

## **Human Resource Management in Education: Problems and Prospectives**

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### **Abstract**

Efficient management of human resources is vital in the education sector and should not be undervalued. Interacting with it might potentially be risky. The reason for this is because persons working in the education sector play a crucial role in attaining national development and, as a result, educational goals. The presence of human resources is essential for guaranteeing high service quality and rapid socioeconomic development. This study highlights the pivotal importance of a proficient and driven staff, functioning inside a meticulously crafted human resource management plan, in attaining progress. The efficacy of each tier of an educational system is greatly contingent upon the calibre of human resources enlisted to achieve their goals. In the realm of education, human resource management encompasses the responsibilities of overseeing personnel, fostering positive staff dynamics, fostering professional development, recruiting new staff members, and adopting strategies to enhance job performance. Several challenges in human resource management encompass subpar working environment, staffing issues, insufficient funding, and frequent teacher turnover, among several others. Here are many approaches to address the mentioned challenges. If the environment supports the endeavours of educators, education should be engaging. The education sector requires heightened government attention to improve its effectiveness, as education serves as the fundamental basis for the progress of all other spheres in society. Every educator in the field of education should be granted a standardised and fair system of compensation. The research also indicated the necessity of modernising Indian education to conform with the swift socioeconomic transformations taking place in our country.

**KEYWORDS:** Educational system, human resource management, educational goals, the work force, and staff maintenance.

### **INTRODUCTION**

The term "people resource management" refers to the use of formal processes inside an organisation with the purpose of ensuring that the abilities of its employees are utilised to their fullest potential in order to achieve the goals of the business. According to Gryphon (1997), human resource management is defined as the collection of operations carried out by an organisation with the purpose of recruiting, training, and keeping a labour force that is highly

competent. The term "human resource management" refers to a collection of operations that include recruiting, organisation, support, maintenance, training, placement, promotion, motivation, relationship-building, remuneration, personnel transfers, and disciplinary actions. The accountability of the effectiveness of the organisation is what will influence the decision about the remedy. Management of human resources is the department inside an organisation that is responsible for overseeing and boosting the productivity of personnel working for that organisation. For management, this is one of their primary responsibilities. It is implied by this statement that when staff members at educational institutions are recruited, selected, supervised, inducted, developed, evaluated, and promoted in an efficient manner, they will demonstrate commitment, devotion, and productivity in their job. In its most basic form, this may be understood as the coordination of the actions and efforts of members of the university personnel in order to achieve educational objectives. When it comes to the field of education, human resource management refers to the methodical technique of effectively motivating and inspiring workers to achieve the best level of productivity and optimise their performance from the moment they are recruited from the workforce. Thus, it entails assigning specific responsibilities and duties to persons inside the company (Oduma, 2012). Without a question, human resources are the most important aspect among the essential resources for the production of products and services. The presence of qualified human resources is crucial for achieving efficient socioeconomic advancement and maintaining good service quality (Onah, 2008). Adequate proficient and driven individuals, in conjunction with a well-crafted human resource management strategy, are vital requirements for progress. The effectiveness of each tier of an educational system relies significantly on the personnel hired to achieve their goals. Nwakaand ofojebe (2010) argues that instructors have a pivotal role in determining the effective execution of educational goals and objectives inside the classroom. A manager, regardless of their industry, will not be effective or productive if they underestimate the pivotal role and diminish the importance of individuals in attaining objectives (Oduma, 2012). According to the school curriculum, the teacher is the one who is in charge of understanding and implementing policies in order to achieve educational goals (Omojunwa, 2007). Teachers have the ability to autonomously contribute to the preservation and improvement of educational standards. Thus, the teacher has the utmost importance inside the school. Undoubtedly, these specific devices are the most efficient means of obtaining knowledge. The paucity of instructors or poor management hampers the successful execution of the curriculum. The management of human resources in education is predicated on the concept that the outcomes of the educational process are the primary factor in determining the

efficacy of instructors in terms of enabling learning, encouraging the progress of the country, and ensuring personal happiness.

In the field of education, human resource management focuses primarily on addressing three primary issues:

- i. Determining the level of staffing requirements**
- ii. Ensuring that those requirements are met, and**
- iii. Ensuring that the services provided by staff are maintained and improved.**

In the field of education, the objectives and functions of Human Resource Management are discussed.

The management of human resources in the field of education places an emphasis on the development of the skills and capacities of staff members while simultaneously assuring the accomplishment of certain objectives. The management of human resources is done with the intention of accomplishing specific objectives. These objectives include both strategic and operational aims throughout their scope.

### **Strategic Function**

The effectiveness of an educational system depends on the proficiency of its human resources. In recent decades, human resources, which were formerly seen as inferior, have become increasingly significant. The successful recruitment, selection, supervision, induction, pay, provision, development, evaluation, and promotion of individuals in the workplace is the source of the increased significance of this topic among employees. In addition to devoting their energies to their obligations, they will continue to actively participate in the educational system and make a significant contribution to it. In addition to this, it indicates a distribution of the educational curricula that is quite particular. The capacity of an organisation to effectively manage its human resources has the potential to turn those resources into a valuable asset that may provide the company an advantage over its competitors. The evaluation of a company's human resources should be conducted using the same methodology as the examination of the company's financial, technological, and other resources (Onah, 2008).

**Operational Role:** Based on the study done by Mathis and Jackson in 1997. Operational activities involve both military and administrative elements. The film Gryphon (1997) is valuable in a practical sense for its examination of several aspects of employee-employer interactions that have been subject to regulation in legal situations. Resources obtained from human sources.

The management's main focus is to ensure adherence to equal employment opportunities and labour rules. This encompasses prerequisites such as candidates possessing familiarity with the

organisation, supervisors possessing a high level of education, resolving safety concerns, and offering suitable remuneration and earnings. Laws and norms, commonly linked to ordinary human life, involve a diverse range of duties that must be carried out accurately. The current strategic focus of human resources management, sometimes referred to as the people function, does not eliminate the accompanying activities that come with it. Due of these characteristics,

### **The Roles That Human Resource Management Plays in the Educational System**

Human resource management in the education sector encompasses the methods and approaches employed to attract, retain, and assist the teaching staff in order to accomplish the institution's objectives and meet its intended aims. Effectively, instructors strive to motivate and organise their activities and efforts in the classroom to elicit the utmost degree of performance from students and therefore achieve the goals of education.

Among the several uses are the following:

1. Staff development
2. Staff interactions
3. Staff maintenance
4. Procurement of staff
5. Job performance incentive

### **Professional growth of employees**

This matter guarantees that the workplace is suitable for employees, with appropriate measures taken to ensure staff safety, security, motivation, promotion and transfer, and health services. Establishing and implementing effective regulations on staff mobility and promotion is of utmost importance in educational institutions to ensure the values of justice and fairness are upheld in the treatment of staff. Given the importance of the duties to be completed at the institution, the man's approach to completing the assignment is equally important. To accomplish optimal and realistic goals, the leader of the institution must prioritise the happiness and well-being of the staff members. This may be accomplished by taking steps to provide a secure and favourable work environment, as well as ensuring timely and equitable distribution of salaries. Implementing a strong communication system in the school can improve staff relations by continuously updating staff members on institutional changes. It is advisable to motivate employees to actively participate in the organization's strategic planning and decision-making processes. Acknowledging employees as unique persons with feelings, interests, desires, and opinions, and treating them with impartiality and courtesy will contribute to the cultivation of their motivation.

## **Staff acquisition**

Performance evaluation is a methodical assessment of employees' performance to identify their essential abilities and skills that need training or development in order to improve their level of performance. It refers to providing appropriate programmes for the development of agendas and training courses. The effectiveness of a school depends on the quality and strength of its personnel. Training empowers individuals to improve their abilities and adapt efficiently. One can do this via engaging in conferences, workshops, seminars, and in-service training.

## **Staff Acquisition**

The human resource management process starts with the recruiting and selection process carried out by educational institutions to find the most competent workers for executing curricular programming. The management of schools is supervised by the ministry of education through many entities operating under the jurisdiction of both the federal and state governments. In the realm of staff acquisition in the field of education, this term pertains to the procedure of identifying persons who possess the necessary knowledge, skills, talents, and expertise to occupy teaching jobs at different institutions.

## **Performance-based reward for work**

This refers to the process of organising and providing incentives for achieving desired outcomes. The issue of the incentive system should be specifically addressed by management, the ministry of education, and its affiliated organisations. The performance of staff workers would significantly increase if their remuneration were proportional to the quality and quantity of their productivity.

## **Challenges of Human Resource Management in Education**

The field of human resource management has become increasingly complex due to the lack of consistency across individuals in doing tasks in a consistent manner. Their fee will be determined based on their credentials, qualifications, and talents. An individual's teaching proficiency significantly impacts their output. Consistency in delivering identical content is not possible. Several factors have led to the emergence of this intricacy. The following elements are included:

### **Poor Working Condition**

It is reasonable for employees to expect remuneration incentives that align with the services they provide. To generate an ideal state, it is necessary to establish a systematic producer that can design an appropriate incentive structure and framework. Typically, a generous compensation serves to minimise conflicts between different groups and grievances from employees, enhance the overall morale of individuals, inspire staff members to strive for

promotions and salary increases, and thereby lessen disparities in staff salaries. Teachers' salaries are not commensurate with those of other public authorities; in certain instances, they are owed many months of remuneration.

### **Problems of Staffing**

Staffing is considered one of the challenging undertakings. There are several concerns regarding the calibre and quantity of professionals hired for the purpose of educating our country. The cause is an inadequate procedure of staff recruitment and selection. Politicians and influential figures have taken precedence. Certain employees seldom visit the remote locations where they are requested to provide their services by the management. They traverse urban areas for their own convenience. Based on the 2000 verification exercise conducted by the Universal Basic Education Commission, Indian primary schools require an additional 275 to 462 teachers for their staffing needs.

### **Current Call for the Use of ICT in Education**

Due to the swift transformations occurring in the twenty-first century, there is a pressing demand for incorporating ICT into classroom instruction. Although the use of ICT in education is still in its early stages in the country, the current demand for its use is significant. Information and Communication Technology (ICT) enables the decentralisation of work and the expansion of the workforce. In the context of education, ICT transforms the role of the teacher into that of a facilitator, supervisor, and guide for classroom teaching. However, Nwufo (2009) highlights that the adoption and utilisation of ICT is still relatively low. Therefore, it is necessary to provide training in ICT to teachers at all levels in order to equip them with the skills needed to reshape society. ICT is the most expensive method for rapid knowledge and communication. While it is true that many instructors cannot afford computers or laptops, it is crucial to prioritise mandatory ICT proficiency for teachers.

Other aspects of human resource management directly impacting the achievement of our set learning objectives are;

- i. Higher staff and student incidences of misconduct
- ii. Funding concerns
- iii. Bad recruiting procedure
- iv. poor staff supervision or assessment
- v. poor personnel commitment to work
- vi. constant teacher turnover

## **RECOMMENDATION**

Considering the necessity of education in the field of human resource management, the following recommendations are proposed.

1. It is necessary to create suitable environments for instructors in order to make education more appealing.
2. The education sector requires increased government focus to enhance its functioning, as education serves as the foundation for the development of all other areas of society.
3. All educators in the area of education should have a unified salary structure. Modern Indian education should align with the rapid social transformations occurring in our contemporary Indian society.
4. Computer literacy should be integrated into both new and existing courses in a logical manner to maximise productivity, in line with the process of globalisation.

## **CONCLUSION**

Based on the poll, education continues to be a significant tool in human resource management and the development of the nation for India. In order for education to completely achieve its stated objectives, all actions undertaken in this field must be carried out with utmost sincerity and expediency. Human Resource Management (HRM) in education faces a myriad of challenges but also holds significant promise for improving educational outcomes. The problems identified, such as teacher shortages, inadequate professional development, and the need for effective leadership, underscore the complexity of managing human resources in this sector. However, by addressing these issues through strategic recruitment, comprehensive training programs, and supportive leadership initiatives, educational institutions can enhance teacher retention rates, elevate teaching standards, and ultimately foster better learning environments for students.

Looking forward, the prospects for HRM in education are bright. Advances in technology offer new tools for recruitment and professional development, while innovative HR practices can promote a culture of continuous improvement and collaboration among educators. Moreover, recognizing teachers as valuable assets and investing in their well-being and career growth is crucial for building a sustainable and effective education system.

In essence, while challenges persist, the field of HRM in education is ripe with opportunities to transform schools into centres of excellence. By prioritizing human capital development and implementing strategic HRM practices

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