

# Change Management in Higher Education

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**ABSTRACT:** Innovation driven Knowledge management fuels economic development and change. Sustainable innovation is the key to overall development of a student career. Information technology plays an important role in innovation endeavours. The paper elucidates key aspects of change in education of Indian diaspora.

**KEYWORDS:** Innovation, Change, Knowledge, ICT

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## I. INTRODUCTION:

Sustainable innovation views information technology as an enabler of knowledge management and provides intellectual capital and social innovation capital [1]. Knowledge management focuses on knowledge sharing, also called organizational learning, and knowledge making, also called innovation management [1]. Knowledge sharing is to capture, codify, and share valuable knowledge, and to get the right information to the right people at the right time [1]. Knowledge companies convert knowledge into institutional behavior, with an organizational design [1]. Companies create intellectual capital using knowledge and produce CHANGE [1].

## II. LITERATURE SURVEY:

From times immemorial, knowledge fueled development and economic growth, and social well-being [2]. The accelerating speed of knowledge creation, accumulation and depreciation in terms of economic relevance and value, is the pressing problem [2]. From 1980, OECD countries saw a three percent annual investment rise in research and development, public education and software [2]. The four sources of innovation are work offline, learn online, benefitting from technological systems and to develop ICT based systems to regenerate innovative activities [2]. Knowledge is the capacity for intellectual or physical action, while information is structured and formatted, passive and inert data, for the users to create knowledge from it [2]. ICT benefits are only realized by investing in human resources, business process innovation and re-engineering, and organizational change [3]. Six percent of GDP in developing countries is spent on ICT [3]. An e-education strategy must be developed with a holistic vision of reforms in education sector [3]. ICTs in education necessitate to distinguish specific forms of explicit personalized communication [4]. Expanding the reach of learning materials through ICT contains the cost of higher education [4]. Universities should create and maintain institutional archives to foster the distribution of electronic materials [4]. Unlike hardcopy materials, digital materials could be offered to numerous simultaneous readers [4]. Sustainable education encourages entrepreneurship as an intra-disciplinary concept intrinsic to the development of all stakeholders of an university [5].

## III. METHODOLOGY AND DISCUSSION:

- a) Annual increments in kind and appraisal forms in softcopy
- b) Professors encouraged to sell patents
- c) Employee benefits other than monthly salary
- d) Self-financed colleges to show minimum annual expenditure and to include salaries in it
- e) Laboratories to have individual electricity meters
- f) Animated videos instead of power point diagrams
- g) Bottom five percent performance to be replaced for continuous quality improvement
- h) Class IV employees on contract
- i) Administrative jobs only beyond the age of sixty
- j) College administration to use more technology to ease its work
- k) Registrar and other administrative jobs personnel to do academic dissemination
- l) College principals' phd supervision gives job security
- m) CAT score based corporate recruitment instead of campus placements
- n) CAT and GATE exam costs to be borne by recruiting PSUs and corporates
- o) Corporate university to pay for software certifications

- p) Technology management
- q) Innovation, solar technology in campuses
- r) Law- obedient students
- s) Tax money into Education expenditure
- t) Aicte encourages students with a scientific calculator
- u) Subjects wise timetable downloaded from AICTE website
- v) Formulae put in a excel workbook semester-wise
- w) Foreign language an optional subject instead of English
- x) Assignments, classroom preparation for civil services
- y) Curriculum student projects and a doctorate
- z) Private universities to offer doctoral admissions to employees without any kind of fees
- aa) Industry to employ management doctorates
- bb) Self-financed colleges to directly recruit candidates with distinction in under-graduate studies

Annual monetary increments are a financial burden on economically constrained self-financed colleges. Thus, annual increments could be in common stock equivalent. It gives a considerable estate to each employee upon super-annuation. Also, puts the employer in a financially sound situation besides strengthening the economy. The annual appraisal forms should be in softcopy instead of hardcopy, google forms, with appraisal rules in-built, are welcome. Private universities and deemed-to-be universities should compulsorily implement national pension system to all its employees. Accreditation teams to ask for bank statement for minimum annual expenditure and to include employee salaries in the statement. The bank statement reveals financial health of an institute. Engineering laboratories to install individual electricity meters to reveal proof of conducting laboratory experiments. College faculty to be given free lunch in college hostels throughout every semester. Professors must be given enough time to make them serious towards patents. These patents could be sold to make professors wealthy.

Earlier, faculty used to draw engineering diagrams manually on the black board and students used to be comfortable with the diagrams. Later on, power point presentations became popular. These power point presentations lead to student dis-comfort as to from where to start drawing the diagram, for its complexity. Thus, to ease the situation, let animated videos of these diagrams be provided to faculty from aicte website online. Visual means aids more in technical education.

It's a management technique to replace bottom five percent performers for continuous quality improvement of the work environment. This technique to be implemented in higher education to improve academic output other than lectures.

Class IV employees to be contractual employees. It reduces the colleges' non-productive expenditure and also shows avenues to employees to earn more from multiple jobs.

Today, the higher education in india follows a system of brand. In delhi ncr, a doctorate from an IIT, is directly put into administrative jobs like head of the department. However, a doctorate should demonstrate independent research capabilities either experimental, analytical or empirical. Such a research contribution is only upto the age of sixty. Thus, administrative jobs must be put aside for the elderly and aged people in the profession.

Every academic institute has a hierarchy of administration-assistant, deputy and registrars. With the use of MS office, these three administrative jobs could be combined into one. A softcopy pdf appointment letter instead of a paper print saves paper. Salary slips could be auto-emailed in bulk to all the employees. Salary could be auto calculated by using excel sheet formulae after recording the monthly attendance in the excel sheet. Semester fee – bank statement could be downloaded in excel sheet to tally it with excel functions like SUM, COUNT. However, a student should write his/her roll number in the bank records while paying the fee.

Mostly, the administrative hierarchy like registrar, director or principal, vice chancellor to do academic dissemination to students. It reduces the salary expenses of self-financed colleges.

After post graduation, every faculty leaves job to do a doctorate in any of the IITS. Now-a-days, IIT has become a brand name for higher salaries because of accreditations. Accreditation teams ask for number of IIT doctorates instead of doctorates. Thus, a college principal of an affiliated college, if does phd supervision gives job security to the budding faculty. Also, the cost of phd education reduces manifold as the employee becomes an internal candidate of the university where the principal registers as a doctoral supervisor.

Campus placements result in higher grade in naac accreditation leading to bribes in campus recruitments. Moreover, students who leave jobs for higher education find it difficult to concentrate in education after a usual work experience of two-three years. Thus, recruitments based on CAT SCORE already reveals the candidates management potential, thus leading to a stable career.

Public sector companies recruiting through GATE score are saving on individual company recruitment costs. These cost savings to be pooled to conduct GATE. Likewise, CAT exam cost to be borne by corporate. This strategy is pocket friendly to graduates.

Corporate virtual universities. Corporate companies to claim tax benefits in creating human capital, for the software and IT industry. The university financially helps graduates and students appear for software certifications, no matter how many certifications. This enables software firms to find more talent among the youth for quality business. Moreover, software industry demands domain certifications and these certifications could be done while in unemployment days.

Self-financed colleges to teach technology management - MBA instead of technical research- mtech courses. Because, a self-financed college mostly lacks fund to carry out technical research. Moreover, the recruiting corporate companies ask for managerial research.

Innovation lead universities to accrue accreditation points for innovations. College campuses to install solar power plants besides using solar heated water to cook food in hostels and other purposes.

All under graduate students to avail themselves of fee waiver in applications to driving license. This a step forward to teach law obedience to adolescent students. Also, such students are encouraged to apply for all identity proofs and passports during studenthood.

The tax money paid by an academic college to remain in the college to spend the money on the education of below poverty line students, including boarding and lodging. This tax money is shown in national education expenditure. Additional tax saving scheme if an employee funds the education of below poverty line pupil.

Aicte to gift scientific calculators to under-graduate students on the first day of engineering classes. The calculator is a token of encouragement to the student and a lifelong appreciation for securing admission in engineering.

Aicte to make semester timetables subjects wise and make it available on its website for downloads. Institutes across India to download and prepare faculty wise timetables. It minimizes the repeating work of preparing subjects wise timetables across India. And these faculty timetables to be prepared by training and placement officers in every institute, thus giving time to young faculty for academic activities and research.

Students are advised to prepare a formulae book in excel sheet workbook instead of a hardcopy. This excel workbook prepared semester-wise, is a ready reference when uploaded in gmail google drive.

In the first semester of btech, students are given an option to choose a foreign language instead of English. This enables students to broaden horizons and scope of career prospects. However, the medium of instruction remains English. Foreign language could be any of French, German, English, Mandarin.

Pupil to solve all unsolved questions at the end of chapter in any of the referred textbooks, for internal marks. This solves the question of assignments in technical education. Pupil spend most of the time of the day in classroom. Thus, a teacher is expected to refer textbooks preferred for civil services so that half the preparation is done in the everyday classroom.

Curriculum student projects to be evolved from the references at the end of the chapter in a subject textbook. However, the references downloaded from google-scholar sometimes state future scope of research. Also, any product analysed in the concepts and principles of industrial engineering with respect to sustainability and circular economy, would suffice the project. However, to encourage a student to do a doctorate, the student is asked to read the reference research paper in conjunction with the technical word in the textbook. And continue likewise to ease the literature survey.

Private universities and deemed-to-be-universities to offer its employees doctoral admissions without any fees. This relates to speedy career growth and thus, finds many people eligible for higher academic positions at the age of super-annuation.

Industry always improves on quality. Thus, management studies doctorates when employed improve the quality at work with newer management philosophies.

Self-financed colleges when directly recruit graduates with distinction, instigate a sense of pride and enhances workmanship among graduates.

#### **IV. CONCLUSION:**

Change is the only ever constant attitude in human nature. Ever since inception, higher education has continuously evolved from a traditional store house of knowledge to an entrepreneurial mindset thus leveraging between society and governing bodies. Education often transforms individuals and thus it should abode an ever changing manifestation of humankind. Innovation leverages Knowledge management and therefore, students curriculum projects should focus on economic relevant innovations than invention. Self-financed employer should give a healthy advise to employee for super-annuation benefits for a happy retirement, as a social commitment for a strong economy of India. The paper has briefly explained various aspects of change in higher

education. The paper advises students to adopt innovations as a daily practice in their lives and thus work for a better society.

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