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Abstract (12 font)

Workplaces are an integration of numerous subunits working in tandem to ensure that the business of the organization runs smoothly. Every sector has to rely on the subunits and will not deliver at its full potential without the rest putting in their best as well. Highly effective organizations exhibit strengths across five areas: leadership, decision making and structure, people, work processes, systems, and culture. For an organization to achieve and sustain success, degree of congruence between organizational goals and some observed outcome needs to be adapted to its dynamic environment. One of the reasons companies end up compromising their profits is due to the inefficient use of the available resources at hand.  
It is often observed that organizations take a considerable period of time to develop their capabilities to utilize the acquired technology, which leads to the scenario when technology becomes obsolete and the organization lags to leverage it in an effective manner.  
Technical institutions are aspiring to provide state of the art education to their stakeholders by acquiring latest technologies. It is indeed a truth that these organizations have not yet developed or in a state of developing physical facilities as well as intellectual skills to fully utilize the technology and make it a catalyst which can drive the curricula.
The resource capabilities of higher education technical institutes are not at par with the industry which enlarges the gap called assimilation gap between the capability of an organization in acquiring the technology as well as the level of utilizing that particular technology. The current study drives in searching of critical factors which leads to increase assimilation gap specific to higher technical educational institutes. This research also proposes some drivers (tangible / intangible) which can facilitate the organizations to fill the gap and help institutions to leverage their resources in efficient manner.

**Keywords**
Higher Technical Education, Assimilation Gap, Technology Utilization

**Prof. R.R.K. Sharma** is a HAG scale professor in the Department of Industrial and Management Engineering, Indian Institute of Technology, Kanpur, India. He was awarded Sanjay Mittal Chair professor for a period of three years. He has published more than 200 research articles of international repute. He published five books and two research monographs in 2018. He has been awarded with several international awards, including Best Academician award from IEOM in 2017.

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**Vinayak A Drave** is a Senior Research Fellow and pursuing PhD in the Department of Industrial & Management Engineering, Indian Institute of Technology (IIT) Kanpur, INDIA. He is a management graduate specialized in the field of Operations and Human Resource, and has Bachelor of Science in Mathematics. He has published ten research papers in Scopus indexed international conferences and has published a case study with Ivey Publishing featured in Harvard Business Publishing. He has published two research papers in a journal of international repute and have authored one magazine article related to his doctorate thesis. He also received Best Creativity Award in the fully sponsored 'Startup Starts Now! 2018', Entrepreneurial Camp organized by Ministry of Education, Taiwan.