



# Human Resources Management Impact on College Education Quality

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## **Author's contribution**

*The sole author designed, analysed, interpreted and prepared the manuscript.*

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## **ABSTRACT**

The role of human resource management (HRM) in forming the educational environment and ensuring excellence at higher education institutions is great. In German universities and organizations, HRM practices are adopted to measure performance of teaching with respect to student outcomes. The research questions impact of HRM on quality education and roadblocks found while implementing for improvements. HRM's pivotal role in raising the standards of education and its singularity as people-centeredness aspects in educational institutions when presented by a literature review. The methodology used is a descriptive qualitative study which describes the understanding by College administrators in regard to Human Resource Management and related programs. The study includes a literature review of HRM practices in higher institutions. The findings uncover difficulties in teacher recruitment and retention but highlight the role of HRM practices, including faculty development programs, mentorship initiatives, or thorough support to academic staff members when it comes to ensuring education quality. The limitations are the poor teacher training and motivations of teachers to deliver good quality education, as well as poverty statements or socioeconomic statuses on which students come from. Among the suggestions, there are filling talent gaps, increasing work process effectiveness and its smoother continuity on a long-term basis by enhancing efficiency in staff knowledge issues as well as closer cooperation between faculties and HR departments. With all this information, it is possible to conclude that HR planning for analyzing tasks, costs and workforce requirements are necessary in promoting the functions of educational institutions towards achieving academic goals.

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## 1. INTRODUCTION

Human resource management is not just important but it is also essential for achieving excellence in the quality of education. It entails the formulation, hiring and training of people in addition to developing careers for the employees so as making sure that the ends achieved by organizations are realized. Attainment of the new human resource management policies is very critical for the sustainable and also quality development in school institutions [1]. The quality of education depends directly on the efficiency and also effectiveness in human resource management. Human resources management is very significant in the improving the quality of teaching and also achieving sustainable development [2,3]. This paper highlights the German universities, attempting to find out whether human resource practices shape an environment that maximizes the teaching performance and also improves student outcomes. The research questions are:

1. How does the management of human resources impact the quality of education?
2. What obstacles are encountered in implementing human resource management to enhance quality?

## 2. LITERATURE REVIEW

Human resource management is both a science and an art which involves the effective leadership and utilization of personnel and assets towards achieving organizational goals. To be effective, educational administration must manage the people resources which include teachers among other professions in education and also administrative staff [1]. People-centeredness is what characterizes the educational establishments as distinct from other organizations. Being an educational establishment we ought to meet the many requirements and respond promptly to a dynamic society. We believe that the quality will increase due to the education. Good educational services are also very easy, vital and satisfy all the requirements. The product must operate properly. Education quality refers to how well the education system works as a whole in meeting its goals [4].

Dewi (2013) states that HRM has an essential role in improving the standards of education. If that is so, human resources provide a good source of success to every business or school. If so, using other ideas and practices for the people management into schools could result in better behavior among the education workers thereby increasing productivity along with performance levels at work [5]. The principle lies behind the efficiency of human resource management in achieving the high quality education. Nurturing human resources such as the teachers and an assortment of support staff is a constant effort if the aim is to give the students quality education. As noted by Winarti (2018), instructors and other trainers are some of the most critical human resources that make up the institution. The teachers play a major part in determining how their students learn because they connect them first to the educational environment. Finding and developing new teachers involves serious labor. A company can only succeed where there is proper leadership. As a result, understanding the administration is very essential. In cases when a well-developed frame of administration is required at the opening stage for any type of educational institution [2].

Quality in education is based on reliability, competence, access, communication, creditability, and last but not least also, responsiveness, as further described by Lagrosen, Seyyed-Hashemi, and Leitner [6]. With quality, also quality assurance is connected; quality assurance is a key element of maintaining quality in Higher Education and is shaped by the aim and overall educational process in the schools as further described by authors Dutchak Y., Kvasnytsia O. [7].

## 3. METHODOLOGY

Qualitative research is an extremely qualitative descriptive study. Qualitative research looks at the process rather than an outcome alone. Due to its immediate data source, the qualitative studies are inherently very naturalistic and therefore descriptive. In accordance with the above view, this paper seeks to characterize College administrators' understanding of human resource management and the programs that have been put in place. All the same, in qualitative research there has to be the presence of researchers, due to the close relations between a subject and an investigator. As the

most significant tool, human beings have a high level of adaptability in testing; humans are capable to change according to circumstances during studying thus turning its researchers into everything throughout research chain that is as planner and implementer gather data analyze and at the same time innovator studied materials. There is also a review of the extant literature on HRM practices in higher education institutions that has been conducted as part of the research.

#### 4. RESULTS AND DISCUSSION

A problem that every organization, including schools has always faced is in regard to recruiting teachers and employees or new workers [8]. This activity is a follow up on the human resource planning; typically this need for labor force arises after analysis in deciding upon detailed planning. Whenever there are sudden requests to fill the vacancies promptly and accurately because of unplanned factors such as a temporary employee who is assigned an official position elsewhere during the school year, it needs to be resolved immediately regardless of why having a vacuum in that organization [9]. The HRES or performance appraisal is a process that determines whether for a teacher, the employee's work was successful or not based on the standards determined as measurements [2].

The findings of the research established that proper HRM practices are very essential in ensuring faculty retention, student learning outcomes and also matters to do with quality education. The research revealed that HRM practices such as faculty development, mentorship programs and also holistic support for academic staff are very essential to improving the quality of education. The limitations involved lack of proper teacher training and also the social and economic backgrounds that the students come from.

**Table 1. HRM practices & education quality**

HRM Practices	Education quality
Faculty Development	High
Mentorship Programs	High
Comprehensive Support for Academic Staff	High
Inadequate Teacher Training	Low
Social and Economic Environment	Medium

A chart illustrating the correlation between effective HRM practices and education quality is provided above.

#### 5. CONCLUSION

Human resources planning is performed through analyzing all the activities or costs of work that need to be done by each component in the school. The realization of the analysis is reflected by its main tasks and capabilities (basic goal function which implies the job description or position analysis). Following the results of this job or position analysis, there is an opportunity need requirement for employees in procuring and positions with regard to intellectual capacity, potentials and culture coordination among others.

#### 6. RECOMMENDATIONS

First, but this is especially important because the higher education institutions are being held responsible for the efficient use of resources, and the resource base in the country continues to dwindle. Two, the administration that manages each university could find more specific talent gaps and needs to make a better strategy for improving their workflow efficiency as well [10]. Third, the current and future employees such as faculty members in the German institutions can get to know their employer's status more clearly on how they can help develop the knowledge of its human capital. Lastly, foreign regional and also international associations interested in partnership with German higher education institutions can learn from their strategic human resource management initiatives. High quality training courses and workshops with flexible payment systems, outcome oriented performance evaluation mechanisms administered by the university administrators and policymakers should be designed [11]; all faculties need to participate in decision making processes that will result into increased knowledge of skills. It implies more faculty collaboration with the human resource department, since there is a need to establish unified appraisal systems.

#### COMPETING INTERESTS

Author has declared that no competing interests exist.

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