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"Impact of HRM practices on the performance of the teachers"

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ABSTRACT

Human performance in any institution works as a key ingredient for the final success of the organization. Especially within the teaching industry, the success of any institution highly depends on the teachers. The more practical the teaching, the higher the outputs. A teachers performance is reflected by their knowledge, skills, behaviours, and values.

Teachers who add value to the institution are the assets of the educational institution. It is observed that teacher's experience and expertise increase over a period of time and academic institutions can get wonderful results by retaining such employees. HRM can amazingly contribute to the education industry through quality teaching with the help of management functions.

Keywords:*HRM, Practices, Retention*

Introduction:

HR management is a continuous process, and always plays a pivotal role in every activity of the organization, it plays different roles like planner, actor, and determinant of the belief of organizational goals. The goals of the organization/Institution aren't possible to attain without the active role of employees although tools and techniques are scientifically developed and proven. This paper is focusing on the necessity and importance of HR within the Education system, more specifically educational process played by educators cannot be replaced by technology. To create human resources function more effectively &

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efficiently, good managerial skills and well-defined HR policies are required, further, it is elaborating the involvement of human resources (HR) in educational organizations could be a natural thing because within the process of education human resources (HR) have an outsized role both in terms of administrative & operational. Human resources (HR) must be managed properly so that they'll play various roles in each step with all the functions.

It is the primary and foremost responsibility of teachers to be ethical so they're going to be assets to their institution Tiwari, A., & Tekwani, K. (2021) Teachers are society builders and nation builders; they nurture the generations for the long-term and serve our country. To reinforce the teaching quality and simplify teaching, HRM can play a major role in Professional Ethics for teachers. The school/college is taken into consideration as a miniature of society. Raising the child and shaping him into a responsible member of society is their main motive. Teachers are essential to the success of the educational process because they spread knowledge and encourage students to adopt healthy behavioral changes. The teacher must acknowledge and understand the magnitude of the responsibility that comes with the profession. Only the teacher's talent, aptitude for teaching, comprehension of the subject matter, pedagogy, and most crucially, professional ethics, determine if the goals and objectives of teaching are met. According to Aristotle, treating equals equally and unequally is part of treating people fairly (1980). When lecturing and grading students, teachers must be impartial. According to Buber (1970), the reciprocity principle should guide all interactions between teachers and students. Since communication can be a critical part of the teaching-learning process, teachers must put a lot of focus on forging respectful relationships with their students. Students' behavior will be impacted by teachers' absence of a strict professional code of ethics. Teachers should act as mentors, role models, inspirations, and motivators for their pupils (Pagán-Castao et al., 2021).

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It is an indisputable fact that scholars follow in footsteps of teachers directly or indirectly. The fundamental role of teacher is to resolve issues & barriers of scholars that come along in their developmental process. The teachers must have a clearcut vision to foster potential of scholars. The primary & foremost important quality that the teacher should possess is professional ethics. If they fail to understand & implement it, they will not be satisfied with their profession, & it'll hamper students' performance. To form character education successfully, we'd like well-trained teachers. Teachers give students moral instruction that is both necessary and important. Therefore, educators should focus on giving pupils direction and advice to assist them to develop respectable attitudes and manners. Therefore, before beginning their careers as teachers, they must instil in themselves core professional ethics & values (Gonda, 2014). (Omebe, 2014).

The author has explained the importance:

- Teachers should be always informed of their tasks and responsibilities. They should aggressively provide happy & satisfied service to institutions and students. They should give as many possibilities for kids to thrive in all facets of development as possible. In the teaching profession, active professionalism is necessary.
- Teachers should have a clear vision of how they will meet learners' current needs, requirements, & goals.
- Teachers must maintain their dignity while also promoting equality and emotional and cognitive growth.
- Teachers should offer pupils warmth, caring, & love. Only then will they be able to develop a positive relationship with pupils. In practice, teachers must behave intelligently and with professional judgment and sensitivity.
- Teachers must be dependable, trustworthy, and devoted to the school and the students. Such actions demonstrate sincerity. As a result, instructors should place a great focus on demonstrating integrity in their employment commitments, duties, & actions. This will enhance both institutions growth & general development of pupils.

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- Teachers should prioritize amicable and respectful interactions with all parties engaged in the institution. They should strive to acquire the trust of students/pupils, co-workers, parents, management, and members of the general public.
- Teachers should keep information collected during professional practice secret unless disclosure is compelled by law or there is a substantial risk to a person's safety.
- Teachers should never cross line between their professional commitments and personal interests since doing so may have a negative influence on their students. It may affect children's morale and influence how they see the school and teachers.
- Teachers should not have any prejudices while imparting knowledge and judging a student's performance in academic and extracurricular activities. They shall respect and treat all pupils equally, regardless of caste, creed, gender, civil status, family status, sexual orientation, religion, age, disability, race, ethnicity, location, community, or financial situation.

The objective of the study is to explain the important role of human resource management in improving the quality of education.

This study emphasizes a well-organized HRM system. How HRM can play a key role in any educational institution. How it can be the game-changer of any educational institution. Further, it explains the challenges faced while improving teaching quality

Methodology

This research study is descriptive (Tekwani & Raghuvanshi, 2019) The researcher has collected data from various secondary sources to an understanding of the HRM practices and their implications on the teacher's performance. The researcher has reviewed various research studies and theses that have already been published (Tekwani et al., 2021)

Analysis:

The researcher has spoken at SD Negeri 170 OKU about the study's findings. based on the findings of official or informal observations, documentation, and interviews

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(Tekwani & Raghuvanshi, 2020) The researcher collected data through observation, formal and informal interviews, and meticulous documentation.

The research results the author gave are as follows.:

1. Human Resource Management in Quality Improvement

- **Human Resource Planning System:** It is suggested that the principal is the main decision-maker and fully responsible for all HRM planning. Workload analysis, role, and responsibility of every employee, staff appointment, Job description, and coordination among all departments. Principals need to design the accountability and responsibility of every individual in the organization Kshama Bidarkar, M. K., & Tekwani, K. (2022).
- The principal must do strategic planning about Human Resources, from recruitment, Selection, and Placement of all the staff, including teaching, nonteaching, admin staff, supportive staff, and technical staff. A proper person should be placed in the proper place. Their interview process, appointment, and joining should be done as per the requirement.
- **Training and Development:** Employee development will be done by systematic training, which may be on-the-job training or technical training. Induction training, teachers training. For inexperienced teachers, special training can be planned and for experienced teachers, a refresher course can be planned by the school principal. According to the invitation, SD Negeri 1701OKU invites teachers & staff to participate in external training in (Aristia et al., 2020)360 institutional contexts in addition to conducting training within the institution itself.
- **Employee or performance evaluation appraisal** is a systematic evaluation of employee performance and understanding of a person's abilities for future growth. HRM assess all the teachers on the same assessment scale to major their performance.
- **Compensation System Management;** Compensation can be a monetary reward as well as services and benefits provided to employees as part of their employment relationship. Salary/remuneration paid to teachers should be as on their qualities, dedication, qualification, and for their effective teaching.

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2. Implementation of Human Resource Management: For the healthy, long-term, and overall development of any institution planning, Organizing Coordinating, Staffing Directing, and controlling all these functions should be implemented effectively.

3. Supporting Factors for Human Resource Management Implementation.

To implement human resource management administrators and teaching staff should have advanced technological knowledge, and staff should have a learning attitude to adopt and accept organizational changes for the betterment of the institution. HRM should concentrate keenly on upgrading teachers' knowledge, providing them with proper education and training, guide them to better skills.

(Pagán-Castaño et al., 2021)

Both the components and factors involved in putting human resource management techniques into practice as well as how to design well-structured HRM policies to improve teaching quality are covered. This study is qualitative in character and uses a qualitative descriptive methodology. The data was collected using observation, interviewing, & documentation techniques. In terms of quality enhancement, implementation, enabling conditions, and educational quality, the results showed that SD Negeri 170 OganKomerung Ulu's (OKU) human resource management has been operating at its finest.

According to researchers, human resource management is a core element that will determine organizational performance, use human resources optimally, and integrate them for overall development and achieve the organization's goal. School leaders/principals largely contribute to enhancing the quality and productivity of teachers by motivating/guiding/ encouraging the teachers. In human resources management of the education sector, the principle is key to success in achieving goals through quality education. The principal is required to aim to inculcate an urge in educators/staff/teachers/admin staff to create quality education.

The author says that teachers deal directly with students so they are accountable for the success or failure of students. When recruiting the teaching staff only education can't be the criteria but teachers' attitudes, values, beliefs, and morals should be

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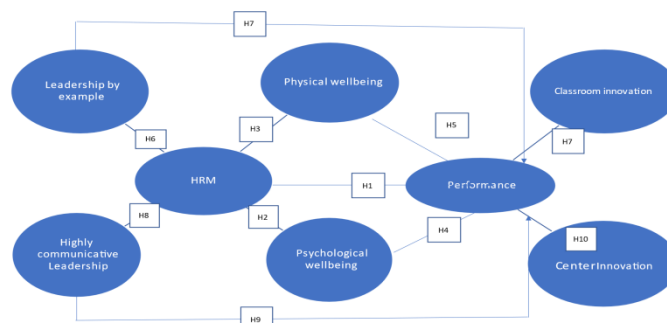
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approved, and importance should be given to good personality, integrity, & responsible for something they carry.

participants' views. In this regard, the phenomenological technique is thought to be appropriate in this research to acquire a complete, indepth, & thorough comprehension of research emphasis. The information gathered regarding "human resource management in improving the quality of education at SD Negeri 170 OKU," whether it be in form of information, 1observation symptoms, 1information, or observations, is, therefore, more1appropriate if itis expressed in words using traits of qualitative1approach. to gain a better & more comprehensive knowledge of observations that underlie data and field observations (Aristia et al., 2020) (Prasifka,2016).

Healthy working environments with coordination of teaching and non-teaching staff's integrity and dedication, and effective and quality teaching will take place in educational1institutions. Specifically, because of the critical role that education plays in guiding society toward a more sustainable future, as well as its contribution to societal values and well-being. In education, management school leaders/ principals are playing the team leader role, and they have to develop and motivate the team for the overall development of the institution. If teachers are managed/empowered they will in return take good care and impart knowledge not only to teach students academics but also to give morals, ethics, and values for the overall development of students.



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As per the above figure teachers, well-being can be increased by empathetic, supportive and dedicated leadership with the leader's example and by effective and motivating communication. Institutions can retain expert and experienced teachers through effective HRM.

Conclusion:

The teacher must update their knowledge and qualification. As an educational institution HRM, it is appreciated if the institute arranges various training and development for their staff /teachers. Training for fresh/ inexperienced teachers will help them learn teaching skills and practices, experienced teachers may learn innovative teaching techniques and the basics of ICT classes

In a teaching institution, Human resource management with a scientific approach can do wonders, achieve major success, and enhance the quality of teaching.

The author has insisted to focus on four tasks: 1attract, 1develop, motivate &retain human resources. Therefore, 1Human resource1management aims are achieving desire results1of collective1efforts of1staff conducted by

- Supply of1staff at low1cost;
- Nurture & develop talents, skills of1people;
- Maintaining of1competent personnel & create good relations b/w them;
- Providing1material & spiritual demands of employee satisfaction1to assist bridge the gap between their ambitions & organization's aims.

A case study was planned to observe a teacher's behavioral patterns change. In the case study, in first semester of,1academic year1of 91- 92, 30 teachers1with no1teaching experience were selected as a sample.

Teaching skills and talent is underused if HR is not effective.

To refer to this William1James (1995), at Harvard1University, in researchconcluded that staff of organizations1use only 201to 30 percent of their1ability to1learn. His research1found that if employees are well-trained and receive the encouragement

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they deserve, their ability increases by 80 to 90 percent. So Human Resource Management has an important role in different levels including Introduction, skill acquisition, updating, & promoting effective teaching skills for teaching.

Staff training & development aims to increase their expertise and capabilities in performing duties. In addition to teaching staff, even administrative staff also should be trained to enhance their skills, various training methods should be used.

- Additionally, it is suggested that the new faculties be thoroughly acclimated to their new workplace. According to experience, each employee's most vivid memory of their employment is interacting with a supervisor or new employees. Effective HRM may help with this and make it simpler. Studies show that discussing this subject helps new hires feel more loyal to the organization and a part of it.

Training usually takes place in 3 stages:

- a) Meet new individuals who are involved with the organization's history, rules, administrative regulations, & punishment, domestic working hours, & facilities that workers are permitted to use.
- b) Introduce new people to his direct supervisor & other colleagues;
- c) Understanding different parts of organization.


Analysis:

Planning, organization, evaluation, teaching method, and meme were employed as the two primary categories and five components in this study on successful teaching and educational rules.

After gathering information by distributing the questionnaire, five components and two questions were examined and observed before and after the session.

Observation:

1. Significant differences were found in teachers' knowledge of effective teaching indicators before & after the workshop.

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2. Significant differences were found in teachers' knowledge of rules & regulations training before and after workshop

The affiliate T-Test was used to assess the impact of workshops on teachers' understanding of educational norms & regulations.

"Soltani" stated in his study notes that improved knowledge leads to individual empowerment, work happiness, & self-confidence. Spatial seminars, publications, and teaching resources will play an important part in teacher empowerment.

Furthermore, "Sheibani" reports educate us on the importance of in-service training courses in raising the power of analyzing issues and the ability to solve difficulties, as well as promoting interest in education and expanding work capacity (Rafiei & Davari, 2015).

Conclusion:

Efficient and experienced teachers play the main key role in the education system to enhance quality (Gupta, R., Goyal, R. K., Feher, A., Varma, V., & Tekwani, K. (2022.)). Their thoughts and dedication inspire students, and the students transform into responsible and successful citizens.

To achieve the institutional goal teachers are required to develop professionalism and develop appropriate ethics along with educational qualifications. The institution leaders/principals of an educational institution if apply principles and functions of management effectively and use HRM practices in their administration the teachers will work in long run in the same institution without losing interest. This will control the employee turnover ratio and enhancement of work quality can be seen. Teaching is a tough job, but it is one job where you can make the biggest impact in another person's life. By using effective HR practices dynamic, competent, and professional employees can be retained. Employee retention is beneficial for the organization as well as the employee.

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