as a demographic intervention round the imbalances of race, class, gender, language whereas the second argues that it's concerning the character of privilege and power. Positions supported the primary approach insist that numbers matter, and, a lot of specifically, explicit varieties. This is

essentially the representivity strategy. The second viewpoint contends that transformation is a philosophical technique that requires contact with domination and its concomitant forces and discourses. This stance emphasises the political and economic power distribution in society, as well as the methods through which social inclusion and exclusion are produced.

WHAT IS ORGANIZATIONAL DECLINE?

A circumstance in which a significant, absolute drop in an organization's resource base happens over time is referred to as organisational declines. It's most commonly associated with environmental beg off in the sense that an organisational region shrinks in size or shrinks in shape. Three elements are thought to be the causes of organisational deterioration in all-purpose:

1. **Organizational atrophy:** It occurs when organisations become unproductive and unduly bureaucratized as they age. A lengthy period of success frequently leads to atrophy because an organisation takes success for granted, remains tied to prior practises and structures, and fails to adjust to changes in the environment.
2. **Vulnerability:** Vulnerability is a term that describes an organization's strategic inability to thrive in its surroundings. These situations happen to newly formed small businesses. They are subject to changes in customer preferences or the overall economic condition of the town.
3. **Environmental decline or competition Environmental Decline:** Refers to a reduction in the amount of energy and resources available to support a company. When the environment can no longer support a company, its must either scale back activities or change to different domain. New competition exacerbates the problem, particularly for small business.

MORALE DOMAIN

Student Educational Satisfaction: The extent of students' satisfaction with their educational experiences at the institution.

Administrator And Faculty Employment Satisfaction: The satisfaction of faculty members and administrators with their employment and jobs at the institution.

Organizational Health: The extent of smooth functioning of the institution in terms of its processes and operations.

ACADEMIC DOMAIN

Student Academic Development: The extent of academic attainment, growth, and progress made by students at the institution, and the opportunities provided by the institution.

Professional Development and Quality of the Faculty: The extent of professional ability and development of the faculty, and the amount of motivation toward professional development provided by the institution.

Student Personal Development: The extent of development socially, culturally, and emotionally, and the opportunities provided by the institution for personal development.

EXTERNAL ADAPTATION

Student Career Development: The extent of occupational or vocational development of students and the opportunities provided for occupational development by the institution.

System Openness and Community Interaction: The emphasis placed on the interaction with, adaptation to, and service in the institution's external environment.

Ability to Acquire Resources: The extent to which the institution acquires resources from the external environment such as economic support, high-quality students and faculty, research support, and political legitimacy.

INDIAN HIGHER EDUCATION FACE CRITICAL ISSUES

As we all know, India competes in a globalised economy in a variety of fields that require highly qualified workers, therefore improving the quality of higher education is critical. India's big educated population and well-trained university graduates have assisted the country's progress thus far, but the competition is fierce. Other countries want to upgrade higher education in order to develop world-class universities. Even the limited top echelon of higher education is plagued with difficulties. The current higher education system fails to achieve the goals for which it was established. Nowadays, education has become such a profit-driven business that the quality of education is being sacrificed in favour of the expansion of the number of professional institutions and private universities, with quota systems and politicisation adding fuel to the fire of the spoil system, resulting in an increase in graduate unemployment with no immediate relief to alleviate their sufferings in the country's job market. As a result, the disadvantages of higher education highlight the need for reforms to make it valuable and helpful to all parties involved.

OBJECTIVE OF THE STUDY

1. To Study The Internal Consistency Of Higher Educational Institution
2. To Study The Students Performance Affected In Organisational Decline
3. To Study The Development Of Student For Betterment Of Education System
4. To Study The Challenges In Education System Of Organisational Decline.

CHALLENGES OF PRESENT HIGHER EDUCATIONAL SYSTEM IN INDIA

Higher education is immensely diversified, and higher education institutions encounter a wide range of challenges and issues. Education entails more than just reading books. It also entails participating in a variety of co-curricular and extra-curricular activities that provide life, in general, and education, in particular, a broader meaning. In India, I believe there are insufficient opportunities for such complete development. In India, such facilities are either inadequate or difficult to get by. Even where facilities are available, there is a scarcity of information about them.

There is a lack of universities and institutes for education but one most important fact is that the quality of education is absent in higher education. There are very few teachers and their knowledge is very insufficient. Most of the teachers are making money with tuitions. I have seen my places where there tuitions. The teachers are not having proper knowledge of subject even and resources to student community are very poor. Students do not have any student-ship ethics, they just want marks in the subject and they study only for grabbing jobs. There is no creativity in students. Our top class students are hard-worker but not innovative. They are not capable enough to produce new technology. There is a great need to revolution in higher education.

HYPOTHESES DEVELOPMENT

This leads to the following hypothesis:

H1: There is a significantly positive effect of the organisation decline with effectiveness of higher education institution

H2: student development strategy moderates the relationship of the organisational decline with effectiveness of higher education institution.

H3: Differentiation strategy moderates the relationship of organisation with performance of institution development

H4: Focus strategy moderates with organization decline and performance HEIs.

METHODOLOGY

The research employed a cross-sectional research design where the population of the study is all institutions in the public and private sectors which are classified as HEIs in Moradabad City Uttar Pradesh. The study used the census approach to collect data from the entire population rather than sampling, to avoid any sampling bias and error because the size of the total targeted population is small and manageable. The questionnaire was distributed to directors or principle of the college or universities, they are representatives of students. Through an appropriate data screening process:

DATA COLLECTION

TABLE 1.1
SHOWING INTERNAL CONSISTENCY & RELIABILITY

	Dimensions	Respondent	Agrees	Disagrees	Average	No Response	Rank
Organisational performance	Social Responsibility	86	37.20	27.90	16.27	18.60	2.16
	Student Quality	77	42.85	31.16	23.37	2.59	1.86
	Faculty Resources	75	53.33	20.00	17.33	9.33	1.83
	Teaching Activities	84	41.66	29.76	11.90	16.67	2.03
	Development Target & Characteristics	88	31.81	40.90	11.36	15.90	2.11

It is clear from Table 1.1, that the highest agreement of the respondents regarding the knowledge of Internal Consistency & reliability strategy with Organisational performance consistency with the social responsibility are more responsible of the organisational decline in higher educational institutions. The significance that the respondent are the level of agreement. Signifies that the sample population know about these internal consistency & reliability but not up to the sometime level of agreement, as the average agreement for all higher education strategy

TABLE 1.2
SHOWING ACADEMIC RESOURCES

Dimensions	Respondent	Semester	Participation	Semester & Participation	Rank
Full Time Students	185	125	28	32	1.49
Part Time Students	147	84	38	25	1.59

It is clear from Table 1.2, that the highest agreement of the respondents regarding the knowledge of academic Resources with Academic Resources consistency with the part time student are more responsible of the organisational decline in higher educational institutions. The significance that the respondent is the level of agreement with the students.

Table 1.3 Showing Students Development Consistency & Reliability

Dimensions	Respondent	Agrees	Disagrees	Average	No Response	Rank
Improving graduate education	98	56	21	20	2	1.68
Creating a teaching faculty	86	33	29	36	1	2.04
Rethinking the undergraduate curriculum	94	62	22	13	3	1.57
Industry and Academia Connection	82	70	23	4	2	1.37
Innovative Practices	84	34	23	30	10	2.17
Student-Centered Education and Dynamic Methods	88	27	30	17	26	2.42
To Provide Need Based Job-Oriented Courses	86	48	9	24	17	2.10
International Cooperation	98	46	28	4	20	1.97
Towards a New vision	85	55	29	2	12	1.72
Cross Culture Programmes	87	33	25	34	6	2.14
Quality development	89	32	25	34	6	2.00

World Class Education	88	32	46	10	11	1.86
Personality Development	84	48	25	17	9	1.50

It is clear from Table 1.3, that the highest agreement of the respondents regarding the knowledge of student development Consistency & reliability strategy with student centered Education & Dynamic Methods with the Student development are more responsible of the organisational decline in higher educational institutions. The significance that the respondent is the level of agreement. Signifies that the sample population know about these student development consistency & reliability but not up to the sometime level of agreement, as the average agreement for all these higher education strategy.

SUGGESTIONS FOR IMPROVING QUALITY OF HIGHER EDUCATION

There are some suggestions and Expectations from Government, Industry, Educational Institutions, Parents and Students for improving quality of higher education-

1. **Towards a Learning Society-** As we go through a learning society, every manpower activity will require good contributions from experts, and this will focus the entire sector of higher education. Although the priorities, which are being assigned today to the task of Education for All, will continue to be preponderant, the country will give more and more investment on higher education and various measures will have to be taken to clarify, diversify and upgrade higher education and research programmes.

2. **Industry and Academia Connection-** Industry and Academia are necessary to inter connect and inter linked to ensure curriculum and skills in line with requirements. Skills development is really very crucial role to ensure employees ability of academia for understanding and making surety for good jobs (keeping in view knowledge + skills+ global professional skills = good jobs).

3. **Incentives to Teachers and Researchers-** Specialized courses are to be offered for students so that they get the latest and best knowledge in education and they are also ready for industry ready and get employment. Vocational and Diploma courses are more attractive courses to facilitate specialized programs being offered to students. Attractive Incentives should be provided to faculties and researchers to make these professions more attractive for the younger generation.

4. **Innovative Practices-** The new technologies offer various opportunities for progress in all paths of life. It offers opportunities for economic growth and development, health improvement, better service delivery, improved learning and socio-cultural advances. Though efforts are required to improve the country's innovative capacity, yet the efforts should be to build on the existing strengths in light of new understanding of the research-innovation-growth linkage.

5. **To mobilize resources-** In the last two plan periods, the declining of public funding has resulted in crucial effects on standards due to enhancing costs on non-salary items and emoluments of staff, on the one hand, and declining resources, on the other. Effective measures will have to be adopted to mobilize resources for higher education. So that, students at lower economic levels can be given highly subsidised and fully subsidised education.

6. **Coming of Information Age-** The world is entering into an Information Age and communication development, information and technology will open up fresh and cost-effective criteria's for providing the higher education to the youth as well as to those who need continuing education for meeting the demands of explosion of information, fast-changing nature of occupations, and lifelong education. Knowledge, which is at the heart of higher education, is a crucial resource in the development of political democracy, the struggle for social justice and progress towards individual enlightenment.

7. Student-Centered Education and Dynamic Methods- Methods of higher education also have to be appropriate to the needs of learning to learn, learning to do, learning to be and learning to become. Student-centered education and employment of dynamic methods of education will require from teachers new attitudes and new skills.

8. To Provide Need Based Job-Oriented Courses- The purpose of education is all around development of personality. But the present day education is neither imparting true knowledge of life and nor improving the talent of a student by which one can achieve laurels in the field one is interested. So, combination of arts subjects and computer science and science and humanities or literature should be introduced so that such courses could be useful for the students to do jobs after recruitment in some companies which would reduce unnecessary rush to higher education. The programmer must be focused on graduate studies and research and developing strategies and mechanisms for the rapid and efficient transfer of knowledge and for its application to specific national and local conditions and needs.

10. Towards a New vision- India realizes, like other nations of the world, that humanity stands today at the head of a new age of a large combination of knowledge, and that the East and the West have to collaborate in bringing about concerted action for universal upliftment, and lasting peace and unity with Indian culture. In this new age, great cultural achievements of the past have to be recovered and enriched in the context of the contemporary advancement so that humanity can successfully meet the evolutionary and revolutionary challenges and bring about a new type of humanity and society marked by integrated powers of physical, emotional, dynamic, intellectual, ethical, aesthetic and spiritual potentialities with yoga.

11. Action Plan for Improving Quality- Academic and administrative audit should be conducted once in three years in colleges by external experts for ensuring quality in all aspects of academic activities. The self-finance colleges should come forward for accreditation and fulfill the requirements of accreditation. Universities and colleges should realise the need for quality education and come forward with action plan for improving quality in higher educational institutions.

12. Personality Development- Finally, education should be for the development of personality but not for the elimination of creativity or natural skill. In the global world opportunities for the educated people are naturally in high scope. As a result business process outsourcing (BPO) activities have increased competition in the world trade leading towards the production of quality goods and their easy availability everywhere in the world market.

CONCLUSION

After independence, there has been tremendous increase in establishments of higher education learning altogether disciplines. However with the quantitative growth has it been able to attend to the core issue of quality? India is nowadays one among the quickest developing countries of the world with the annual rate going on top of 9%. so as to sustain that rate of growth, there's have to be compelled to increase the amount of institutes and additionally the standard of Higher education in India. to succeed achieve the long run necessities there's an pressing have to be compelled to relook at the monetary Resources, Access and Equity, Quality Standards, connection and at the tip the Responsiveness. To attain and sustain national, regional or international quality, sure parts area unit particularly relevant, notably careful choice of employees and continuous employees development, especially through the promotion of acceptable programs for tutorial development, together with teaching/learning methodology and quality between countries, between education establishments and also the world of labor, further as student quality among and between countries. Internal self-evaluation and external review should be conducted overtly by freelance specialists, if potential with international consultants. Report of the National information Commission if enforced will facilitate boost education sector. We have a tendency to area unit moving towards associate degree era which might be outlined by the parameters of information and knowledge. India so as to become a developed nation by 2020 and information power by 2015. The selections that area unit getting to be taken on these area unit possible to carry the key to India's future as a middle of information production. We'd like higher educated area unit practiced and who will drive our economy forward. Once it will give practiced folks to the surface world then we are able to transfer our country from a developing nation to a developed nation terribly simply and quickly. We need an educational system that is modern, liberal can adapt to the changing needs of a changing society, a changing economy and a changing world.

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