

## STUDY ON THE FACTORS INFLUENCING THE PERFORMANCE OF ACADEMICIANS IN ANDHRA PRADESH PRIVATE TECHNICAL COLLEGES

M. PRAGNASHREE<sup>1</sup>, N. GIRIBABU<sup>2</sup> & G.RAKESH NAIDU<sup>3</sup>

<sup>1</sup>Assistant Professor, Department of Management Studies, SVCET, Chittoor, Andhra Pradesh, India

<sup>2</sup>Associate Professor, Department of Management Studies, SVCET, Chittoor, Andhra Pradesh, India

<sup>3</sup>Research Scholar, Department of Management Studies, JNTUA, Ananthapur, Andhra Pradesh, India

### ABSTRACT

This study intends to examine various factors that effects performance of academicians in Andhra Pradesh Technical colleges. As job performance of academicians is one of the main criteria in determining a Technical colleges Ranking in a country. Hence, this study aimed to determine the role of job satisfaction on job performance as few studies in the past has focused on academicians in private institutions. This paper will enable parties such as the Ministry of Higher Education and AICTE and management of private technical institutions to pinpoint the core areas that need improvement and take corrective actions to improve job performance of academicians in private technical institutions. Besides that, this study will also increase self-awareness of academicians towards their job performance.

Herzberg's two-factor theory was adopted for this study as it is deemed the most appropriate in the context of this study. Questionnaires will be distributed to 700 academicians in 127 Andhra Pradesh Technical colleges out of total 494 colleges via e-mail or walk-in. Hence, the sample will be selected by convenience sampling.

**KEYWORDS:** Job Satisfaction, Job Performance, Academicians in Andhra Pradesh Private Technical Institutions