

Educational Management: The Need of the Hour

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Abstract

“When one teaches, two learn”

-Robert Heinsen

Unlike learning, teaching is industrialized and mechanized which means it can be controlled. Being controlled means that it can be times, measured and observed. If we try to understand the real meaning of education, it is basically something that is an input to learning and not an output. Our educational system at this point of time is nevertheless produces an ounce of teaching and also an ounce of learning. Education is not only imparting knowledge but a huge part of it is also managing the way the knowledge is being imparted. Educational management is both a field of academic learning and a collective group of professionals that includes principals, heads, teachers and other education professionals. It is also defined as educational supervision. The present paper will be an attempt to overview the real meaning of education and also the need to understand the significance of managing the knowledge and information being passed. It also discusses how education not only has to manage academics but also to serve as an educator in the right way.

Key words: *Teaching, learning, education, educational management, educator.*

What is education?

Spaced out from imparting the information and knowledge to one another, education is something that is contextual. The essence of education is that what the student actually wants and needs to learn. In all senses education is amazing that helps an individual to find a meaningful place in the community or society. Education nowadays has been reduced to discrete, often to unrelated parts in the form of subjects, grades, a set curriculum. As humans developed, cultures began to merge or else exist side by side, technologies advanced, and ideologies and beliefs change. Small communities that have embraced the changes in the wider societies are still being called postmodern societies. There has been a paradigm shift from teacher –centered i.e. teaching to student-centered i.e. to learning. Highlighting the significance of school culture, the most obvious way of starting to educate individual, Kaplan & Owings (2013) contend that school culture affects all aspects of school life such as, the ways its staff think, communicate and behave. In addition, they refer to the school culture's impact on its staff opportunities for professional growth. In the equivalent way how education affect our lives in whole can also be understood. In reference to the failure of numerous instructive reforms to improve student wisdom significantly, Walker (2010) suggests examining schools’ learning cultures as a

necessary way to avoid the traditional lack of compatibility between the reform intentions and the entrenched teacher culture, which may affect achieving the reform aims seriously. Asserting the significance of this school leaders' proposed role, Nathalie & Swaleyah (2017, p.167) stated, "Educational leaders have to ensure that staff have the knowledge necessary for the job and help the organization reach its goals".

Education is about [teaching](#), learning [skills](#) and [knowledge](#). Education also means helping people to learn how to do things and encouraging them to think concerning what they learn. It is also important for educators to educate ways to find and use information. Through education, the knowledge of [society](#), [country](#), and of the [world](#) is passed on from [generation](#) to generation. In [democracies](#), through education, [children](#) and [adults](#) are imaginary to learn how to be active and successful [citizens](#). Education may help and guide individuals from one class to other. Educated individuals and groups can do things that the less educated cannot.

Education is a divine manifestation of perfection; it is the growth that is seen in a student to a perfect man, not measured merely by the marks scored. Education tries to develop creativity and inspires relationship. Education gives life a meaning, purpose, wholeness and peace. The word Education itself signifies its importance. Education deals with the aim to eradicate ignorance and illiteracy. It also develops a sense of discipline which of utmost importance to deal with life at all. With education comes a great sense of power which in turn gives one the power of understanding things and utilizing that power to the right sense. Because education cultivates a sense of curiosity and creativity, one acquires the quality of tolerance. It teaches us new thoughts the inculcates the interest for acquiring knowledge. With all the above stated qualities of education, one becomes noble and humble which is the growth that was mentioned above of when we see a student grow into a perfect human being.

What is Management?

Management is the process of planning, organizing controlling, evaluating and directing to accomplish predetermined objectives of an institution through coordinated use of human and material resources.

Management is the art/science:-

1. it is to getting things done at the first place.
2. It is to manage thing sand work in relation to other people..
3. Getting of things done, managing things within the budget.
4. Doing things adhering to the deadlines

In the academic discipline, management refers to a substantive body of knowledge of concepts, laws, theories and application put into practice It is to forecast and plan the work to be done. Management is also considered as the heart and science of decision making and leadership. Education is the provision of a series of learning experiences to students in order to impact knowledge, attitudes, values, skills and attitudes with the ultimate aim of making them productive members of the society. The following are the four functions of managements:-



PLANNING: - Planning can be understood as something that sketches a complete mental mapping of something that needs to be accomplished. It is the process of setting objectives and determining what needs to be done.

ORGANISING: - This function or characteristic of management is of utmost importance. It deals with putting the plan to use. It is the structuring and coordination with human resources for various tasks. Organizing is majorly based on the differentiation of the task which means the diffusion of responsibility.

LEADING: - Leading a team and managing a team is totally differentiated. Leadership is to find a path and managers follow that path that is goal directed.

STAFFING: - Staffing involves a lot many tasks. They are in relation to recruitments, to select and orient the staff. It majorly involves assigning duties to the concerned staff member. With staffing the welfare of the staff is also taken care of.

CONTROLLING: - Controlling refers to the regulation of the tasks and operations specified in the plan. It is essential to ensure that the operations are directed towards the tasks involved in all senses.

Management is an integrating force in all organizational setups, be it education, corporate, small and large scale industries. It is management that regulates a man's productive activities through coordinated use of material resources. In the absence of leadership provided by the management process, the resources never get converted into production outcomes. Management has achieved an inevitable importance in today's time where there is so much to do. There is no shortage of time, the time has remained the same but because there is so much to do, everything needs management. In the view of all domains there are life skills that are undertaken. These life skills include time management, stress management and emotional management. Mentioning these, the very gist of all of these is management itself. In all senses we are inevitably and intimately associated with management; the most omnipresent is the government, the schools and the hospitals. Medical care, education, irrigation, recreation, sanitation, lighting etc which are of typical concern of the individual and the family are now the domains of large organization. Management is the special organ of all kinds of organizations since they all need to utilize their

limited resources most efficiently and effectively in order to achieve the goals of the organization. Management is the most vital forces in on-going of the organizations. Effective management can not only produce more outputs with the available resources but also can expand them through the better use of science and technology.

Education and Management:

"Educational management is the theory and practice of the organization and administration of existing educational establishments and systems."

As the name implies, educational management is an integral part of the educational organizations. There is no set definition of educational management because its development has drawn heavily on several disciplines like economics, political science and sociology. Most of the definitions of educational management which have been offered by write are partial because they reflect the particular sense of their authors.

An orderly way of doing things is referred to as management . It is basically to manage things without compromising to anything to a great extent. In operator terms ,its is described as what is to be done, how is it to be done and how do we know when has something being done. It is a method of operation and not a mystique. Educational management is a body of educational doctrines; it comprises a number of principles and precepts that relates to teaching as well as learning. These principles are in a great relation to the principles of psychology, sociology and ethics. Psychological aspect of management is the the way we act upon something in order to manage it. Sociological aspect is how we manage things in relation to people and society. It deals with manpower management or interpersonal relationships as well. Ethics are a part of every discipline, they serve as a support system to all the principles of management as well as principles at a whole.

According to Galabawa (2003), quality and provision of education has to be planned from all standpoints:-

1. The infrastructure, the legal issues, the policy making and instructional arrangements.
2. The quality also includes from where the input is coming from which is students, teachers, learning and teaching materials.
3. Quality of educational processes which includes pedagogy and interaction.
4. Quality of outputs which includes utility of learning experiences and transition of graduates.

Education is the more than the transmission of knowledge and skills. There are some aspects that need to be developed, namely:-

1. Scientific rigor and forms of logical thinking
2. Cognitive independence
3. A comprehensive theoretical-practical, scientific –technical, socio-humanistic and cultural training.

Educational management basically focuses on the study of the theory of management sciences that describes the role and responsibilities of the educational manager. It also concerns to the development of managerial skills. Studying the educational surroundings up ant macro level, its

principles, its goals, approaches and principles and also the processes of the institutional planning and educational institute at the micro level. Educational management aims at achieving institutional objectives. It also aims at improving the five processes mentioned above, namely planning, leadership, organizing, implementing the goals of the organization. The optimal operation of human capital (administrators, non-teaching staff, teaching staff and clerical). Educational management also deals with enabling job satisfaction. The main crux of the current paper is managing the contents of educational institutions and also of educators to manage as to how to impart the education.

Teaching profession is a demanding job that requires the ability to cope with everything and anything that comes to your path.

Conclusion

Educational management has been amplified to a vast arena which starts from right the commencement of planning until the final implementation of executing the map in accordance to the objectives of the organization. Educators not only have to pass on or give knowledge but also manage so as to how to impart this knowledge. The entire process of educational organization has to be purposive and practical. It focuses on winning the attitude towards work and adopts practical measures to ensure that the system of work functions competently and assists in the achievement of the aims of education thus benefiting the learners who are the main stakeholders in the educational organization. Educational management is mainly a human endeavor of properly setting up without emphasizing the rigid claim of mechanical and physical principles. Education is also fundamentally a social organization where interpersonal associations must play a major role. For the true success of educational management, there must be adequate freedom and suppleness on one hand and necessary discipline and decorum on the other hand in the educational institution.

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