

# Issues and Challenges in Human Resources Management Pertaining to the field of Higher Education in India

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**Abstract – Most important resource of an organization is Human beings. “The wonder of wonder is man, who has infinite capacity to think, to develop, to invent, to feel, to love, to give, to kill, to respect and to hate, analyze or destroy.”. Human resource Management (HRM) is an provides the possibility of performance change and improvement towards individuals and groups through Management of their knowledge, skills and abilities (KSA’s) necessary for the successful performance of the organization. Our HRD area covers training and Management, organizational Management, career Management and HR practices. An organization's most valued assets are the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. Education is an important element of the national Management of any country & higher education is of the vital importance for that Management. The innumerable challenges confronting the Indian higher education are several and complex. But some have changed and developed with time, others are newly created by the strengthening of attention and blossoming of opportunities. This paper will highlight the challenges human resource faces in the field of education and on how an organization meets the challenges.**

**Keywords: Challenges, Opportunities, Trends, Teachers, HR Management, Education, Organization, Motivation, Services.**

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## INTRODUCTION

Education is an important element of the national Management of any country & higher education is of the vital importance for that Management. Higher education institutions have been both the agents & objects of globalization (Scott 1998). In policy making International mobility, global comparison, bench marking etc. has gained lot of importance (Teichler 2004) note with surprise the amount of debate on global phenomena in higher education focusing on marketization, competition & management in higher education. According to Dr. Bala -“in India, education is not just a business. There is an attitude of caring, sharing, U.S. is morally bankrupt; India is morally rich. Educational model has to come from the east. China being a communist country cannot come from there, it has to be India”.

So it is clear from the above statement that India has opportunity to become the educational hub for the world & provide many opportunities in the field of education as well as in the employment.

Role of Human resource management in education is very important with it would result in jeopardy. This is because education personnel's are the main instrument for achieving educational goals and consequently, national development. Every educational system at every level depends on the human resources for execution of its program. The function of human resource management in education includes staff relations, staff maintenance, staff development, recruitment of staff and job performance reward. The challenges of human resource management include poor working condition, problem of staffing, funding, incessant transfer of teacher among others. Education should be made attractive by creating a conducive atmosphere for teachers. A united salary structure should be made for all categories of teachers within the education sectors.

## HR ENVIRONMENT IN HIGHER EDUCATIONAL INSTITUTIONS IN INDIA

Humans, materials and financial resources are three main resources to be managed in an organization to achieve its objectives and goals and among them human resource is the most important one. The human resource management position in education sector is grown enormously. As human being is dawn unique so it has different features which are difficult to manage, control and coordinate with other resources. For the overall success of an organization there must be an efficient and healthy working environment between the employee and the administrator.

The essential functions of educational administration are the efficient and effective management within an organization, which involves HRM. By education training and Management the quantity and quality of human resources are modified. Human being is capable of producing new ideas developing and improving capital goods to achieve great productivity, with the help of acquired knowledge& talents.

### HRM AND EDUCATION SECTOR:

To utilized and managed human resource as efficiently as possible, is the prime objective of human resource manager. Today, educational institutions and universities administration is found lacking in practice of HRM and OB. Education minister Mr. Kapil Sibbal has started so many programs for enhancing quality of education at higher level but the quality of education, the working environment still remain in worry list of this nation. Since the same thing is taught in these institutions but all is in vain as it is found lacking in their own administration. Because of lack of professional HRM and OB, all educational institution faces lots of problem & is working very hard to achieve quality in their research and Management.

Education has been given high priority by central and state government and to grow fast. To build up our economy higher educational institutions play an important role but in India teachers are working day and night but drawing less salary and lost their interest which affects the quality of education. If they are poorly paid and work without satisfaction our dream of becoming independent in global economy will not come true. The only reason behind it is poor management of human resource and inefficient personnel management. To be able to achieve educational goals and objectives, the registrar who is the chief of administration has too familiar with the goal and requirements of every employee whom he works with and give them appropriate growth level and healthy working environment.

- The educational institutions and administrations are required to meet the

following objectives to efficiently utilize the human resource.

- Recruitment and Selection process should be developed according to required work place.
- Help in creating better working environment and promote maximum and motivate them.
- Optimum utilization of objectives and skills of workforce.
- Keeping balance between personnel words of staff and institution's needs.

## CHALLENGES OF HUMAN RESOURCE MANAGEMENT IN EDUCATION

The innumerable challenges confronting the Indian higher education are several and complex. But some have changed and developed with time, others are newly created by the strengthening of attention and blossoming of opportunities.

One interesting fact comes insight is that offers the challenges facing higher education in India is to consider foreign students in India and Indian students in other countries. India has the third largest system of higher education in the world (behind China and the U.S.). Yet India's highest ranked university (Punjab) in the Times Higher Education ranking places 226-250, and only five universities rank in the top 500 (four IITs rank 351-400).

Access, equity, and quality are the three greatest challenges of Indian Higher education system (Deloitte, 2012) or expansion, equity, and excellence (FICCI, 2012). While all three ideas are tightly linked, equity can be especially dependent on expansion and access. But, expansion and access are not necessarily the same idea. Expansion can be developed in two ways: first, existing institutions can grow; second, new institutions can be created.

Human resource management has become notably complex in the sense that as human beings, they are not reliable for doing one thing over and over in exactly the same way. They can be expensive depending on their cadres, qualification and skills. Their productivity is highly dependent on the person's ability to instruct. The same content cannot be delivered every time. A number of factors have contributed in this complexity. They Include the Following:

### 1] Poor Working Condition:

It is not out of way if staff expects to be paid finance rewards commensurate with the services performed. The ideal thing is to have a systematic

producer for establishing a sound reward system and structure. A good remuneration tends to reduce inequalities between staff earnings, raise their individual morale, motivate them to work for pay increase and promotions, reduces inter group friction and employee grievances. Teachers' salaries are not paid alongside with other civil servants and in some cases, teachers are owed many months of salary areas.

## **2] Staffing Problems**

The problem of staffing is enormous. There are problem on the quality and quantity of staff recruited for the education of our citizens. The reason is from poor staff recruitment and selection process. Politicians and God fatherism has taken the upper hand. Some staff rarely stay in the remote areas where the management wants their services. They use to stay in the urban areas for self-convenience.

## **3] Use of ICT in Education: Current Call**

As the 21st century world is undergoing rapid changes, there is urgency for few educational needs such as the call for use of ICT in education. Current call for ICT usage in education is worthy but, its implementation in the nation is in the toddling stage. Nwufo (2009), evidently noted that ICT penetration and usage remains very low and so the need to train many teachers at all levels in ICT to equip them for reengineering the society through the skills (Offorma, 2009); ICT provides the most expensive means of rapid dissemination of information and imparting knowledge, decentralization of work, expansion of work force and with ICT, the teacher becomes a facilitator, supervisor and a guide for classroom instruction. However, compulsory acquisition of ICT skill by teachers should be given priority attention despite the fact that most teachers cannot buy the computer set or laptop because of poor salary. Other challenges of human resource management that have direct effect on the achievement of our predetermined educational objectives include:

- i. High rate of students and staff indiscipline
- ii. Issues of Funding
- iii. Poor recruitment process
- iv. No induction of human resources
- v. Poor supervision/appraisal of staff
- vi. Poor personnel commitment to work and
- vii. Incessant transfer of teachers

## **CONCLUSION:**

The role of the HR manager must parallel the needs of the changing organization. Successful organizations are becoming more adaptable, resilient, quick to change directions, and Student-centered. Within this environment, the HR professional in education must learn how to manage effectively through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in training and employee development, in the field of higher education. Education remains a veritable means of human resource management and nation building. Whatever needs to be done in this sector should be done in all sincerely and with every urgency for higher education to fully achieve its predetermined educational objectives.

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