

Organizing and Employing Efficient and Effective Human Resources at School

Gholamhossein Ashrafian

Islamic Azad University, Ajabshir Branch

Nazan Ashrafian

Ajabshir Education Office

Abstract: *This article is an introduction to the organization and implementation of efficient and effective human resource points. The use of force in a dynamic work environment and is especially important in an educational setting. The new era of dynamic and changing environments that require staffing and human resource management theories and models in education and their familiarity with the use of these theories reform the school's Or the steps. Productivity of various aspects of the subject that are seen every day use and importance is increasingly clear Productivity of any organization is a common theme in many of the chief executives staffing organizations claiming that their investments are in real organizations .management has been effective in reducing productivity . Increased levels of productivity in all organizations and agencies were directly interconnected managerial ability and creative performance factors are*

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1. MVSV AND PROBLEM DEFINITION

Productivity is defined as maximizing the use of resources, manpower and scientific measures to reduce costs through employee satisfaction, managers and consumers. Other definitions of productivity, maximize manpower, proper use of human resources in order to move towards the goals of the organization have less time and less cost. View more National Iranian Productivity Organization, Productivity, a rational attitude to work and life. It was like a culture that aims for a smarter life activities Bhtrv Almighty. Productivity is possible to obtain the maximum benefit from the labor force, the power, the talent and skills of human resources, land, money, equipment, time, place and ... To enhance the welfare of the community, so that it increases as a necessity to promote social life and making crucial policy experts, Management and Economics is Today, every organization (manufacturing, services or training) in order to make effective the achievement of the goals , one of the criteria , recruit , train and retain skilled manpower is efficient . Because manpower and constructive role in promoting the goals and mission of the organization is the key element is the development and survival of the organization. Today, equipment, appliances and machines for conducting effective organization is not enough. We attach importance to human relations and optimal use of resources and skills about individual employees, makes organizations successful in achieving its goals. Today, employees with regard to their physical and mental strength and mass to create the total labor force. No production or supply of labor serves no functional value and the actual value is found to be effective in producing the product or service

2. FACTORS AFFECTING THE EFFICIENCY OF HUMAN RESOURCES

There are different opinions on the factors affecting the productivity of individual scientists and scholars have identified factors such as factor and the managers and employees outlined factors such as regular professional education Elevate the employees Motivation innovation and creativity in creating a suitable environment for managers and staff to establish appropriate systems and establishing performance-based payment system of punishment and reward,

discipline, work ethic and social transformation methods and systems that have a key role in strengthening the rule, and dominate the policies of the the savings in productivity as a national duty to be as effective But almost all the authors in this field agree that improving the productivity of a single specific cause can not be presented, but rather that a combination of factors as improving the productivity due to

Good behavior and good deeds leaders: responsibility, leadership and management task should be given to those who also have a certain personality, leadership and management practices appropriate to operate, and morally to be role models.

- Providing professional development requirements for all individuals said.
- All functions must clear instructions and rules and regulations for employees and for them there is no ambiguity.
- Give enough power to employees to take more responsibility for their own tasks.
- The employer is trying to attract qualified people to choose their effective implementation requires oral and written tests.
- Try to make personnel decisions and formulate goals and plans to participate. This will result in the employee's responsibility to implement activities and a greater incidence effort to achieve organizational goals.

3. ITEMS THAT WILL EFFECTIVELY IMPROVE THE QUALITY OF WORKING LIFE

- paying reasonable and just to do good work
- Healthy and safe working conditions
- ability to learn and use new skills
- creating social cohesion in the
- To prepare for growth and advancement opportunities for employees
- preserve the individual rights
- balance among work time and time unemployment allowance
- develop pride in work and organizational

the application of job rotation , job enrichment and career development to enhance staff skills and also be used to increase staff confidence .

- establishing appropriate systems and establishing performance-based payment system of punishment and reward
- The development of methods and systems that have a key role
- Social work ethic and discipline is self-control agent .
- Productivity improvement requires comprehensive planning efforts of the people and the authorities need to improve their working conditions and employee motivation Tghyymhrk-h and methods to improve systems , laws Circulars , instructions VERIFYLINK_END the methods, and so on technology it is

4. FACTORS AFFECTING PRODUCTIVITY

A) of law: this is in line with the guidance by the students and staff consolidated and spreading the order among them is vital. Despite the order, the law provides. Of law and order are among the first cultural symbols that an account of how people are doing in terms of the concept of productivity in society (school) tells Thus we can assume that productivity in school and enjoys being dependent on the outcome of legal clarity and consistency in all the processes

B) Respect the rights of others: if Ahrazayn operating in schools, thereby minimizing the cost in human relations will be an ongoing activity during the natural course of their will. Everyone has a duty to their tasks and activities effectively, taking into account individual

interests and collective knows. This simple pattern at the entrance of Cultural Development, Culture and expansion will boost productivity in schools.

C) the academic and scientific community (schools): If society is not a scholarly perspective or a scientific perspective, but in time to be away from the property, is unsustainable concept of culture in which productivity. The current science and scientific thinking among managers, particularly in the decision making process will be a close link with the concept of productivity. In other words, to promote efficiency in schools must begin taking science and knowledge spread. In other words, education riveted as nails, accurate and robust to be embedded within the community.

D) Responsibility: Responsibility of Individuals (staff, parents and students) is the constant endeavor to fruition as more desirable in a variety of fields of activity. In other words, leads to individual and group productivity levels increase.

E) Approaching the theoretical and practical ethics :the moral standing of a school community ,though small area called Educational Regulation idea what it means and what behavior is detected ,Vjdayy differences are observed ,public damage to the limit be seen ,dramatic will .Obviously ,in such a society within and among societies and non-standard will always chaotic place .Here is the rule of productivity would be considered worthless and useless.

5. TO IMPROVE THE QUALITY AND EFFICIENCY OF THE SCHOOL

Strategies to increase productivity requires good understanding of the current status of work in schools and culture that govern them. Including strategies to increase productivity, the following can be noted: Reduce waste: Avoid unnecessary use of facilities, time, manpower and ability to engage employees efficiency. Optimum use of the talents: detection and use of personal Azastdadhay (technical committee) staff is one of the most productive things a manager that can be used as a powerful tool in increasing productivity. Administrators need the ability to discover better ways to make more use of them in order to increase productivity will. Motivating employees : Absolutely incentive bonuses as a way to share in the success of the school staff and the efficiency of it. In other words, the employee must be informed that they are doing something productive, S-hymnd. Given the changes through learning new skills can lead to a new mindset and a new way of working in which staff is a major change. Employees must change their ways to coordinate their productivity is reduced because otherwise they would lose their competitive power

6. ESSENTIAL TIPS MANAGEMENT

*Assign a system to collect suggestions and your staff to ensure that the proposals are in perfect secrecy can handle.

* Keep your cool in a crisis and a crisis of de-appropriate strategies to design and predict the needed to use them.

* If you are unsure about a scientific subject, or do you need more thread, no question ask.

*Delegate responsibilities to staff with talented and creative, growth and creativity to provide them.

*Without thinking, and immediately, do not respond.

*If the Administrator certainty amazing impact on the environment will be coupled with kindness and obedience rather than fear itself with a sense of responsibility to fulfill.

7. SUGGESTIONS

1- Adaptation of policy, planning and decision-making training, new developments in the field of community cultural development, and educational policy.

2 - Continuous improvement of human resources, the quality of education in Bazsnjy and aims to make efficient manpower.

3 - the selection of optimal staffing for training in applying a long-term plan based on new policies and education.

- 4 - To facilitate active and dynamic field of education students using innovative and inventive.
- 5 - intrinsic motivation for learning and student self-effort.
- 6 - Apply a style movement toward administrative decentralization and devolution of education and school districts.
- 7 - Use of public participation and local forces in the process of school management.
- 8 - Due to new developments in ICT and the effective use of existing infrastructure.
- 9 - Taking advantage of regional and international cooperation and constructive exchange of experiences
- 10 to adapt the structure and content creation to fit the real needs of students in various courses of volume.
- 11 - taking interdisciplinary courses with regard to the development of creativity and innovation in students.

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