ROLE OF HUMAN RESOURCE MANAGEMENT TOWARDS EFFECTIVE EDUCATIONAL ADMINISTRATION: A STUDY OF PUNJAB AND CHANDIGARH

Human Resource is the key factor responsible for the performance of an organisation. And HR practices are an important lever by which organisations develop human resource and employee commitment. In educational administration also Human Resource Management can be exceedingly useful in achieving the targets. The study focused on the system of human resource management in education administration and the problems in management of human resource at school level. Various aspects of human resource such as recruitment, transfer, promotion, performance appraisal, training, motivation and job satisfaction were covered under the study.

The study was based on the teaching and non-teaching staff including schools principals of Government Secondary and Senior Secondary Schools of Punjab and Chandigarh and administrative staff of Education Departments of Punjab and Chandigarh. The sample in the study was selected from three districts of Punjab viz. Patiala, Amritsar and Jalandhar representing three regions of Punjab. The respondents from these districts were selected by using multi stage technique of probability sampling. The sample size consisted 300 respondents from Punjab, one hundred from each district. Similarly, respondents from Chandigarh were selected by multistage technique of Probability sampling. The sample size for Chandigarh consisted of 150 respondents. The study has examined the role of Human Resource Management in Education Administration. The findings of the study suggests that human resource is imperative to organisational growth and success and their development will certainly ensure effectiveness towards educational goals and objectives.