

Synopsis of a **paid minor research project submitted to the University of Mumbai in 2018-19 on “A comparative study of the views and approach regarding PMS of management institutes run by private universities and management institutes affiliated to State-funded universities in Mumbai”** by Dr. Tejashree Deshmukh, Mrs. Trupti Gupte and Dr. Sucheta Pawar.

The relevance of performance management system as a tool of developing competitiveness for an educational Institute has been particularly undermined in India, though there are a few progressive educational institutions in private sector that have started taking a sincere note of this concept of PMS. Performance management should be used as a tool to align the employee's efforts and competencies with the institute's vision and strategies and the desired culture. Performance management should be considered as a key strategic activity of the management for any educational institute. Institutes need to communicate the need and criteria of PMS to their employees clearly and in an unambiguous manner so that they get strategic support of employees to stay competitive and grow in this global economy. Quality of education imparted by any management institute is directly dependant on the competence and efficiency of its faculty members and various activities conducted by the institute that groom the students to become responsible and capable corporate citizens. A transparent, well designed Performance Management System helps the institute to find the gaps between the expected performance and actual performance of faculty members in academic as well as co-curricular and extra-curricular activities which are vital to the success of a management institute. If the management institutes really wish to create responsible, capable and efficient corporate citizens, instead of mere management graduates who possess the post graduate degree in Management, but lack the required skills and knowledge, then focussing on a robust Performance Management System for the faculty members who are instrumental in this kind of transformation of the students, is a need of an hour for all of them.

This research focuses on the ways and methods adopted by the management institutes affiliated to state-funded universities and run by private universities in Mumbai, to evaluate and manage the performance of their teachers. It takes into account three important criteria that can be used by any management institute for such assessment and management, irrespective of its affiliation to the state-funded or private university and tries to find out if these criteria are used in practice and how seriously they are considered in the performance management of the faculty members. This research shows that the PMS of faculty members is directly or indirectly related to the growth and development of the institutes in terms of quality of students, annual fees charged, average placement package received by the students, IPR/patents obtained, number and quality of paid research and consultancy projects undertaken, MDPs/FDPs undertaken, etc. The institutes which clearly communicate the criteria and parameters on which the performance of the faculty members will be evaluated and managed, grow better than the institutes who either don't have such system or where the system is ambiguous and non-transparent.