

# **Student to Faculty Incivility: Experience of Faculty in Higher Education Institutions and its Consequences**

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## **ABSTRACT**

Uncivil behavior of students can have significant impact on the faculty members. Information regarding students' incivility and its implication on faculty in private higher education institutions of India is insufficient. Therefore, the present study examined the relationship between uncivil behaviours of students and work engagement of faculty participants. The study also explored the relationship between work engagement and turnover intentions and career commitment of faculty staff. 120 faculty members were approached, of which 102 agree to participate in the study. A total of 75 respondents completed the questionnaire for a response rate of 73 per cent. Of the total participants 74 per cent were female (n=56) and 26 per cent were male (n=19). Participants ranged in age from 22 to 48 years of age (mean=36, standard deviation=7.71). 48 per cent of respondents were from humanities and social sciences, 22 per cent from engineering, 12 per cent from law, and rest 18 per cent from others. The data collected have been analyzed with the help of SPSS 21 using descriptive and inferential statistics. Study found that uncivil behavior of students, both within and outside the classroom boundaries, have a significant impact on the dimensions of work engagement viz. vigor, dedication and absorption and on overall work engagement of faculty members. Furthermore, the study reported found significant relationship between work engagement and turnover intention and career commitment.

