

***"A study of employee's performance measurement
system of higher educational institutions and
their commitment level"***

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ABSTRACT

This research highlights the meaning and importance of an efficient and effective performance measurement system in place.

This paper tends to investigate the various tools of performance measurement system in use within various semi-public universities of Islamabad. It also highlights various measures that can be taken towards a better implementation and working of these tools. The paper also provides an action plan to further facilitate the performance measurement process to be implemented. It will also examine how these systems can be improved in order to increase employee commitment in semi public universities.

The research work stresses on the fact that Performance measurement is becoming more and more critical to organizations today and it has also been proven that organizations with well established performance measurement systems tend to win the race in terms of productivity, profits and market performance. Efficient performance measurement creates long term bonds with employees leading to high levels of employee commitment and motivation within the organization. As per this research semi-public Universities in Pakistan tend to underestimate the power and importance of performance measurement.

Methodology used in the research is questionnaires and informal interviews from the faculty of semi public universities of Islamabad. The analysis of data is being done through SPSS software. It has been analyzed that institutions with formalize and efficient performance measurement system for its employees shows more commitment to their organizations then employees with inefficient performance measurement system.

Contents

ABSTRACT.....	i,ii
CHAPTER 1.....	5
INTRODUCTION.....	6
1.1 Broad problem area/ Background:.....	6
1.2 Problem statement:.....	7
1.3 Project objectives:	7
1.4 Research Methodology:	8
1.4.1 Type of study.....	8
1.4.2 Target Industry:.....	9
1.4.3 Population/ sample.....	9
1.4.4 Procedure:	10
1.4.5 Type of Data:.....	11
1.4.6 Scope and limitation:.....	11
Chapter 2.....	13
Literature review.....	13
Chapter 3.....	20
Industry overview.....	20
3.1 Higher Education Commission (HEC):.....	20
3.2 Role of Higher Education Commission (HEC):	21
3.3 Higher Education Commission (HEC) Devolution:.....	22
3.4 Challenges Faced by HEC (Higher Education Commission):.....	23
3.5 Challenges Faced by Universities:.....	24
3.6 Scenario of Performance Management in HEI (higher education institutions):.....	25

CHAPTER 4.....	27
ORGANIZATION OVERVIEW.....	27
Chapter 5.....	29
IDENTIFICATION OF ISSUES.....	29
5.1 Theoretical Framework:.....	29
5.2 Hypothesis.....	30
5.2 Statistical analysis of the study and interpretation of the data:.....	30
5.3 CHI SQUARE TESTS:.....	31
5.3.1 Interpretation:.....	32
5.4 CORELATION:.....	33
5.5 REGRESSION.....	36
CHAPTER 6.....	48
Possible options/alternatives.....	48
6.2 Employee participation:.....	48
6.2 Employee awareness:.....	48
6.3 Supervisor training:.....	49
6.3 Validity:.....	50
6.4 Thoroughness:.....	51
6.4 Openness:.....	51
6.5 Ethicality:.....	52
BEST OPTIONS/ RECOMMENDATIONS.....	53
7.1 Formalize performance measurement system:.....	53
7.2 Strategic alliance:.....	54
CHAPTER 8.....	55

ACTION PLAN..... 55

8.1 STRATEGIC ALLIANCE: 55

8.2 COMMUNICATION PLAN: 56

8.3 TRAINING: 57

8.4 APPEALS PROCESS:..... 57

QUESTIONNAIRE 59