

## **Human Resource Development in Sri Lankan Universities: An Analysis of the Staff Development Programme at the University of Kelaniya, Sri Lanka**

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**Abstract :** Staff development both formal and informal, structured and unstructured is universally accepted as fundamental to the growth of individuals and institutions. This study is based on feedback summaries collected from 2014 to 2017 from 240 participants of the staff development programme for probationary lecturers at the University of Kelaniya, Sri Lanka. It also contains data from interviews conducted with the resource persons in the programme. The study further includes observations from experts involved in staff training in higher education institutions in Sri Lanka. The data reveals that though the programme has many aspects that can be improved, the selected topics in the curriculum and new topics that were incorporated had positive impacts to enhance continuing professional development of staff in Sri Lankan universities. The participants also believe that the programme has an impact on professional development, teaching, and management of classroom and curricula and research skills. Based on the findings, the study recommends the addition of new topics to the curriculum such as continuing professional development, code of conduct in universities, gender awareness and the green concept. The study further recommends programmes for senior academic staff in universities to assist them to reach higher levels in their career by focusing on areas such as teaching, research, and administrative skills.

**Keywords :** staff development, higher education, curriculum, research

**Conference Title :** ICHELTP 2017 : International Conference on Higher Education Learning, Teaching and Pedagogy

**Conference Location :** Singapore, Singapore

**Conference Dates :** September 11-12, 2017