

## THE IMPORTANCE OF HUMAN RESOURCES MANAGEMENT AND LEADERSHIP IN EDUCATION

İrem ÖZAKINCI

Northern Cyprus Ministry of National Education, Turkish Maarif College, Literature Teacher

[iremozakinci78@hotmail.com](mailto:iremozakinci78@hotmail.com)

<https://orcid.org/0009-0006-8961-7411>

### ABSTRACT

It is predicted that a business manager's leadership qualities provide a competitive advantage to the business. Effective and active use of human resources management potential is very important in management. Nowadays, it is important to examine human resource management from a more important perspective and to underline the extent of the leader's influence in practices and stages. This research aims to reveal its positive impact on human resources management and leadership. As a result of the research, it was determined that the behaviors of educational administrators within the scope of human resources management showed leadership characteristics, but different practices should be put forward.

**Keywords:** Education, Human Resources, Leadership

### Introduction

In today's rapidly changing and accelerating business world, organizations can only achieve their goals by directing their existing personnel effectively and accurately. Therefore, leaders need to clarify ways to achieve employee goals.

There is a need for a leader who can influence the attitudes of employees, respond to their needs and needs, and maintain the working environment and working conditions required by employees or organizations. In this direction, the leader; It can be anyone who influences the behavior of others, is a symbol of the success of the society, has different skills and qualities than others, is the head of the organization or is adopted as a leader by others. Human resources are the determining factor in achieving the goals and objectives set by the leader and gaining competitive advantage over competitors (De Grip and Sieben, 2005; Bayraktaroğlu, 2008).

Leaders are the people who manage the available human resources most effectively, and they tend to easily attract them into effective and productive actions by speaking to the spirit of the community they manage. In this context, leaders mainly perform human resource management functions. When human resources management and leadership work on the same issue, the existing potential will be used more and the organization will be able to take itself to a much higher level than other organizations (Pazarbaş, 2012). In addition, combining the leadership qualities of the organization's human resources managers is another issue that will positively affect the management culture of the organization.

### Human Resources Management (HRM) and Leadership

The concept of human resources; It refers to human resources, which is one of the resources that an organization must use to achieve its goals and includes all personnel in the organization, from the most unskilled employees to senior management. This concept; Although it includes the workforce of the organization, it also refers to the workforce that exists outside the organization and can benefit from it. Human Resources Management; It can be said that it is the general duty and work to ensure that the law is effectively managed in all kinds of organizations and environmental fields in accordance with the organization, person and environmental interests (Doğan, 2010).

When talking about human resources; Facts show that organizations must use people at the highest level to manage and achieve their own goals, while treating people as assets, they must have applicable policies to ensure and satisfy their private and professional development, practice and satisfaction (Çakı, 2017). Human resource management is the process of recruiting, training, evaluating and satisfying employees and participating in labor relations, health, safety and justice issues. (Karta, 2018).

The human resource management function and the leader's effectiveness combine an intertwined process. Today, the meaning has changed and the expanded scope of "human resources management" continues to be used as a field of application to evaluate the establishment of an employment relationship with one party and changes in the organizational structure and employment relationship (especially its technical aspects) of the other party. Then, it examines the changes in human resources management functions (Solaklar 2003).

The essence of employee leadership is that it is highly motivated and can point in the right direction. The leader's responsibility is to make decisions and take the risks they face while making these decisions (Uğuz 2018). There are some technical and psychological difficulties in the decisions that leaders must make and implement, in

questioning the suitability, in making accurate predictions, in spending a certain amount of time in the implementation phase, and in unplanned expenses that enable the leader to become a leader, and it shows why it is not easy for everyone to achieve.

### HRM in Educational Organizations

In order for societies to reach the level of contemporary civilization and compete with other societies, their labor is their most fundamental value. The most important task of the education system is to provide these people with the skills to solve the problems of our time (Nikolaou, 2018). Educational institutions, which are a productive sub-branch of the education system, occupy a large area in social life in terms of equipping the members of the society with useful behaviors and constantly creating the desired manpower (Sirathanakul et al., 2023).

The responsibility of the school administration is to keep the school organization in line with its goals by using all human and material resources in the school in the most beneficial way. The school administration's ability to fulfill this responsibility properly depends on adjusting its behavior by taking into account the roles and expectations of the educators it is associated with (Blinov et al., 2016).

HRM can be successfully implemented in educational institutions. The HRM approach is compatible with the school's corporate culture. The reasons for the existence of school culture are to keep the school staff together within the framework of the goals of the institution, to bring us awareness to all members of the school, to ensure the continuation of the existence of the school, to ensure that the school members are happy, to meet their wishes and needs, to give the school an identity, to fulfill their duties and responsibilities in the best way. There are factors such as ensuring the It can be said that in such an environment, educators will increase their educational success (Saylan, 2013).

### Conclusion

It seems that HRM can be applied in educational institutions. However, for this purpose, administrators need to improve themselves and have leadership qualities that will interact well with the teachers working in their schools and increase their motivation by influencing them. In order for educational institutions to adapt to the rapidly increasing accumulation of knowledge in the 21st century, the responsibility of educational institution administrators is great and ensuring their personal development is more than a necessity.

### References

- Bayraktaroğlu, S. (2008). *İnsan Kaynakları Yönetimi*. Sakarya: Sakarya Yayıncılık.
- Blinov, V. I., Esenina, E. Y., Klink, O. F., Rykova, E. A., & Faktorovich, A. A. (2016). The Occupational standards as a tool of the human resource management in the educational organization. *Vysshie obrazovanie v Rossii= Higher Education in Russia*, (10), 16-23.
- Çakı, N. (2017). *İnsan Kaynakları Yönetimi Uygulamalarının Örgütsel Bağlılık Üzerindeki Etkisi: Pilotlar Üzerine Bir Alan Araştırması*, Yüksek lisans tezi, İstanbul Üniversitesi Sosyal Bilimler Enstitüsü Çalışma Ekonomisi ve Endüstri İlişkileri Anabilim Dalı, İstanbul.
- De Grip, A. ve Sieben, I., (2005). The Effects of Human Resource Management on Small Firms' Productivity and Employees' Wages. ss. 1047-1054.
- Sirathanakul, K., Harnphanich, B., Channuwong, S., Bangbon, P., Niangchaem, L., & Sutthadaanantaphokin, K. (2023). The influence of human resource management on educational administration of Thai private universities. *Migration Letters*, 20(S1), 423-436.
- Doğan, A. (2010). *Elektronik İnsan Kaynakları Yönetimi Uygulamalarının Yöneticilerin İnsan Kaynakları Bölümünden Duydukları Memnuniyetleri Üzerindeki Etkisinin İncelenmesine Yönelik Bir Araştırma*, Doktora Tezi, İstanbul Üniversitesi Sosyal Bilimler Enstitüsü İşletme Anabilim Dalı, İstanbul.
- Karta, K. T. (2018), *Toplam Kalite Yönetimi ve İnsan Kaynakları İlişkisi*, Yüksek Lisans Tezi, Ufuk Üniversitesi Sosyal Bilimler Enstitüsü İşletme Anabilim Dalı, Ankara.
- Nikolaou, P. (2018). Effective strategies for human resource management in educational organizations. Conflict management case studies. *Journal of Contemporary Education, Theory & Research*, 2(2), 30-34.
- Pazarbaş, M. (2012). *Liderlik ve otorite: lise öğrencilerinin liderlik ve otorite algısı üzerine bir araştırma* (Doktora Tezi, Selçuk Üniversitesi Sosyal Bilimler Enstitüsü).
- Saylan, N. (2013). *Özel İlköğretim Ve Ortaöğretim Okullarında İnsan Kaynakları Yönetimi İşlevlerinin Gerçekleşme Derecesi*. Yüksek Lisans Tezi, Hacettepe Üniversitesi, Sosyal Bilimleri Enstitüsü, Ankara
- Solaklar, A. (2003), *İnsan Kaynakları Yönetiminde Liderliğin Rolü ve Önemi; Bir Uygulama*, Yüksek Lisans Tezi, Atatürk Üniversitesi Sosyal Bilimler Enstitüsü İşletme Anabilim Dalı, Erzurum.
- Uğuz, Ö. (2018). *Bankalarda İnsan Kaynakları Yönetimi Uygulamalarına İlişkin Çalışan Algıları ve Bir Uygulama*, Yüksek Lisans Tezi, Aydın Adnan Menderes Üniversitesi Sosyal Bilimler Enstitüsü Ekonomi ve Finans Anabilim Dalı, Aydın.