

# **Assessing Assimilation Gap in Higher Technical Educational Institutions: A Conceptual Framework**

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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 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

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