

EFFECT OF ORGANIZATIONAL COMMITMENT ON RESEARCH AND DEVELOPMENT PERFORMANCE OF ACADEMICS: AN EMPIRICAL ANALYSIS IN HIGHER EDUCATIONAL INSTITUTIONS

Dr. A. Ravichandran

Associate Professor, Department of Commerce, Satyawati College Evening (University of Delhi), Delhi

Received: 01 Sep 2022

Accepted: 19 Sep 2022

Published: 23 Sep 2022

ABSTRACT

Highly committed academic staff would perform better in teaching quality, undertake innovative research projects, initiate to introduce innovative curriculum, more loyal to the institution, higher satisfaction in their job and less tendency to leave the institute. This paper is an attempt to investigate, if there any, significant variation between Government and Private Colleges in the organizational commitment and research and development performance among academic staff. It is also an attempt to investigate the effect of organizational commitment on the research and development performance of academic staff. A survey was conducted among 656 academic staff in the liberal arts and science Colleges in Tamil Nadu Province (India). Based on appropriate statistical tools of independent “t” test and multiple regression analysis, the results clearly shown that there is significant variation in all the three factors of organizational commitment and research and development performance (Except overall performance) between Government and Private Colleges. It is also shown that Affective and Continuance Organizational Commitment have significant and positive impact on Research and Development Performance of academic staff. However, Normative Commitment does not have significant and positive impact on the Research and Development Performance. This study supports both theoretical and empirical aspects. Its emphasis that educationist, policy makers and regulatory bodies of higher education to take essential measures for enhancement of Organizational Commitment of academic staff as it would lead to better performance in teaching, taking care of students in all respects, higher quality in research output and overall development of institution.

KEYWORDS: *Government Colleges, Private and Self-Financed Colleges; Affective, Normative Continuance, and Organizational Commitment, Publication, Professional Development Activities, Research and Guidance, and Research Development Performance.*