

Comparative Study of Human Capital Investment between Government and International School Teachers in Sri Lanka: with Special Reference to Colombo District

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Human capital has been playing a central role in individual and organizational performance. The purpose of this study is to conduct a comparative study between the Human Capital Investment (HCI) of teachers in public schools and that of teachers in international schools. Two specific objectives of the study are to identify the factors that affect the HCI of teachers in government and international schools and to analyse the impact of HCI on earnings of each group comparatively. Questionnaire method was used to collect primary data for this study conducted in selected government schools and international schools in Colombo district. 156 government school teachers and 60 international school teachers were selected for the sample using the stratified random sampling method. Binary logistic regression model was used for the analysis of the determinants while earning function was used to see the impact of HCI on earnings. The study has found that having lower years of experience, being a rural resident, having welfare facilities from school, tendency to follow online education programmes and reimbursement of the human capital investment by the government have a positive relationship with HCI in the last five years, while being a teacher of a government school has significant negative relationships with HCI. The study also found that the impact of human capital investment has a significant positive relationship with the rate of return of the teachers in international schools while that is insignificant in the case of the teachers in government schools. The study concluded that the teachers in international schools are more active in investing human capital, and they are also remunerated attractively for their performances, based on their human capital investment as an incentive from the human resource management.

Keywords: Government Schools, Human Capital Investment, International Schools