



# The Effectiveness of Human Resource Management on Improving the Performance of Education Staff

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## Abstract:

This study examines and analyzes the roll of human resources management on improving the effectiveness of education staff. The aim of this study is to analyze the main indicators of Organizational management that including 5 subscales, searching for staff recruitment and selection, Design and implementation of training programs, employee performance evaluation and training of Trainers in the organizational unit. For this purpose, 120 people from statistical community of administrators. And teachers were selected using simple random sampling. The tool of this study is a researcher made questionnaire containing 40 questions and is scored on liker scale. Data was collected after completion of questionnaire by samples.

**Keywords:** Human Resource, Education, Management, Effectiveness, Staff

## I. INTRODUCTION:

Two essential factors in practicing management include man and operating systems of organization, since operating systems of organization, since operating system come into effect with man, thus we can rightly claim that surely the most important asset of an organization is its human resources. If we consider novel organization as one of the main innovations of current century, the organization success depends on the efficient use of resources and the efficient combination of their corporate strategies. Talented and knowledgeable work force that is motivated and dedicated to give services in organizations is the greatest asset of organization in achieving development goals. Although investment and technology play an important role in developing of organization, but it must be acknowledged that the role of human resources in organizations is more important so that the leading organization.

## II. STATEMENT OF PROBLEM:

The role of human resources management in improving organizational effectiveness in as issue which has been investigation in the study. If we review categories and criteria of effectiveness which are presented by experts in the field of management, we understand that human resources management can directly or indirectly have a very important role in improving these indicators such as relocation or turnover of employees ,employee absenteeism, compatibility of the norm and role, quality of product of production services, accidents, flexibility, adaption for changing of standard operating procedures in response to environment changes, job satisfaction employee motivation and staff morale . Two day responsibilities of human resources management units do not only include staff attendance or other simple issues, but it has more important issues such as considering motivational issues, satisfaction of spiritual needs, providing a space for growth and creativity along with a safe and healthy environment with satisfying material needs of employee event after even after the end of the service. In recent years, in our city we have witness designing and implementing of several programs in order to

achieve developmental goals. Undoubtedly the desire for sustain able development in various political, economic and social sectors needs force that in addition to having the ability to perform their duties have sufficient incentive.

Therefore organization must focus more than ever on their manpower. In this regard, primary responsibility is on human resources management and this management must perform their duties and provide suitable substrates for talented and capable forces in the organization so they can fulfill their duties with a better quality and finally with establishing appropriate strategies make the ground ready for better performances of evaluation of staff performance.

## III. RESEARCH OBJECTIVES:

The purpose of this study was to evaluate human resource performance in effectiveness of education staff in sari, until it is determined that human resources performance considering 3main indicators of finding, attracting, selecting, training and developing evaluation of employee performance in order to improve their effectiveness has been positive or not?

Finally based on the analysis that is done and the results which are obtained, suggestions are made to improve the effectiveness of management of human resources performance. Also during this study it is tried to make various dimension of these responsibilities clearer by studying investigation.

## IV. RESEARCH QUESTIONS:

- 1) Human resources management is effective in improving the effectiveness of employee's performance in the context of finding, attracting and selecting of employees?
- 2) Management of human resources is effective in the effectiveness of employees performance is designing and implementing training programs of development of human resources?
- 3) Human resources management in evaluating the performance of employees in improving the effectiveness of employees is effective?

- 4) The use of new management techniques and applying them in human resources management is effective in effectiveness of employees?
- 5) If a decline in the quality of human resources will undermine the staff effectiveness?
- 6) If the performance of trainers in training session have affected the effectiveness of employees?
- 7) If there is a significant difference in the impact of human resources on improving the effectiveness of employees?

## V. METHODOLOGY:

The type of this research is survey is conducted to find the existing reality. In fact, this method of research is conducted in order to describe a research community in the context of distribution of a given phenomenon. That is way the researcher do not discuss the reason for existence of distribution, but it only focuses on the research community and describes it. The population of this study consists of all the staff of education office in sari. In this research 120 teachers and manager were selected by simple random sampling.

## VI. RESEARCH BACKGROUND:

In 2017 Stephen Jenner conducted a research called the impact of leadership succession and reusing the previous leader on the performance and satisfaction of group in national aeronautics and space administration in America in which 5 or 6 homogenous group perform two similar mission by the leadership of different managers. At the end each tested group filled out a questionnaire that based on that questionnaire group dynamics and management Effectiveness are evaluated.

## VII. DISCUSSION AND CONCLUSION:

Human resources management is a process which includes four of attracting, developing, and creating view point and maintain of human resources thus investigation of impact of factors of human resources management is essential in an organization. Therefore, this study focuses on the investigation of the effect of factors of human resources management on improving the effectiveness of employee. to achieve this goal, 120 people were chosen from education staff of sari city as study population. After collecting and analyzing data.

- 1). Human resources management is effective in improving the effectiveness of employee's performance in the context of finding, attracting and selecting of employees? Human resources management in the context of finding, attracting and selecting employees has a significant effect on improving the effectiveness of education staff. Items related to finding staff number, attracting and selecting employees, items of good quality of initial interview the entrance exam being related to job tasks and other criteria, availability of required information for interviews fairness of interviewers, no bias in selecting employee
- 2). If management of human resources is effective in the effectiveness of employees' performance in designing and implementing training programs of development of human resources? Human resources management has an effect on effectiveness of employee's performance in designing and implementing training programs of development of human resources. Items related to design and implementation of training programs, the impact of reduction of employees absenteeism by providing job satisfaction, improving quality of services by creativity in presenting of materials, Reducing accidents through training courses, Increased compatibility

with changes by staff compliance with standard operating procedures, sharing specific standards with employees, Reducing employee turnover by considering their capabilities in training courses had a significant difference with the average in alpha 1% level. So it can be said that human resources management has an effect on the effectiveness of employees' performance in designing and implementing training programs of development of human resources.

3) If Human resources management in evaluating the performance of employees in improving the effectiveness? Human Resources Management is effective in the evaluation of their performance. Items related to employee performance evaluation indicators, increasing positive behavior of employees through presenting their performance results, making use of objective data in the evaluation of staff performance have a significant different in alpha level of 1% with the average.

4) If the use of new management techniques and applying them in human resources management is effective ineffectiveness of employees? Use of new management techniques and applying them in human resources management is effective ineffectiveness of employees. The impact of management techniques, indicator of application of new techniques to Increase the effectiveness of personnel management by managers and supervisors using new technology techniques for management and its effective use have a significant difference in alpha level of 1 % with average. While item of using new techniques of management by supervisors and managers has a negative direction and its effectiveness on improving staff efficacy is less than average.

5) If a decline in the quality of human resources will undermine the staff effectiveness? A decline in the quality of human resources has a significant effect on the staff effectiveness so that based on the viewpoint of samples of this study its direction is negative and a decline in the quality of human resources will undermine the staff effectiveness.

6) If the performance of trainers in training sessions have affected the effectiveness of employees?

The performance of trainers in training sessions has affected the effectiveness of employees. Items related with the impact of trainers in training sessions, items of increasing compatibility by relating employees' information With their job and making motivation for learning in trainees by being familiar with their task have a significant difference in alpha level of 1% with the average.

7) If there is a significant difference in the impact of human resources on improving the effectiveness?

There is a significant difference between the views of staff and managers about human resource management Impact on the effectiveness of staff. Between managers and employees view, merely appropriateness of initial interview quality has a significant difference which this difference in alpha level of 1 % is significant. With an emphasis on, we conclude that employees pay more attention to the impact of quality of initial interview in the effectiveness of organization more than managers while there was no significant difference between managers and employees' point of view. So that it can be acknowledged that the impact of the so items on the effectiveness of organization is similar between employees and managers.

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