Exploring E-Governance of Faculty Evaluation System:
Using a Total Interpretive Structural Modeling Approach

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ABSTRACT

Traditional methods of teaching have created several gaps in the Faculty Evaluation System. E-Governance of Faculty Evaluation System is a modern technique which leads to an efficient performance of the education system. Driven by the need for transparency in the system, the aim of this article is to propose a model for an efficient E-Governance of the Faculty Evaluation. The authors have conducted a qualitative study to build up a theoretical model for E-Governance of Faculty Evaluation System. Nineteen enablers are identified from the literature and model has been developed through Total Interpretive Structural Modeling Approach (TISM). The VAXO model, Reachability matrix, binary interaction matrix and transitive links have been explained in the article. The research has developed a model for the Faculty Evaluation System. This is an important concept and is in need at the present hour. This concept could bring equality in faculty employment system and impart quality knowledge to the Education System. This concept can create a novelty in the education system.

KEYWORDS

E- Governance, Education System, Faculty Evaluation System, ICT, Integration and Development, Transparency

INTRODUCTION

Traditional mode of education has shifted to social and economic paradigms in most of the universities today. The most challenging part of the institutes is to cope with the quality knowledge transformation. With time universities are dependent upon information, communication and technology. It has been observed that technology has played an important role in ensuring transparency in academics. The sole repository for transformation of quality knowledge is the faculty. The faculties have been molding students to sustain their career and future growth. With changing competition, traditional measures have changed to 360 degree evaluation system. Faculties in several institutes have been evaluated by 360 degree faculty evaluation system. For evaluation of faculties, it has been observed

that technologies play a very crucial role. It has been observed that faculty members in few institutes often face several challenges in the evaluation system. Present scenarios of evaluation system are restricted to few dimensions of faculty. Due to this fact, 360 degree faculty evaluation system is sometimes left far behind. Governing faculty through technology is an important measure to justify the various roles performed by the faculty. The research question built in is what are the factors which promote e-governance of faculty evaluation system. The study aims to develop a conceptual model for e-governance based on 360 degree faculty evaluation. Transparency, un-biasness and big data are the need of hour for faculty evaluation system. The research study is based on literature review and a qualitative study has been conducted to evaluate the enablers of e-governance of faculty evaluation.

LITERATURE REVIEW

Alhomod & Shafi (2012) have strongly recommended that E-governance can also be an important tool to the governing body of the institute.

Performance Appraisal is a formal system of reviewing and evaluating individual performance (Pulakos, 2004). Naim Shaikh, Kishori Kasat (2009) in their research study has explored various roles, sources and instruments for effective faculty appraisal system. Faculties are evaluated on the basis of the teaching tools they use, feedback system, research and development and their academic performance (Table 1). It has been observed that a person's assessment is often biased. In order to ensure transparency and un-biasness e-governance of faculty evaluation system is a sensitive issue. It involves all processes of governing in terms of their interaction, decision making, reinforcement and performance. The complete transformation of the process of governance with the proper implementation of information and communication technology is known as e-governance. E-governance aims to ensure 360 degree faculty evaluation, it is an essential system for creating a transparent system to deal with all kinds of problems. E-governance ensures proper monitoring of faculties supported by technology. With time, faculties in universities undergo biometric system. This system has helped to reduce the records on page and maintain a record through a database. The time in and time out of every faculty is being recorded through technology. Feedback of faculty is taken by the students through online system. The research papers published by the faculty are also updated online or under university database. Many universities have their own enterprise resource planning system where the students' results, attendance, faculty leave records, subject teaching plan, session plan and study materials can be seen very easily. The salary slips of the faculties are also shared in the ERP system. The e-governance of faculty evaluation system is a time saving process where the faculties are monitored from time to time through technology. Few definitions of the terms used in the study are given below.

360 Degree Appraisals

360 Degree Appraisal is an evaluation based on all angles and roles assigned to faculty as well as sources from where he/she will be assessed. This confirms multiple sources and multiple roles.

Evaluation System

Evaluation of faculty comprises of their roles assigned, sources of feedback, weights assigned for the roles and sources. Based on the roles-source mapping and received feedback score, complete score card will be generated as an evaluation.

ERP System

Enterprise Resource Planning is a part of the E Governance for Educational Organization, ERP plays an important role to integrate and coordinate various functions and activities related to the educational program on online platform.

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