Determining Organizational Effectiveness in Higher Education

Tanu Shukla,
Assistant Professor,
Department of Humanities and Social Sciences,
Birla Institute of Technology & Science,
Rajasthan, India.
E-mail: tanushukla8@gmail.com

Abstract

The concepts of effectiveness, efficiency or excellence of organizations are such issues that have provoked the writings of economists, organization theorists, management philosophers and psychologists. The concept of Organizational Effectiveness has accomplished vital attention in recent years. Social scientists from numerous disciplines have been focusing their writings on the question of what makes for an effective organization. There has been a constant demand upon educational organizations to improve performance, so to grow to be more effective and efficient. Higher education lacks the reliable criteria to evaluate organizational effectiveness; nevertheless, different literature suggests numerous criteria for evaluating effectiveness. The present study is an attempt to discuss the indicators of organizational effectiveness since the inherent problem to define the organizational effectiveness is the serious concern for its measurement. There is a solemn need to reorient research on organization effectiveness by growing a research approach to develop pertinent indicators of it, exclusively at higher educational institutions. Accompanied by myriad, two of the challenges of higher education are quality and effectiveness, yet the features of quality and criterion to assess effectiveness are not simply recognized and universally straight. It is indeed very intricate since the troubles lie inherent in defining the construct. In this light, the present study makes an empirical attempt from a process oriented approach where the focus is on quality rather than quantity of activities conceded by the organization. The study concludes that in an educational setting, it is always advisable to take the process approach in comparison to business oriented approaches for assessing the mediating activities between input and output variables. Research also unfolds that mostly organizational effectiveness related studies had been conducted at industrial and business level, but definitely there is enormous requirement of research for this concept in the educational sector.