AN APPRAISAL OF TEACHER HUMAN RESOURCES MANAGEMENT IN EDUCATION

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Abstract

The study has been able to discuss in details the idea of human resource management. It highlights the roles played by human resources in education and the challenges facing human resource development in Nigeria. Some principles of human resources were highlighted and discussed, and lastly, the study enumerate the responsibility of a Human Resource Officer.

A. Introduction

Human Resource Management has been one of the vital resources management for any organization, most specifically an Educational organization. And of all the resources put into education, Human resource is the most difficult to manage, why? Because it is human being! It is a big task for a leader in school organization to manage the personnel or staff members. A leader or a manager can only be successful if he/she can manage his/her staff effectively.

Looking at Human Relations Theory, Adeyemi, (2004) viewed that since the classical theory of management, there has been so much concern in increase in productivity but criticizing that little emphases was laid on human factor in management. Later, another theory was propounded which inculcate the importance of human resources management to increase in productivity.

Personnel or Human Resources Management is the most important element both in business and organization and in education. It is the basis and bedrock of possibility of any management success, suffice it to say, No educational organization can succeed without the human resource or personnel management. Managerial activities of living staff as a team enhances hopes and aspirations in the educational organization.

Looking at the origin of human resources and personnel management, in theory and in practice, it embraces the effective role of a good personnel manager as performing the basic managerial function of planning, organizing, directing, controlling, and evaluating.

In addition to these, there are some exclusive functions known as operative functions stating, maintaining and satisfying employee’s needs. Fajana (2000).

Olupitan (2001), stated that Management of Human Resources can be otherwise interpreted as Personnel Management. Personnel Management has been used as the management of the most important elements or factor of production which is Labour (workers or Teaching staff, non-teaching staff and students). However, personnel management is defined as that part of the process of managing which is concerned with the educational policies, procedures, and practices governing the recruitment, selection, training, retraining, promotion, remuneration and working condition of the people employee by educational organization.

The existence of personnel management can be said to be as old as man himself ‘Adam and Eve’ where God had to form, soled, provide, maintain them and even terminated their lives. The smallest unit of the society which on a daily basis witnessed the principles and practice of personnel management but which people are often ignorant of, is the family. Here, new babies are born (recruitment), nursed and fed (welfare), taught (informal) and sent to school (formal training). These examples are nothing short of the practices of management.

The importance of human resources or personnel management cannot be overemphasized; putting all factors of production into play and excluding its management, means that no work has been done, this implicates doom.

Not until recently, the need and effect of a Human Resource or Personnel department was not given due recognitions as it has been normally under general administration in all our
Educational ministries and parastatal. Such bodies like Nigerian Institute of Personnel Management (NIPM), American Institute of Educational Management (AIPM), National Institute of Educational Administration and Planning (NIEPA) – Human/Personnel Resource Department, and all personnel offices in the ministries of Education and other professional bodies have brought it into limelight. Management of personnel or human resources whether in Education or any formal organization lies at the efficiency of the organization. Human resource with human relation and management of personnel is continually interacting and transacting in Educational set up. (Olupitan 2001).

B. Human Resource Management Theory and Practices

Human resources management is that part of the management process concerned with maintaining human relationship and ensuring the wellbeing of employees so that they give maximum contribution towards the realization of the goals and objectives of the organization. It relates to the management process as a whole and each functional manager and supervisor must apply the principle effectively. In the school system, human resources or personnel policy are given priority if effective work is to be done meaningfully.

Human Resources in education should not be joked with, just like personnel management is a function of a firm as with the concepts of marketing, sales or production. In Educational organization, a complete practice of personnel management must embrace the total concept of manpower planning and effective utilization of human resources.

The Role of Education in Human Resource Development

As long as the earth remains, education remains the inevitable rod for human survival and implies that knowledge is to be valued and developed with skills in our society. In any society, education system is seen as an elaborate social mechanism designed to bring about in the persons smething acceptable and desirable in the society. The societal need of education is expected to bring about new knowledge in various fields of learning, speed the rate of growth, equalizing distribution of income, foster national unity and integration and improve cultural and social advancement. Education is a life-long virtue; that is why old assertion of Socrates is still working even till today as ignorance is evil, knowledge is virtue…. NPE (2013). This view implies that anybody that stops to learn automatically stops to exist. Human existence means participation in all human being endeavors, According to Osugu (2004), …One who is merely living does not possess those critical attributes of transcending, discerning, communicating and participating with others who are in existence. This implies that one whose development of knowledge ceases has also stopped to exist, he is merely living.

Education supplies trained manpower. The type, nature and caliber of manpower to be supplied to the various sectors in the nation is determined by education. One can observe that Nigeria education is ineffective looking at the caliber of manpower graduated from the tertiary educational institutions in Nigeria. It is a pointer and an indicator that Nigeria education is ineffective. This may be so because the type of knowledge the graduates acquired in their various institutions make them unneeded in the labour market and the knowledge acquire are mismatched. Not until the knowledge acquired by the graduates are relevant to the requirement of the labour market, the graduate remains unfit for job.

Education is also an employer of the same trained manpower. Education is the highest user of high-level of manpower either in the developed or developing countries. In actual fact, it is the biggest industry in terms of employment payroll and investment in man. Ashby commission, (1960) stressed that the most notable and most critical factors in Nigeria’s development were capital and high level manpower (Human and financial resources). Ashby commission was the most remarkable policy of the federal government then; it was a landmark in the history of Nigeria education system as examined higher education structure in relation to the needs of the country. Ashby commission prescribed education as a tool for economic expansion and social emancipation of the individual as discussed by Aliu (1997). Well-meaning Nigerians participated in the deliberations that finalized the report. It was noted that of all the resources put into education. Human resource is the prime and most essential. Obaji (2006), is saying the responsibility of producing highly quality manpower and specialist is that of the nation’s tertiary institutions across the country. The exploits performed by Nigerian
experts abroad is a clear affirmation of the quality training injected into them by the institutions. The situation is however not the same as most Nigerian graduates are no longer employable.

The challenges

It is an understatement that human resources management needs enabling micro and macro environment. Many executives are ignorant of vital changes taking place within the environment of education as a business. This in effect affects the present and future businesses. Some companies did some educational institutions closing down.

According to Hartley (1991), some executives are myopic in their planning. The case of lead city university, Ibadan is a pointer that Nigerians need to be educated on the need to have personnel monitoring and overseeing the environment. Supervision is an integral part of educational system. Supervisors are personnel directed towards both maintaining and improving the teaching and learning process of school system. Supervision by the ministry of education personnel gives room for opportunities for growth of the personnel that serves as human resources in that respect. But it appears many supervisors fail to perform their functions as expected and it seems obvious in the haphazard ways the teachers seem to perform their duties. It might be that they are not well supervised. In recent times, supervisors (from observation) tends to complain of long distances or rural areas, lack of funds to work, lack of functioning vehicles, inadequate supervisors among others. All these affect the progress of education as the students are always the victims of lack of humanitarian principles in administration. These are the principles that relate to the issues that affect the well-being of individual in an organization such as school organization. These principles seem to develop and promote the welfare of members through the elimination of pain, fear, anxiety and suffering. These principles include the principle of democracy, principle of good human relationships, principle of justice and equity, principle of equality of opportunity and principle of security (Adeyemi 2004).

Principle of Democracy – this principle indicates that members in the organization should actively participate in decision making and evaluation. The members involved in decision making must be able to perform the following functions:

1. Actions that involve group members when policy and programme decisions are made.
2. Actions that promote group creativity, conductivity and satisfaction within the system.
3. Actions that indicate the needed desire to be accepted by a group.
4. Actions and attitudes that indicate the leader’s desire to keep the channel of communication open
5. Attitude and behaviours that consistently affect the dignity of the individual and the group in which he/she is a member.
6. Ability to implement decisions in line with established policies.

Principle of good human relationships

In organizational Administration, good human relationship is very essential for high productivity, for individual needs and aspirations. The individual needs to be satisfied from the group. This satisfaction can project high moral, security, motivation, acceptance, self-esteem and self-actualization. Theses enhance high efficiency and high productivity.

C. Principle of Justice

This is the principle of individual or group protection from internal and external unfair treatment. Individuals must be treated on merit, he must not be overridden, and the organization must be flexible with an individual as the case may be. Rigidity of the administration tends to be arbitrary which does not secure the individual. Rules, regulations and decisions are made to guide individual in an organization. However, individuals should not be subjected to be a slave to such rules and regulations. There should be an air of freedom for members in the organization. According to Adeyemi (2004) the ideal administrator is the one that attempts to stir the middle course by trying to take to legal laws as opposed to moral laws.
The Principle of equality of opportunity
In education, just as in any other field or organization, the principle of equality of opportunity demands that every person should be given equal opportunity to get or put the best from and out of the organization to which one belongs. There should be equal treatment irrespective of race, ethnicity, religion, politics, and state of origin or nationality. Opportunity must be given or made available to everyone. There is no partiality or disparity in opportunities whatsoever.

Principle of security
An individual needs to be secured in the organization; this security is a universal one. The individual needs security of life, of family, of job and security of physical and mental health. The future also need to be secured. Most of the times, it is the unions in organization that enforce the management to protect the life and interest of members.

Responsibilities of Human Resource Officer
According to the United Nation Social Development Network (UNSDN) (2012), and as a matter of duty, anybody who is saddled with the responsibility of human resource officer is expected to perform the following basic functions:

- Generally, he/she is to provide advice and support to managers and staff on human resources related matters.
- Essentially, a human resource person or officer should prepare special reports and take part or be the leader of special projects related to human resource.
- He/she should keep abreast of the developments in various areas of human resource.
- On recruitment and placement, he/she should coordinate with the client officer in identifying upcoming vacancies.
- He/she, as a matter of his/her duty is to prepare vacancy announcements, reviews applications and provide shortlist to clients’ offices and keep in view all applications without vacancies till there are rooms to accommodate them.
- He/she is to review recommendations on the selection of candidates by client offices.
- Cases of appointment and promotion are to be prepared by human the resource officers.
- He/she should serve as an ex-officio member in examination boards.
- He/she is to serve also as a monitoring officer to Human Resource Assistants’ work in carrying out all human resources administrative transactions including preparation of personnel actions, maintenance of the staffing tables and processing contracts.
- He/she should supervise the maintenance of human resource filing system.
- He/she is to organize and coordinate internship programmes.

D. Conclusion
The study has been able to discuss in details the idea of human resource management. It highlights the roles played by human resources in education and the challenges facing human resource development in Nigeria. Some principles of human resources were highlighted and discussed, and lastly, the study enumerate the responsibility of a Human Resource Officer.

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