ANALYSIS OF THE EXTENT TO WHICH INDIVIDUAL AND INSTITUTIONAL FACTORS ARE RESPONSIBLE FOR LACK OF INCLINATION TOWARDS QUALITY RESEARCH IN PAKISTAN

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ABSTRACT

This research work has primarily been undertaken to assess the factors responsible for lack of inclination towards quality research in Pakistan. It has also elaborated the characteristics of quality research in detail. In the context of wide range of research literature available on the subject of research culture, only the research output in different universities of Pakistan is given marked attention. This study has emphasized that the basic originality and relevance of research is to be promoted in universities rather than then improving the research output only. For this purpose, a comprehensive questionnaire was formulated, which was divided into three major profiles. Each profile has focused on various elements associated with the main variables i.e. quality of research, individual and institutional attributes of researchers. In the first place, the extent of contributing individual and institutional factors or characteristics was analyzed. Then the reasons of the same were explored and recommendations for improvement of research quality in Pakistan were made in the end.

Keywords: *Commitment Level, Content Knowledge, Individual and Institutional Factors, Motivation Level, Proper Supervision, Quality of Research, Research Culture, Research Output, Research Policies, Research Skills, Resources, Time Availability.*

1) INTRODUCTION

1.1) History/Background

Research, in itself, is considered to be an outcome of man's incessant quest for knowledge in the wider sense. Whereas it is a well-established fact that socio-economic development of any country is extensively reliant on wide, relevant and quality research work conducted by its academicians in every field generally and in every aspect particularly. Such practices lead to economic growth, social solidity and prosperity in long run (Adrienn and María, 2007). No doubt, vigorous and superlative research culture is imperative for attaining fresh knowledge and conducting quality research work (Bland and Ruffin, 1992). However, the development of such research culture with defined quality standards is significant and challenging at the same time (Mustard, 1998).

The Higher Education Commission of Pakistan (HEC) is mainly and directly responsible for developing and enhancing the education system which is fit for quality derived research practices. All around the world, research is considered to be a performance indicator of higher education nowadays (Geraint, 1992). So, the Higher Education Commission (HEC) has paved the promotion of the research culture through the introduction and implementation of policies, reforms and projects in this context throughout the Universities of Pakistan since its establishment (Parveen, et. al., 2011).

Actually, there is a need of continual efforts so that the required and correct actions can be taken in the right direction at the right time. The current study is aimed to conduct an in-depth analysis of the reforms already done and required to be done for better and effective research quality culture in Pakistan.

In Pakistan, there was a clear deficiency of higher education framework that can match the standards of the rest of the world in any aspect just a few years back. The educationalists were also having no capabilities to suggest standard of research or culture of critical thinking, but thanks to Higher Education Commission (HEC) that situation has changed to some extent (Osama et al., 2009).

The Higher Education Commission (HEC) of Pakistan has introduced various programs which are promoting the research practices and capabilities of the students in various ways. The major aims of the Higher Education Commission (HEC) of Pakistan regarding research culture development and management specifically in Social Sciences are (Wolfgang-Peter Zingel, 2011):

➢ to create a comprehensive research agenda which include and deals with the current social, cultural, economic, political and environmental issues faced by the Pakistan.
➢ to introduce most up-to-date procedural tool, theoretical paradigms and methods to deal with the current difficult research problems faced by the Pakistan.
➢ to build the aptitude of PhD/MPhil students and fresh faculty members to carry out research in social sciences using both qualitative and quantitative approaches.
➢ to increase the role of research in social sciences in Pakistan by formulating an inter-university association for this purpose.

Resultantly, the situation has improved to some extent over the past decade. But, on the whole, research has not been given due consideration in accordance to its significance in Pakistan unfortunately (Costello and Zumla, 2000). All these measures taken by the Higher Education Commission (HEC) are addressing the problem of low research output/productivity in Pakistan in different fields. No doubt, these policies and reforms have resulted in developing research capacities and effective research collaborations both nationally and internationally. But, unfortunately, special consideration is not given to the quality or standard of research undertaken in Pakistan (Zaidi, 2002). In this context, the steps undertaken to enhance the quality of researches undertaken and working condition for researchers in Pakistan are not still enough as compared to world's current research environment.

1.2) Research Quality in Higher Education Institutions

In the perspective of extensive range of research literature present on the topic of research culture, only the research output in different universities of Pakistan is given noticeable importance. Many researches have illuminated the importance of research output and its determinants in various scenarios in detail. Usually, the research output is taken as

performance indicator of higher education institutions. So, the Higher Education Commission (HEC) of Pakistan in general and policy makers in particular have focused only to increase research productivity i.e. number of researches conducted in universities. Resultantly, the increase is only in terms of quantity of researches conducted in universities of Pakistan and not the quality. A good quality research is rare to be found in Universities of Pakistan (Azam, 2007).

The major reason behind it is that, as a nation, the attitude of people of Pakistan is unfavorable towards research. Generally, the people perceive research as a waste of time or an obligation for degree completion. Whereas, the true essence of research is to diagnose a problem and find it's solution which is extensively necessary for development in the country.

In Pakistan, one can rarely find any research in the context of local and current relevant problem of the country because the true orientation to make research base in line with national needs is lacking (Clark, 2005). According to "Task force Report on Improvement of Higher Education in Pakistan: Challenges and opportunities, 2003", our country is facing economic and financial crisis, lack of national integration, poor international status and many other socio-cultural and socio-political problems, but the researchers are not eager to locate reasons and suggest solutions to these problems. It simply reveals the lack of passion, motivation and commitment level for rigorous and quality academic research work by our researchers.

Majority of the researches conducted lack the element of realness and genuineness because the research programs comprise of the same old research questions which are generally not in relevance with today's condition of our country. The practice of replicating foreign researches in local settings has caused elimination of creativity among our researchers. The concept of conducting a useful research on an all new idea to actually find solution to some real current problem of country is basically missing. This lack of initial developmental focus is prevailing because of low proportion of PhD holders among academic staff especially in social sciences. Osama et al. (2009) has also pointed out this fact that majority of the scholarships granted for PhD by the Higher Education Commission (HEC) of Pakistan are in science and technology and less attention has been given to the development of social sciences as compared to the

physical and natural sciences. The deficiency of proficient and visionary administration leads to disparity between research expectation and support as researches are usually poorly guided and supervised. Such underdeveloped research culture is enough to discourage the researchers to conduct analysis of new problems and to use their intellect in optimal way for their country.

The research base of universities has improved through the measures taken by the Higher Education Commission (HEC) for improving research capacity, but still the weak physical infrastructure of universities is a clear depiction of negligence and under-investment in education system. There is a general lack of properly equipped laboratories and libraries in universities of Pakistan (Virk, 1998).

With an exception of few, almost all universities in Pakistan are in grim need of up-gradation in terms of availability of books, journals, scientific tools and other learning aid essential to develop basic environment for quality research conduction (Isani, 2001). These conditions hinder the process of good quality research as they act as negative elements in motivating new and unique research. In these circumstances, the encouragement of unique research conduction and discouragement of replication or plagiarism is not practically possible.

Hence, with the exceptions of few, our universities are under-resourced and are incapable of producing original and quality academic research which involve extensive datasets, historical contextualization, scientific evidence or ethnographic research particularly in the social sciences. This dismal scenario indicates the problem of poor research quality in Pakistan.

1.3) The Problem Statement

The main focus of this study is to assess "the extent to which individual and institutional factors are responsible for lack of inclination towards quality research in Pakistan". It will also endeavor the characteristics of quality research in detail.

1.4) Objectives of the Study

Explicitly stating, an empirical analysis of individual and institutional characteristics or factors contributing towards the research quality in Universities of Pakistan is to be conducted. For this purpose, this research work has the following chief research objectives:

i) To analyze the extent of individual and institutional factors or characteristics affecting inclination towards quality research in Universities of Pakistan;

ii) To identify the reasons of the same; and

iii) To make recommendations for inclination towards quality research in Universities of Pakistan.

2) LITERATURE REVIEW

All over the globe and in Pakistan too, the people are well aware of the growing importance of research in every field and have been acknowledging and using various policies to enhance quality research culture. However, as far as the position of research in this particular area is concerned, the available literature is disappointingly inadequate. Only a limited number of people have undertaken research in this particular arena, and some have only highlighted the significance of high research output in higher education institutions. The idea of "more research," unclearly defined, is not enough. There is vital need of the creation and institutionalization of quality research culture in wider sense by policy makers. The country's low research output perhaps depicts the low priority given to research and development by government decision-makers (Enole, 2001).

The traditional role of higher education institutes has undergone noteworthy changes due to world-wide economic and social constraints over the past decade to enhance research culture (Geiger 1986).

The Higher Education Commission (HEC) of Pakistan key purposes includes promotion of the research culture through various policies throughout the Universities of Pakistan. It is promoting the knowledge based economy through new effective measures like presentation doctoral scholarships for inland and education abroad and providing grants for the presentation of research papers at the international forums. The non-existence of research culture is tried to be developed by giving

adequate attention to research in various ways. The development of research cell and research labs and linking of promotions and incentives to research output are major reforms in this context (Parveen, Rashid, Iqbal and Khan 2011). A slight increase in the overall research output of Pakistan from years 2007 to 2010 has been noticed. But the number of research publications by Pakistani educational institutions is way below then the international standards. (Mushtaq, Abid and Qureshi, 2012). The research capacity in the educational institutions is very weak as compared to the international level (Lee & Mills, 2000). The gloomy scenario inevitably depicts the poor economic conditions as researchers face financial difficulties and resultantly are unable to do good research. There is a significant relationship between funding and research output. (Gulbrandsen and Smeby, 2005).

Many other studies have also conducted a detailed investigation of the key issues, problems and the new challenges in the context of research practices in Pakistan. The lack of funding and adequate facilities is described as the major reasons that quality research is not conducted by researchers in Pakistan even if they want to do so. Now substantial research funds to universities are provided by the government which means a major hurdle has been removed. So, the universities should produce the desired results now (Rasool, 2007).

Institutional control (i.e., public versus private) also has been an area that reports varied results in preceding research. Jordan and his colleagues (1988, 1989) studied the effects of sort of organizational control and influence (i.e., public or private) on departmental research productivity. They found strong proof that private and public institutions were both facing poor academic research productivity.

In a re-analysis of the same data set, Golden and Carstensen (1992) accounted that the nature of public and private institutions is different. Public institutes are not profit seeking organizations rather they are funded by government. Being a service organization they cater a very large population. They are performing noble services to the society. The major responsibility of public sector universities is to provide education to the general public at very nominal charges. They support representation, equity and effectiveness. Whereas, the private institution are profit seeking organizations. They cater only small number of candidates who can afford to pay high fees. They are not merit based and

equitable. According to Golden and Carstensen, the private institutions are not more proficient in the use of resources than are public universities. The public institutions generate more teaching and service outputs per faculty member than the private institutions.

The universities in Pakistan are somewhat successful in producing an increased research output level. The research facilities are considered to be better in various dimensions in public sector universities. But the low quality of research and lack of relevance to national requirements is still a major and persistent problem (Ullah et al., 2011).

In a general sense, the increased output level of research is considered as good educational facilities in universities (Chande, 2006). The enhanced research culture is considered to be effective management of university system in terms of goal attainment and management of staff. It is also emphasized that research culture exerts a partial influence on effective management of the university system (Anijaobi-Idem, Berezi and Akuegwu, 2012).

A study by Akwegwu, Udida & Udey (2007) examined the relationship between academic staff research ability and the effectiveness of university system. The detailed information of prevailing research culture in Pakistan was explored though the analysis of feelings of teacher educators towards their role as a researcher and their perceptions about encouraging and discouraging research.

It has been revealed in the study that the teacher educators are generally not willing to do research and mainly conduct research on either academic compulsion or in order to satisfy institutional requirements (Mirza, Qazi and Rawat, 2012). The same hence holds for the students as well. The research productivity is highly related to the scholarly efforts of faculty in universities (Kurz, 1989).

Generally, best recognized and traditional measure of research productivity is considered to be the number of research articles published by any university in a year (Fox, 1992). This indicates that the usual and narrow result of research conduction is scholarly publications.

The research productivity would include publications in conference proceedings, book writing, gaining research grants, performing editorial

duties for a research journal, and submitting research proposals for grant in a broader sense (Cresswell, 1986).

Dundar and Lewis (1998) presented a detail picture of research productivity by identifying the attributes and categories of variables related to it. But no direct and detailed research is still conducted to elucidate and signify the importance of quality of research and its management in universities in addition to mere productivity or output level of research. There is, no doubt, an urgent and vital need for development of culture that values research, motivate and facilitate researchers in Pakistan.

3) THEORETICAL FRAMEWORK AND HYPOTHESES

Hostetler (1995) emphasized that as an educational researchers, it is extremely important to concentrate and evaluate that whether the research conducted is truly good research or not. This research is basically conducted to study the factors responsible for lack of inclination towards quality research in Pakistan considering the main individual and institutional impacts. Therefore, this research emphasizes on issues of research culture and quality of research conducted in Pakistan.

No doubt, it is very difficult to define good research and develop single criteria for assessment of research at least as conventionally understood (Hammersley, 2005). There are different kinds of research like quantitative, qualitative and practice-based research and they all need different criteria for assessment. For this reason, Wenger's social theory of learning in communities of practice (1998) is practically useful to assess the variables that are associated with the lack of inclination towards quality research in universities of Pakistan.

The higher educational institutes are considered as a learning system for research to explain research quality management in universities in the context of Wenger's theory.

3.1) Wenger's Social Theory of Learning

According to this theory, it is essential for universities to develop social learning system to achieve their goal in best manner because good learning is only possible through participation in socially situated

practices. These learning system having socially situated practices are referred to as communities of practice in the theory.

Etienne Wenger defines *communities of practice* as group of people who have a common purpose or concern for something they do and learn how to do it in a better way as they interact on a regular basis.

The definition of communities of practice implies that a group of research workers who work together within a research unit or a research team from single or different institutions can be referred as a "research community". The researchers do their work and learn how to do research through their research-related interaction with one another in the research community *(i.e. mutual engagement).*

These interactions lead to form specific practices, create stated goal and sense of mutual accountability among researchers *(i.e. negotiation of a joint enterprise).*

The research community share common practices like general viewpoint, assumptions, understandings, recognizable intuitions, rules of thumb, language, documents, symbols and many other social resources and structures *(i.e. shared repertoire).*

In Wenger's theory, there are three important elements of successful social learning system:

1) Communities of practice,
2) Boundary processes among these communities and
3) Identities.

The building blocks of *communities of practice* in learning system of universities include academics, faculty, librarians, statisticians and editorial staff. Learning takes place in this community because of competence and experience. Then the *boundary interactions* among these communities create bridges to enhance this learning process. For best learning outcomes these boundary interactions must be well coordinated, transparent and negotiable (Wenger, 2000). The idea of *identity* is tied to individuals who identify the communities to which they belong to as a researcher which explains their desire to become a better researcher. Hence, the view of successful learning system entails that:

1) *Individuals* should be motivated to involve and contribute to the practices of community with which they belong to.
2) *Communities* should purify existing practices; involve new members, balance main and boundary processes to ensure in-depth learning.
3) *Organizations* should assist the interrelated communities of practice and provide conditions for optimal participation. Although organizations cannot direct the learning system fully but they can ensure availability of knowledge, motivate the participants, handle conflicts in ideas as their policies impact the performance of participants (Lave and Wenger, 1991).

3.2) Individual Attributes associated with the Lack of Inclination towards Quality Research

According to Wenger's theory, productive and creative research is possible when the individual researchers are both externally and internally oriented. They must be socialized to the values, ethics, standards and attitudes of good research.

The in-depth knowledge in a research area of any individual is extensively important for assurance of quality in research work. It is considered to be basic characteristics of any successful researchers by Bland and Schmitz (1986) and Creswell (1986) models of research productivity.

The researcher must also have participation right in internal managerial decisions regarding research activities in universities because it helps in creation and maintenance of commitment level among them.

In addition to this, the expertise in basic methodological skills and relevant advanced skills regarding the researcher's area of investigation is vital for effective performance in research (Finkelstein, 1984; Dundar and Lewis, 1998; Bland et. al. 2002).

Wenger's theory of communities of practice entails that motivation is basically embedded in the social perspective. The idea of "identity" is basically tied to individual researchers who are motivated and have desire to become a better researcher in the community to which they belong. It explains that a person who wants to conduct good research has

intentions to learn and engage themselves as full participant in a socio-cultural practice of research community.

3.3) Institutional Attributes associated with the Lack of Inclination towards Quality Research

No doubt, a supportive research culture in any university is primarily essential for ensuring quality in research works of its members.

Research basically needs academic freedom and autonomous affiliation in universities because it is a communal activity. According to Wenger's theory, a research culture having cohesive networks and regular interactions among its participants lead to the best performance and quality in research.

The availability of various research-related resources in universities is also very significant for conducting good research. For example, up-to-date library materials such as books, journals, magazines and well equipped computer laboratories are fundamentally important for doing quality work in any research area.

Financial support by universities is also required for conducting internal communication and external communication (seminars, meetings and conferences) in many cases in research projects. Moreover, monetary and/or non-monetary recognition of achievements in research enhances both research productivity and quality. Such type of recognition can be done by universities through reward system, public praise and recognition.

In addition to this, the faculty and administrative staff help is required for full-time research assistant, coordination of research activities, counseling of new researchers, academic writing workshops and training in research methods. A good quality research work is impossible without proper supervision and guidance which can only be provided by universities.

The appropriate allocation and management of time is also very important for conducting quality research (Yates, 2005). It includes managing workload and ensuring efficiency to achieve research objectives properly. For this purpose, universities should formulate proper plans to attain research objectives in timely manner.

The aforementioned discussion leads to the formulation of following hypothesis:

Hypothesis I: The individual attributes of the researcher are associated with the quality of research in universities of Pakistan.

Sub-Hypothesis 1: Motivation and Commitment level is associated with the quality of research in universities of Pakistan.
Sub-Hypothesis 2: Content knowledge is associated with the quality of research in universities of Pakistan.
Sub-Hypothesis 3: Basic and advance research skills are associated with the quality of research in universities of Pakistan.

Hypothesis II: The institutional attributes of the researcher are associated with the quality of research in universities of Pakistan.

Sub-Hypothesis 1: Resources and clear research policies of institute are associated with the quality of research in universities of Pakistan.
Sub-Hypothesis 2: Proper supervision is associated with the quality of research in universities of Pakistan.
Sub-Hypothesis 3: Time to conduct research is associated with the quality of research in universities of Pakistan.

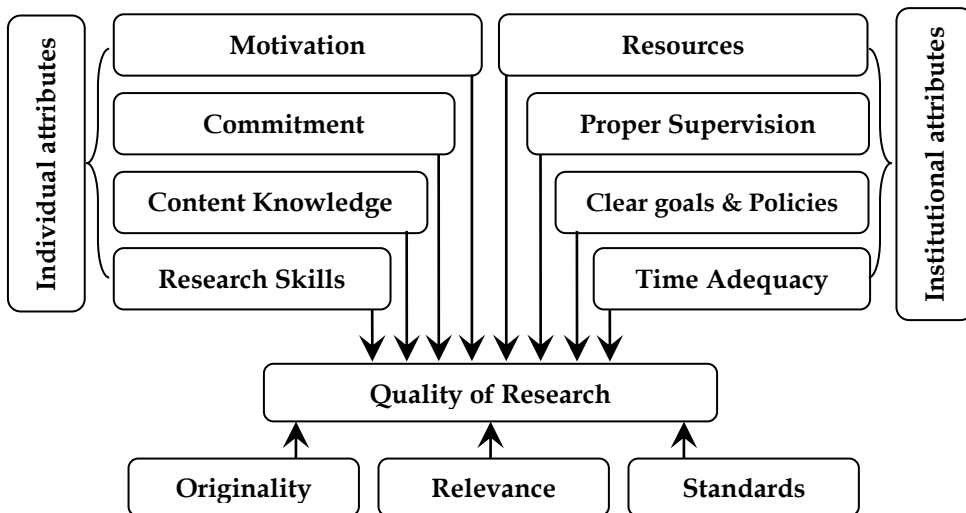*Lack of Inclination towards Quality Research in Universities of Pakistan*

Figure 1: Theoretical Framework

4) RESEARCH METHODOLOGY

Deductive research approach is used in this research that includes development of hypothesis and then thoroughly testing them. The research study is cross-sectional as data is collected from sample at one time and is intended to determine the influential relationship of different variables. Quantitative approach is used as the purpose of the research is hypothesis testing, determination of relationship and generalizability of results.

4.1) Purpose of Study

The purpose of research is to elaborate the relationship between (1) individual and institutional attributes of researchers and (2) lack of inclination towards quality research in universities of Pakistan.

4.2) Population

Under this study, the population is all the academic researchers in different universities of Pakistan. They include the students of Bachelors, Masters, M. Phil and PhD level who have either conducted or are conducting research in different fields.

4.3) Sample and Sampling Technique

All the universities of Lahore, Pakistan which are offering research programs are selected for the study purpose. After identifying these universities, the students who have either conducted or are conducting research in different fields of social sciences are selected for the research. They include the students of Bachelors, Masters, M.Phil and PhD level. The technique used for sampling is the purposive sampling. The data is collected from such students as only the students who have either conducted or are conducting research can tell what are the factors and constraints that are contributing towards the present state of research culture and lack of inclination towards quality research in universities of Pakistan.

4.4) Tool for Data Collection

Both primary and secondary data was collected for the purpose of conducting this research. A research questionnaire was formulated to assess the relationship between the individual and institutional attributes or characteristics of researchers and the lack of inclination towards quality research in universities of Pakistan (Appendix-I: Research Questionnaire). Close ended questions with Likert scale were used because they provide standard responses that are easy to code and analyze. In order to increase the reliability of questionnaire, reverse scoring questions were also used.

The secondary data includes the information gathered from journals, books and newspapers whereas the primary data includes the data gathered from questionnaires.

5) DATA ANALYSIS

The Statistical Package for Social Sciences (SPSS) software is used for data storage, statistical collection, data analyses and to draw results.

The reliability test is done using Cronbach alpha coefficient to check the responses consistency of items in measure. The value of Cronbach alpha ranges from 0 to 1, the former depicting no reliability and the later depicting perfect reliability. However, the alpha value of 0.7 and above is considered sufficiently reliable in research which was the case in this questionnaire.

The mean and standard deviation of the data collected (See Table: I) from the survey was formulated in order to give a clearer insight of different views of respondents about each variable. Then, the Pearson Coefficient of Correlation (See Table: II) was used to determine the association between different variables.

In addition to this, Bivariate and Multiple regression analysis is used to measure the existence and strength of relationship between independent variables (individual and institutional attributes) and the dependent variable (lack of inclination towards quality research in universities of Pakistan). In this concern, two major hypotheses were developed. These two major hypotheses were validated by the respective six sub-

hypotheses. These six sub-hypotheses were tested using regression analysis. Then the conclusions are drawn according to the findings of each hypothesis to provide a brief snapshot of the research issues under discussion.

6) DISCUSSION

The results revealed that there is presence of strong positive relation between the individual and institutional attributes of researcher and the lack of inclination towards quality research in universities of Pakistan.

The data was collected from the students of universities of Lahore who have or are conducting research in various fields of social sciences using cross-sectional approach. There is lack of research culture in Pakistan due to which both private and public institutions are facing poor academic research productivity and quality, but the situations are improving with time.

The public sector universities, being service organization, are funded by the government. Whereas, the private institutions are funded by some IFIs, trusts etc. Resultantly, there is a clear difference in the approach and goals of public and private sector educational institutes.

The public sector universities are performing noble services to the society to provide education to the general public at very nominal charges. Whereas, the private educational institutions are profit seeking organizations which have high fees structures for their students.

The private educational institutes have abundant resources due to their high fee structures and funds. So they seemingly look superior to the public sector universities. But, in real, the public universities are more proficient in the use of resources than are private institutions as the goal of public sector universities is to achieve excellence in academic activities rather than profit maximization. They support representation, equity and effectiveness.

Moreover, the public sector universities cater a very large population of students which are unable to pay high fees but are studying in these universities on merit base. Whereas, the private educational institutions cater a small number of candidates who can afford to pay high fees but

they are rarely merit-based. So, the students of public sector universities are comparatively more inclined to do quality research in best possible manner as they are merit based. They are more motivated and committed to their studies and research work. Hence, the public educational institutions generate more excellence in academic, teaching and research outputs than the private institutions.

On the whole, the lack of inclination towards quality research in universities of Pakistan is reported as the majority (75.5 percent) of respondents was of this view. This fact has also been pointed out by Zaidi (2002) in his research study that there is lack of research culture and inclination towards quality research in universities of Pakistan.

The respondents were of the view that the research conducted in these universities is not based on new and innovative ideas rather it is replication of ideas usually. Azam (2007) also stated in his research that a good quality research is rare to be found in universities of Pakistan as their research approach is not independent, objective and transparent. Resultantly, the research work do not adheres to standards of quality.

In addition to this, there is a whole range of economic, socio-cultural and socio-political problems in Pakistan that can benefit from systematic empirical research. But one can rarely find any research in the context of local and current relevant problem of the country. This fact has also been pointed out by Hussain (2008) in his research study on public policy and social sciences.

6.1) Individual Attribute associated with the Lack of Inclination towards Quality Research

6.1.1) Motivation and Commitment

The individual attribute commitment has shown positive relation with the quality of research (β= 0.317; $p \leq 0.05$) but it is not as strong as it is in the case of motivation level (β=1.588; $p \leq 0.05$). On the whole, almost 75% of the respondents indicated lack of motivation and commitment to conduct quality research. Hence, the lack of inclination towards quality research in universities of Pakistan can be linked with the lack of motivation and commitment among researchers.

Basically, the attitude of people of Pakistan is unfavorable towards research (Dundar and Lewis, 1998). According to Wenger's theory, productive and creative research is possible when the individual researchers are internally oriented to do so. But the researchers in Pakistan are not internally driven to explore, innovate, discover and do creative works. They have no courage to conduct good quality research work to contribute to society in their subject or research area. They do not give adequate time and priority to research activities as they perceive it as an obligation for degree completion only. Here, people are unaware of the practical importance of research in the field of social sciences.

The idea of "identity" in Wegner's theory also links motivation and commitment to quality of research. It explains that the if the individual have desire and intentions to become a better researcher only then he will engage as full participant in a socio-cultural practice of research community.

6.1.2) Content Knowledge

Content knowledge also plays an important role in determining the quality of research (r =0.924; p ≤ 0.05). A strong positive relationship has been confirmed by the results which is consistent with the results of previous research studies as well. It is considered to be basic characteristics of any successful researchers by Bland and Schmitz (1986) and Creswell (1986).

However, the majority of researchers (respondents) in universities are of the view that they are not familiar with all published works and theories within their research area. Moreover, only few respondents declared that they remain up-to-date on the current literature in their research area. This deficiency of in-depth knowledge has led to the lack of inclination towards quality research in universities of Pakistan.

6.1.3) Research Skills

The expertise in basic methodological skills and relevant advanced skills regarding the researcher's area of investigation is extensively important for assurance of quality in research work. The results have shown strongest relationship of research skills and quality of research (β= 2.754;

p ≤ 0.05) and 94% of the variation in the quality of research is explained by this factor.

The researchers in universities reported lack of training and workshops offered regarding research methodologies and writing research proposals. This deficiency in universities has also been reported by Hussain (2008). So, this can be considered as another factor affecting the inclination towards quality research in universities of Pakistan.

Wegner's theory pointed out that the individual researchers must be socialized to the values, ethics, standards, procedures and attitudes of good research (Wegner, 2000). But this is not the case in universities of Pakistan. Resultantly, there is lack of inclination towards quality research in universities of Pakistan.

6.2.) Institutional Attribute associated with the Lack of Inclination towards Quality Research

6.2.1) Resources and Research Policies

The institutional attribute clear research policies of institute has shown positive relation with the quality of research (β=0.609; p ≤ 0.05) but it is not as strong as it is in the case of resources (β=0.851; p ≤ 0.05). On the whole, 98% of the variation in the quality of research is explained by these two factors which indicate their importance in determining the inclination towards quality research.

In consideration of Wenger's theory, institutional attributes in universities impact the quality of research in a positive way to support interconnected communities of practice, enrich the curriculum and build identity.

According to Wenger's theory, the development of ideal research culture is only possible when the institute have clear policies, plans and practices at administrative level which facilitate and ensure quality research activities. The institute must have academic freedom and autonomous affiliation as research is communal activity.

With the appropriate and continuous efforts of Higher Education Commission of Pakistan (HEC), the universities have paved the promotion of the research culture through the introduction and

implementation of policies, reforms and projects in this context. This is the very reason that the state of research practices have improved very much during the last decade.

The availability of various research-related resources in universities has also improved (Osama et al., 2009). The institutes now have updated library materials (books, journals, magazines) and have established computer laboratories in most of their department which are offering research. This factor has eradicated the basic hurdle which was faced by researcher in conducting quality research.

In addition to this, monetary and/or non-monetary recognition of achievements in research through reward system and public praise has also increased the inclination towards quality research.

The universities have also started providing financial aid and support to some extent. However, the generation of revenues, research grants and funds via research activities is not encouraged up till now. Resultantly, the financial assistance in research projects is still very limited due to which the researchers face many problems.

Overall, the research policies and availability of resources have improved which has positively affected the inclination towards quality research in universities of Pakistan.

6.2.2) Time Adequacy

The availability of time to conduct research and the quality of research also have positive relation as depicted by the results (β= 1.398; $p \leq 0.05$). The majority of the respondents were of the view that they face the problem of lack of time while conducting research.

Basically, they do not have a clear plan for how to spend time within each of the research goal. In addition, the semester system or schedule does not allow them to conduct research activities uninterruptedly.

Actually, the universities formulate proper plans to attain research objectives, but they are unable to implement them in real. Due to this, the management of workload and achievement of research objectives does not remain efficient and effective (Yates, 2005). This mismanagement, at

times, leads to lack of inclination towards quality research in universities of Pakistan.

6.2.3) *Proper Supervision and Guidance*

The most important institutional factor influencing the quality of research is found to be the availability of proper supervision and guidance (β= 2.796; $p \leq 0.05$). According to Wegner's theory, good quality research work is impossible without full-time research assistant, coordination of research activities, counseling of new researchers, academic writing workshops and training in research methods. But 77% percent of the respondents indicated that there is lack of availability of proper supervision and guidance in their institute.

They were of the view that there is a few numbers of supervisors in their department. Actually, there is lack of PhD holders among academic staff in universities especially in the field of social sciences who can serve as supervisor and the available PhD holders are struggling to find time for their own research responsibilities. Moreover, they are not rewarded for mentoring research in any way. This causes an increased burden and workload on the available supervisors.

The supervisors are usually not able to hold frequent meetings with clear objectives for research guidance. They do not have time for interaction with the students to respond to their questions or to provide clarifications they seek (Naseem et. al, 1998). Resultantly, it gets difficult for researchers to get proper time and hence productive feedback, assistance and suggestions by the supervisors.

The lack of constructive guidance by the supervisors leads to create problems for researchers to achieve their goals in research and they become unable to accomplish their tasks in the best manner. It is also indicated in Wenger's theory that the ideal work climate for facilitating quality research needs close-knit work groups and frequent meaningful contact between research and supervisor.

The dearth of proficient and visionary administration causes disparity between research expectation and support as researches are usually poorly guided and supervised. Such overall underdeveloped research culture of Pakistan is enough to discourage the researchers to conduct

analysis of new problems and to use their intellect in optimal way for their country. It means that the lack of inclination towards quality research in universities of Pakistan is majorly due to the lack of proper supervision and guidance.

7) CONCLUSIONS

➢ On the whole, the findings of the study confirmed the positive relationship between the inclination towards quality research in universities of Pakistan and individual and institutional attributes of researchers. The three multi-dimensional profiles of questionnaire supported good to satisfactory results as authenticated by testing of hypothesis with the help of statistical measures.

➢ The results established that there is positive relationship between the quality of research and the individual attributes. This implies that if the individual attributes of the researchers in universities of Pakistan are superior then there will be inclination towards quality research. The particular results indicated that certain individual attributes of researchers' affect the quality of research namely: (1) Motivation; (2) Commitment level; (3) Content Knowledge; and (4) Research Skills.

➢ The results established that there is positive relationship between the quality of research and the institutional attributes of the researcher. This implies that if the institutional attributes of the researchers in universities of Pakistan are better then there will be inclination towards quality research in universities of Pakistan. The particular results asserted that certain institutional attributes of researchers' affect the quality of research namely: (1) Monetary and Non-monetary Resources; (2); Proper Supervision and Guidance (3) Clear Research Policies & Goals; and (4) Time Adequacy.

➢ The availability of monetary and non-monetary resources regarding research has improved during the past few years. The institutions have formulated appropriate and clear policies for facilitating research activities. However, at times, the mismanagement of workload and improper utilization of time creates hurdle in achievement of research objectives. The lack of proper supervision and guidance especially in the field of social sciences can be regarded as major factor contributing towards the lack of inclination towards quality research in universities of Pakistan. The basic reason of this deficiency is that there is a few numbers of PhD holders in the field of social sciences who can serve as supervisor. The scarcity of proficient and visionary administration

is enough to discourage the researchers to conduct good quality research and to use their intellect in optimal way for their country.

➢ On the whole, the results suggested that the inclination towards quality research in universities of Pakistan is shaped by the interplay of individual and institutional attributes of researchers.

8) RECOMMENDATIONS

After presenting a comprehensive analysis in this research dissertation, several recommendations are proposed, duly backed up by the empirical evidences found in the course of this research.

➢ The research activities should be given urgent and considerate importance. The research activities should be given top priority in the system of affairs in the universities of Pakistan. Although the Higher Education Commission (HEC) of Pakistan has provided guidelines for promotion of research, the universities should develop and implement their own research policy in the accordance with these guidelines. The universities should have clear and direct mission statement communicating to all faculty members and students that research is exceedingly emphasized and valued.

➢ The development of positive and productive research culture is not possible without considering various factors functioning at individual and institutional level. The statistical results recommended that the universities should adopt a more holistic approach to manage both individual and institutional attributes to improve the inclination towards quality research in universities of Pakistan.

➢ The students should be encouraged and motivated to do quality research by emphasizing the importance of research regarding the current local problems of the country and developing a structure of incentives and reward for research. The government and internal managers at the university level should place premiums on the findings of research. Various types of incentives including monetary and non-monetary, verbal and non-verbal rewards for research can also be used for this purpose. The availability of such facilities in universities will give research activities a pride of place and sound footing to contribute towards national development.

➢ The deficiency of adequate research skills and in-depth knowledge can be eradicated by providing access to and arrangement of research-

based conferences, trainings etc. regarding research methodologies and writing skills.

➤ The high quality research requires enhanced research infrastructure and physical resources. It is recommended that the researchers should be provided easy access to digital libraries, extensive data base, research equipment and software for qualitative and quantitative analysis. There should be competent technicians to help researchers with technical aspect of research.

➤ The lack of proper supervision and guidance can be eradicated by increasing the numbers of PhD holders so that they can serve as competent supervisors for research. For this purpose, special and increased financial assistance and number of scholarships should be provided for PhD program in the field of social sciences. The availability of proficient and visionary administration will not only enable the researchers to conduct good quality research but will encourage them to use their intellect in optimal way for their country.

➤ There is a need of a rigorous system to assess research activities in our universities. A systematic and fair mechanism should be developed for generation and allocation of revenues, grants and funds for research. The research cell should provide financial assistance to facilitate research publication and maintain a connection with the donor agencies of its own country and foreign countries as well. Doing so will not only eradicate the lack of funds for research but will also promote competition for funds among universities.

And last, but not the least that culture should be developed in universities whereby communities of research should be promoted in which those who have conducted research should present their work and those who are starting their work should be there to listen to their experiences. This mutual learning will be beneficial for the cultivation of research culture in Pakistan.

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