



THE SIGNIFICANCE OF STRUCTURAL
CAPITAL WITH EMPHASIS ON AUTONOMY
IN THE INTELLECTUAL CAPITAL
MANAGEMENT IN INSTITUTIONS OF
HIGHER LEARNING -AN EMPIRICAL STUDY
WITH SPECIAL REFERENCE TO SELECT
UNIVERSITIES OF ANDHRA PRADESH STATE

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ABSTRACT

Structural capital consists of tangible Intangibles. Structural Capital is a component of Intellectual Capital and has many facets these facets depends upon the nature of industry The factor Autonomy is taken into study because it is an important factor in institutions of higher learning especially universities. Autonomy is the degree of self sufficiency and sovereignty in carrying out the basic functions of a university. The basic functions of university are Teaching and Research. Teaching and research are important objectives in Institutions of Higher Learning. but their scope is much larger. Curiosity-driven research is as ever very important but research aiming at providing short-term practical solutions to all types of problems is also a must.¹ Research is the core activity of a university in India and in international arena too. The kind of research grants and funding received by the university improves the quality of research in an institution in solving various problems plaguing the society. This study purports to study the factor Autonomy of Structural Capital in the Institutions of higher learning. The Significance of Structural Capital with Autonomy as variable in the Intellectual Capital Management in Institutions of higher learning is analyzed with the help of Questionnaire and Schedule and administered to permanent teaching fraternity of select universities in Andhra Pradesh using simple random sampling technique. From this study it has been established that Structural Capital with emphasis on Autonomy has significant impact on the Intellectual Capital Management in Institutions of Higher Learning.

KEYWORDS: Structural Capital, Autonomy, Intellectual Capital.

INTRODUCTION

Intellectual Capital is an intangible asset. Gary Hamel² has given a conceptual insight that intellectual capital is essentially considered as what we habitually assume as fixed assets, on closer examination confirm to be less fixed than we imagined. He argues that an asset is really only a perception of an opportunity about which a majority of people have agreed. Different components constitute Intellectual Capital and one of the basic important components of Intellectual Capital is Structural Capital. Structural capital consists of the stock of knowledge that stays in the organization when the employees go home. This consists of all the non-Structural storehouses of knowledge contained in databases, filing cabinets, processes and electronic mail (Bontis et al., 2003³). Most intellectual capital models (Mallone & Edvinsson, 1997⁴) define structural capital as "everything which does not leave the company after 5pm and is not on the balance sheet." This includes innovations and processes. It is the degree of self sufficiency and sovereignty in carrying out the basic functions of a university i.e. Teaching and Research. The associating factors that help in smooth functioning of teaching and research is analyzed whether sufficient funds are received for research and development and the total funds allocated for research and development every year is meager. The funds allocated for research and development every year decrease, whether the utility of research budget department wise in scientific fields is less or the amount of research budget managed at the central level is less. The total amount allocated for governmental funding is sufficient, The viewpoint whether there is a system for allocating funds to research through non- governmental funding ,and whether the funds received is regular or irregular. In the smooth functioning of the university there are always appointments through autonomous formal procedure at the university level during the tenure of every Vice Chancellor, whether there are appointments department wise and field wise, and whether there is consensus and agreement in dealing with appointments in departments and field wise, Presence of committees and councils in the smooth functioning of the university like ethics committee and social council. review meetings are done by the ethics committee etc all these factors are considered for the study of the Autonomy in Structural Capital for effective performance of Intellectual Capital Management in Institutions of higher learning in select universities of Andhra Pradesh.

OBJECTIVES

- ◆ To identify the importance of Structural Capital in the intellectual capital management in institutions of higher learning.
- ◆ To study the significance of Autonomy variable of Structural capital in Teaching in the Intellectual Capital Management in Institutions of higher learning
- ◆ To analyze the element Autonomy of Structural Capital in Research in the Intellectual Capital Management in Institutions of higher learning.
- ◆ To identify factors in Autonomy of Structural Capital in Intellectual Capital Management in Institutions of Higher Learning.

3.METHODOLOGIES

3.1. Demographic Profile: Age, Gender and Experience are taken into study.

3.2. Target Population: Permanent teaching employees in the select sample universities

3.3. Research Hypothesis

H₁ Autonomy of Structural Capital in Teaching has significance in intellectual capital management in institutions of higher learning.

H₂ Autonomy of Structural Capital in Research has significance in intellectual capital management in institutions of higher learning.

3.4. Nature of Research It is empirical and descriptive in nature

4. SAMPLING DESIGN

The research design process followed a three stage approach, i) questionnaire design ii) a pilot survey and iii) main survey. The first step involved the operationalization of measures, which was achieved using the literature review to measure the constructs and design the draft questionnaire for pre testing. In step two 320 draft questionnaires and schedules were directly administered to permanent teaching fraternity in select universities of Andhra Pradesh. 178 questionnaires and schedules were perfectly filled and complete data collected and assessed using Factor analysis and Reliability testing to refine and finalize the questionnaire administered to the main survey. For the last step, final questionnaire and schedules were used to collect data from 267 permanent teaching fraternities from select universities in Andhra Pradesh.

4.1 Sampling technique

Simple Random sampling technique is used for collecting information from the selected respondents.

4.2 Method of Data Collection

In this research data is collected from the sample respondents with the help of administration of structured questionnaire and schedule

5. STATISTICAL DESIGN

The collected data is analyzed with the help of SPSS. In this research both descriptive and inferential statistics were used. Mean and Chi Square are used to analyze the data and draw inferences.

6. GEOGRAPHICAL AREA

6.1 Sample Frame:-

In this study, the sampling frame were based on the list of all universities located in Rayalaseema region of Andhra Pradesh.

7. RESULTS

Data interpretation:-

The research embarks here on interpretation as an offshoot of the statistical processing, table no 1 illustrates the outcomes in the form of Mean and Standard Deviation, conceptually higher SD indicates high deviation, moderate SD indicates moderate deviation, and a low value of 0-2 indicates low deviation SD as observed in all variables. Table 1 presents gender wise responses on Structural capital in the selected respondent universities. Irrespective of gender the respondents have a highly positive opinion on the statements like to receive funds for research and development, on the aspect of having committees or councils, that there is a process in the appointment as members in the academic council. A moderately positive opinion is opined about the allotment of funds allocated for research and development every year is meager, there is a system of allocating funds to research through non-governmental funding, about the presence of an executive council and also appointments dealing with positions and academics are good. A slightly negative opinion has been presented about the decrease amount of resources devoted to Research and Development, The utility of research budget department wise in scientific fields is less, The amount of research budget managed at the central level is less, total amount allocated for research through governmental funding is not sufficient, and non-governmental funding is not regular There is always appointments through autonomous formal procedure at the university level during the tenure of every Vice Chancellor, agree to appointment dealing with positions and academics is good about ethics committee and the regular reviews performed by the ethics committee.

Testing of Hypothesis:-

Table 1 presents Chi-Square values on various aspects of Structural capital with special emphasis on gender and on all facets is considered and irrespective of gender the aspects like to receive funds for research and development, on the aspect of having committees or councils, especially that there is strong agreement, that there is a process in the appointment as members in the academic council. about the allotment of funds allocated for research and development every year is meager, there is a system of allocating funds to research through non-governmental funding, about the presence of an executive council, the decrease amount of resources devoted to Research and Development, The utility of research budget department wise in scientific fields is less, The amount of research budget managed at the central level is less, The amount of research budget managed at the central level is less, about ethics committee and the regular reviews performed by the ethics committee are higher than the table values hence null Hypothesis which states that Autonomy of Structural Capital in Teaching has no significance in intellectual capital management in institutions of higher learning & Autonomy of Structural Capital in Research has significance in intellectual capital management in institutions of higher learning has been rejected and the alternate Hypothesis which states that Autonomy of Structural Capital in Teaching has significance in intellectual capital management in institutions of higher learning & Autonomy of Structural Capital in Research has significance in intellectual capital management in institutions of higher learning is accepted.

8. SUGGESTIONS

- i. The present situations present a milieu of opportunities in the education sector especially in institutions of higher learning regular review are very essential for the smooth functioning of the organization to receive funds for research and development, analyze the mission, vision and strategic goals apart from that, innovative management practices need to be implemented and consensus is very essential for the implementation of programmes.
- ii. Knowledge workers are very essential for a university an employee who has the capability of integrating the information and data relating to his job. An employee who has the ability to coordinate the resources available for qualitative performance is very essential in the fast pace change of policies and technology. Hence regular appointments department wise and field wise is essential.

9. CONCLUSIONS

In organizations Intellectual capital management often becomes embedded not only in documents or repositories as in structural capital but also in organizational routines, processes, practices and norms hence autonomy is very essential to increase the efficiency of structural capital in the intellectual capital management. As it is education sector especially institutions of higher

learning emphasis lays on the source of funds for research and development especially teaching and related aspects. Autonomy paves way for development and keeps ahead of competitors. Enhancement of factors in Autonomy plays a significant role in the Intellectual Capital Management in Institutions of higher learning.

10. TABLES AND FIGURES

Table 1-Statistical Responses of respondents on the 'Autonomy' variable of Structural Capital in Sample Universities

S.No	Statements	χ^2	D.F	Sig.lvl	Mean	S.D
1	I receive funds for research and development	9.879 ^a	1	.002	4.5693	.49611
2	Total funds allocated for research and development every year is meager	16.445 ^a	1	.000	3.6479	.47851
3	The amount of resources devoted to Research and Development decrease.	24.508 ^a	2	.000	2.6517	.57716
4	The utility of research budget department wise in scientific fields is less.	35.071 ^a	3	.000	2.6891	.69693
5	The amount of research budget managed at the central level is less.	33.559 ^a	2	.000	2.6367	.56115
6	In my opinion the total amount allocated for research through governmental funding is not sufficient.	33.559 ^a	2	.000	2.6367	.56115
7	I agree that there is a system of allocating funds to research through nongovernmental funding	1.162 ^a	2	.559	3.5581	.78484
8	The total amount allocated for research through non-governmental funding is not regular.	84.229 ^a	4	.000	2.5019	1.55929
9	There is always appointments through autonomous formal procedure at the university level during the tenure of every Vice Chancellor	21.981 ^a	2	.000	2.9738	.85580
10	There is always regular appointments department wise and field wise	41.080 ^a	2	.000	2.5993	.66071
11	I agree to appointment dealing with positions and academics is good	38.421 ^a	2	.000	3.3858	.74406
12	I agree that the university has committees or councils	35.845 ^a	2	.000	4.4232	.64649
13	I agree that there is an academic council	12.107 ^a	2	.002	4.4345	.87917
14	I agree that there is an ethics committee	52.832 ^a	1	.000	2.7453	.43650
15	I agree that regular reviews are performed by the ethics committee	52.832 ^a	1	.000	2.7453	.43650
16	I agree that there is a process for appointment as members in the academic council	40.655 ^a	2	.000	4.3296	.80645
17	I agree that there is an executive council	5.395 ^a	1	.020	3.4007	.49097

Source: Field Survey

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