

Role of Human Resource Management in Education

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Abstract

Human resource management in education is so important and carelessness may jeopardize it. In education, human resource management is set of practices and methods for the integration and maintenance of teaching and other staff in this institution so that they perform their task and achieve the goals for which they were created. It is because education personal's are the principal agency through which educational goals as such, national development are attained. Rapid socio-economic development and efficient service delivery are the products of human resources. This is why this paper emphasised that without a strong, skilled and motivated human resource management programme within which a development cannot be achieved, development is impossible. The human resources have a great bearing upon the execution of the programmes of any educational system at any level.

Keywords: Educational System, Human Resource, Educational Goals, Work Force, Staff Maintenance

Introduction

Human resource management means the use of people to perform tasks and responsibilities in an organization or in an institution, by using the process. Human resource management refers to the planning, organizing, staffing, directing and controlling of the procedures necessary to hire, place, appraise, develop and satisfactorily dismiss employees in order to achieve the individual, organizational and social objectives. Essentially, the human resource management in education is about three major issues; assessment of the need staff, provision of need staff and maintaining and improvement in the quality of staff services.

Resources have Three Important Characteristics

1. Most resources are limited in quantity
2. They are versatile in nature and
3. They can be combined in varying proportions to produce a given commodity

Human Resources

All resources that can be used in the field of management are acknowledged as human resources. This is according to Aimiwu (2004) because human resources are the only resources that drive other resources. Human resources can be almost any kind of human resources used in the production of a wide variety of goods or provision of a wide variety of services. Some services cannot be provided using general human resource, but a human resource that is skillful for that service. As Thirkettle (2018) notes, even with a high duties of resources.

Human Resource Management in Education

Human resource refers to the personnel, staff or workers in an organization. Management is the set of methods that a leader uses to use material and human resources to realize the expected organizational or educational institute goals. It can thus best be defined as the process through which a business can utilize people in performing activities and coming up with functionality within an organization or an institution.

Principles of Human Resource Management in Education

Human resource management has been defined as a process of which performing different functions economically and strategically is the concern of all. It is a dynamic approach that has a group of activities and fundamental elements. The word POSDORCORB deals with the word Planning, Organizing, Staffing, Directing, Coordinating, Reporting, and Budgeting. In this much these terms, which obviously influenced the human staff in school or an institution.

Goals and Role of Human Resource Management in Education

Human resource management in education has the goal of developing the workers and contributing to goal achievement. There are some specific roles that Human Resource Management has to work towards completing.

They are strategic role, operational roles.

Strategic Role: Effective functioning of educational processes require human resources. However, compared to just two decades ago, human resources used to occupy second – class status only to be immediately relegated to a place of tremendous importance. Its new importance comes again from fairly recruited, selected, and supervised, inducted, and fairly rewarded, which provides for fairly develop appraised and promoted on the job. The named will not only be committed to the job but also dedicated and productive in the education system.

Operational Role: Activities conducted for operational purpose are of nature tactical or of same level as that of operational. According to Griffin (1997), some aspects of the relationship between employee and employer have been regulated from the legal point of view, and thus the regulation can be considered as an operational role. This hence makes human resources management interested with equal employment opportunities and observance with labour laws. To be organized, example applicants must be oriented to the organizations, the supervisors must be taught, safety problems must be settled, wages and salaries must be managed.

Functions of Human Resources Management in Education

Human resource management in education is the set of practices used and put in place to merge and maintain the teaching staff in the school so that the school can fulfill their objective and as well as realized their goals for which they were established. They are the drive and co-ordination of all the activities and effort of the teachers in school so as to maximize what they have to render and therefore accomplish the goals of education optimally.

Staff Maintenance: Teachers/employees should be made to come up with decision and participate in planning in educational organization. Human resource management facilitates the staff development in both state

of mind and development. **Staff Development:** The idea that human resource management is an attempt to develop skills and knowledge in the staff. Secondly, it identifies the needed key skills and competences of staff for better performance. It is a course with training level, to encourage the growth of staff. Quality of the staff of the educational organization plays a major role in determining its success..

Recruitment and procurement of staff:

This process of the staff recruitment is the starting point of human resource management. This is an aggregate fundamental demand of personal and contain all requirements that make the atypical work environment so that he incorporates noteworthy practices like execution appraisal, advancement staff security and wellbeing and protection administrations. This means that educational organization in this regard have fair and sound policies respecting transfers and promotions of staff in order to add justice and fairness. The management of educational organization must guarantee for the comfort and happiness of the teachers / employees so as to raise output.

Staff relations: The schools and institution must have a good communication network inside them to be able to keep his or her teachers and employees informed in terms of how much progress is being made in the recruitment and selection. The performance of this job is done by the ministry of education through its agencies.

Providing compensation and Rewards: It is a vital role of rewards and compensations to keep the healthy working environment in the institutions. In connection with total expenditure taken by the educational organization. Human Resource management therefore plays a role of creating a scope where bonuses, benefits and compensation are made available for them to take advantage of to employ more employees in the workplace to realize the set targets.

Need for Human Resource Management

Without a strong human resource management, every organization would fail.

If the work conducted by people employed by an education organization turns out to be successful, the whole triumph of such an organization depends upon it. And since an organization is a group of people, their development, the acquisition of the skills, motivation to attain higher levels, etc, which means that there must be activities that facilitate their level of commitment. All these activities come within the domain of Human resource management. Good human relations is maintained in the organization and this is the responsibility of human resource management. Also this is concerned with integration of goals of organization as well as the individuals and development of individual.

Recommendation

- Considering the importance of education in human resource management, the following are recommended.
- Education should be made attractive by creating a conducive atmosphere for teachers.
- More government attention is needed for the education sector through improved function as education remains the basis for the progress of all other sectors of society.
- A united salary structure should be made for all categories of teaches within the education sector.
- Computer literacy in the spirit of globalization should be brought into the curriculum and the new and the old curriculum made coherent for better productivity.

Conclusion

This paper concludes that education is still a veritable means of human resources management. The human resource is an important aspect of every activity in an educational institution. To find a human resource management process in terms of implementing management functions and improving institution culture, in accordance with the potential of institution. How an HRM

functions is capable of attaining the teacher reality with the specified objectives by the institutional goals.

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