

# **National Conference On “FUTURE TRENDS IN COMMERCE: CHALLENGES AND SUSTAINABILITY” ISBN -978-93-5768-450-7**

## **HUMAN RESOURCE MANAGEMENT PRACTICE IN EDUCATIONAL INSTITUTIONS**

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### **Abstract**

A significant proportion of children are shaped by educational institutions for the benefit of society. Teaching and non-teaching faculty both have a key role in all of the activities that take place, and human resources in these institutions play a crucial role in assisting students in choosing the morally righteous route. The success of any educational institution depends on its capacity to recruit and keep talented and competent staff members. These people are the school's cornerstone and act as exceptional stepping stones as it develops. The author of this paper describes the multiple roles that human resource management plays in educational institutions and their significance in resolving practical challenges using secondary data that was acquired from a variety of research publications, theses, blogs, and websites. By examining the numerous literature reviews, researchers came to the conclusion that there is a substantial relationship between the expansion of educational institutions and the calibre of human resources.

**KEYWORDS :** Human resource, Educational institution, Job satisfaction

### **INTRODUCTION**

The central government and the states in India, a federation of states, share power. The Constitution explicitly lays forth the powers and duties that can belong to the union, the states, or both at once. In 1976, a resolution was passed designating education as a shared interest of the federal and state governments. However, historically, states have been in charge of overseeing school systems while the federal government creates laws that are applicable across the board (Mohan, 2010, p. 11). Since the British era, there has been a Central Advisory Board of Education, which provides a forum for dialogue between the federal government and the states. As was already mentioned above, a national education policy was announced in 1986 and modified in 1992. (2010), p. 11 (Mohan). The federal government offers subsidies to the states so they can implement programmes it has thought of, planned, and approved, but the majority of school-related costs must be funded by the state budget. To control the expansion of education across the entire country, the central government uses the central financing as a formidable weapon.

The Republic of India, also known as India, makes up 15% of the world's population and has one of the youngest populations among developed countries with a median age of 25. More than 70% of the population lives in more than 550 000 communities. With a 9% expected GDP growth, the country is the twelfth-largest economy in the world. (2010) (U.S. Department of State). The recent economic boom in India has raised hopes for the country's overall

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development. Education is a major factor influencing this development because it has a history of being a crucial factor in national growth stories (Nilekani, 2009). Though to varied degrees, education has advanced in several ways. There are still a lot of issues with the educational system, such as social or gender inequities, despite the country's notable progress in raising literacy rates and its rise to prominence in the global information technology sector.

According to Kazi Hoque, there is evidence showing that the performance of instructors and principals has a stronger impact on students' academic progress, emphasising the necessity to act on this knowledge and enhance the teaching force in order to better serve students (HR). The two fundamental goals of human resource management in education are staff development and goal support. The two primary specialised roles that human resource management must perform are the strategic role and the operational role.

### **Literature Reviews:**

1. **Allui, A., & Sahni, J. (2016)**, According to participant perspectives, the study's findings show that the higher education institutions have a high level of awareness of SHRM. The development of human capital, particularly that of faculty members, is a significant issue for Saudi higher education, and they need to pay more attention to their SHRM practises. There is a serious need for improvement in the personnel recruitment and selection process. The outcomes also demonstrated that the performance appraisal and remuneration system does not ensure the presence of a core of highly motivated employees, particularly if those employees are from outside. These findings have significant ramifications for administrators, academics, and other higher education staff who are interested in putting their best practises in strategic human resources management into practise and enhancing them.
2. **Teir, R. A. A., & Zhang, R. Q. (2016)**, The current state of human resource management in Palestinian higher education institutions is revealed by this outcome. The findings also reveal a variance in how each practice's functions are applied when looking at each practise separately. Additionally, by examining the features of the study sample, it is possible to identify clear trends about the way that various institutions consider their sorts of human resource practises. Traditional institutions employ human resource techniques more frequently than community colleges in this way. The larger picture of human resource management in Palestinian higher education, however, does not show a hopeful outlook for the efficient use of human resources.
3. **Thani, F. N., Mazari, E., Asadi, S., & Mashayekhikhi, M. (2021)**, Focusing on employee self-development as a factor that impacts human resource agility (HRA) and the propensity toward organisational innovation results from viewing innovation and its enhancement as a crucial strategy to help organisations survive in the new competitive environment. Because higher education institutions are among the most significant and essential organisations in any society, the study's goal was to explain how self-development affects the tendency toward organisational innovation using HRA as the mediator. The study's findings showed that self-development has a good effect on HRA and that HRA has a favourable effect on the tendency toward organisational innovation. Additionally, self-development with HRA as a mediator affects the propensity for organisational innovation. Finally, the tendency toward organisational innovation was unaffected directly by self-development.
4. **Khasawneh, S. (2011)**, The study's findings show that the higher education institutions under study have a high level of HCP according to participant perceptions. Identifying

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sources of pertinent employment and workforce data, creating competency models, developing internal talent, updating and ensuring the accuracy of all job descriptions, and establishing organisational learning practises that motivate staff to pursue lifelong learning are a few examples of HCP. The findings also show that there are no appreciable variations in evaluations of the state of human capital planning based on participant gender and university affiliation. However, only on the planning and monitoring dimensions were substantial differences based on position type found, favouring department heads.

5. **Sušanj, Z., Jakopec, A., & Đorić, A. (2020)**, Growing public and professional interest is being shown in the connection between higher education and the major worldwide economic, social, technical, and political developments that have been taking place recently. In the worldwide project "Modernization of Higher Education Institutions by Enhancement of Human Resources Management Function," higher education institutions in Austria, Croatia, and Finland provided fresh empirical data that were collected. The effectiveness and utilisation of specific strategies to manage the professional development of academics are managed at significantly various stages of development, according to descriptive indices of contemporary human resource management practises in higher education institutions. the significance of a performance management system that is appropriate for the academic setting and the demand for higher education institutions to take a strategic approach to human resource management.

### CONCLUSION

From the foregoing discussions and review analysis, the author draws the conclusion that human resources are very important and significant in educational institutions. From analysing the vacancy of the qualified staff to achieving organisational objectives, the role played by human resources is remarkable, and without their effective role playing, an organisation cannot achieve its long-term goal.

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