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**A PERSPECTIVE STUDY OF THE RESOURCE ADMINISTRATION
MECHANISMS ADOPTED WITHIN THE UNIVERSITY SYSTEM:
A CASE STUDY OF THE UNIVERSITY OF PERADENIYA WITH A
VIEW TO RE-ENGINEERING**

By

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- Title of the Thesis** : A Perspective Study of the Resource Administration Mechanisms Adopted Within the University System: A Case Study of The University of Peradeniya with a View to Re-Engineering
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ABSTRACT

The objective of this study was to determine the key conceptual variables associated with the governance, academic standards and efficient administration of the University of Peradeniya in Sri Lanka whilst assessing their relative contributions towards the imbuing of potential graduates with creative and innovative abilities and a market relevant skill set. A resource management orientation was to permeate the overall assessment process.

A sample of 250 university personnel and 30 employers was randomly selected from the population of policy makers, administrators, academics and ancillary staff from within the University and employers from the Colombo stock exchange of public companies listed in respectively. Both primary and secondary data were used in the study. Questionnaires were administered on all five identified stakeholder groups to collect primary data.

The discreet data were analyzed by employing descriptive statistical methods such as frequencies, means and standard deviations, which were supplemented with qualitative analysis.

The identified key conceptual variables within the university worked in tandem at times to produce the required level of synergy to facilitate the achievement of some objectives of university education. The current style and approach of imposed policy adopted, was not found to be appropriate in all instances due to inadequacy of feedback and impact assessment. Administrators found no solace from the use of defined policy in handling the problem of resource bottlenecks within the university. The administrative regulation and financial regulation encased administration approach was found to be prohibitive at times.

The current practices were found to be appropriate as the academics felt that variables within their purviews such as, the creativity drivers, inhibitors and measures were in place accordingly. Direct curriculum based issues of orientation, updates, content and medium met the academics expectation overall.

Employers opined that university administrators were not sensitive to market movements, global changes and learner stakeholder aspirations at times.

Hence there was a mismatch of the graduate skillset and employer expectations. Professionally oriented graduates succeed in minimizing the gap due to stringent and specific professional requirements.

The national goal of overall transference of social welfare is met on a very competitive platform which at times is influenced by supply based university education policy.

Re-engineering of the university administration from a resource perspective is eminent to facilitate a more efficient use of national resources and a higher level of social welfare.