

EFFECT OF SCHOOL EFFICIENCY HUMAN RESOURCES

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ABSTRACT

All systems to make plans for the future in order to maintain the continuity. States will realize their future plans are grown in individual schools. Therefore, schools and other applications for each country there is very important. It is not easy to achieve efficiency in schools where the investment of the future. Because services and service areas that are human. train people and is difficult to manage. The aim of this study schools increase staff productivity and reduce behavior in school is to ascertain what is going on. For qualitative analysis it is made. Was discussed with school administrators, teachers, school administrators and their effects on productivity have been investigated. According to the survey results it is clear that educational administrators and teachers are positive and negative behavior for efficiency.

Keywords: Training Manager, human resources, productivity.

Introduction

Training management, training organization providing human and material resources in order to reach the goal and is determined to use effectively. It is also specified policies and implement the decisions taken. Training managers is responsible for managing the objectives and basic principles of the organization (Taymaz, 1986).Tolerant, motivating, professional and personal training with managers, employees and are considered to have a more healthy communication (Bursalıoğlu, 2010, p.23).

Because of the importance of human resource management truly known, some human resources managers machine, they see as money or material. This is an administrative error. The most important task for the training manager, human development, which is a clear asset, should be to train to prepare an appropriate organizational environment in accordance with their wishes (Çelik, 2000). The unhealthy communication between school members, it is difficult to achieve the educational goals of the school and be successful. If a communication or coordination between healthy employees who achieved at school and the school's layout is broken. The effectiveness and success of the school as a result of decreases (Şaşı, 2008, p.41).

Quality education, first of all to find the location of exerted effort and money for the sake of quality education and the employment of manager training arises the need to become national policy. To achieve this primarily a national will to implement this and will need a strong organizational structure (Gümüşeli, 2006). School funding how strong, how qualified teachers and students, no matter how supportive environment; Without their leader managers to effectively manage the quality, the quality of education does not reflect anything from these sources (Coşkun, 2006).

School administrators to increase the success should create a positive teaching and learning environment at school. To do this, managers must perform an effective communication in cooperation with school members (Özdemir ve Sezgin, 2000, p.271-272). To be effective the school is dependent upon the effectiveness of managers who are responsible for executing a large extent the effectiveness of teaching and learning in the school perform predetermined objectives (Balci, 1993).

Canlier (1997), he tried to demonstrate the effect of the success of organizational communication. aim for success in research management, identification of policies and objectives, planning is made, the need to work in cooperation and stressed that all these activities are fulfilled through communication. Ozdemir (2002), respecting the rights of the employee, managers engage in dialogue with the students to increase their success as well as the formation of a healthy school climate also stated contribute.

Method

The science of cases of qualitative research methods in the study design was used. Research in Turkey have also been made. Data collection purpose open-ended questions were asked by school administrators. The data obtained in this study were collected using a qualitative codes. The data is divided into categories evaluated. The objective of the qualitative research; deep and qualified to work with small sample findings are to achieve.

Our research working groups; In 2015-2016; It consists of 12 school administrators who work in public schools. Research volunteers 7 men, 5 women managers has provided participation. The questions in terms of data collection are as follows;

1. What are the positive and negative school behaviors that affect the efficiency of school managers?

2- What are the positive and negative behaviors that affect the efficiency of school teachers?

Findings and Comments

volunteers participated in the study by analyzing the positive and negative opinions for twelve managers of the school productivity are described below.

Table 4. The efficiency of positive behavior in schools affecting school principals

Opinion	Female Managers	Male Managers
Fair exhibit behaviors and are not reliable	5	4
Contact Openness	5	6
Students, teachers and educational activities to complete the necessary inspections	3	4
Participate in any political activities	3	2
Continuous improvement of the physical conditions of the school, the missing tools to troubleshoot	5	6
Costume-dress, to show that the leading lifestyle and energy,	4	4
To follow the technology at the highest level and to use	5	6
Updating the participation and information on in-service training courses	3	4
To know good training program	4	5
Deal with the problems of workers	5	7

School principals seem to affect the efficiency of the exhibition fair behavior. Contact openness, development and renovation of the information themselves, deal with the problems of the employees it is also positively affect productivity.

Director of professional knowledge is also beneficial to productivity. Participants; director of students, teachers and training activities when they say that the increase in yield good control. When they participate in any political activities they rely more managers running schools. Principals are well use technology to follow the school's benefit.

School principals; continuously improve the physical conditions of the school, the lack of tools for troubleshooting, training programs, it is important to know the best efficiency. Costume-outfit, if a school leader with a good lifestyle and energy impact for the better.

Table 5. Productivity adversely affect the behavior of school principals in schools

Opinion	Female Managers	Male Managers
The instrument is a specific union	2	3
The decision not to listen to employees	3	4
Making a distinction between employees	2	1
Keep track of their missing Course tools	5	4

The best course of audit failure	3	4
Information renew their	4	4

Some school principals behavior negatively affects school efficiency. This behavior is as follows. The members of a particular union is having its effect. The school is trying to take decisions alone. Employees of the course and no distinction is negative controls do well. to correct the deficiencies of the study materials the school can adversely affect school. The self-development of directors is reflected in poor school.

School principals must create a positive climate in the school organization. The aim must start facing activities, highlighting the success of students in school, should coordinate education programs. The quality of the school contributes to student success and efficiency of these activities will increase. Contemporary school principal, a school teacher, cares about students and other employees to be happy. educational concept with a happy organization administrator must accept the duty to create happiness in the organization itself. "There is no school of Management" should get rid of the mentality. two periods to get an education, including pre-service and in the service of managers, increases the efficiency of the school. This approach must be prepared to work. Thus, in terms of education management will be positive developments.

Behavior of political administration appointed by the school principal of the school can not enjoy the desired productivity levels. teachers and students at the school are assigned to respect them because they know that the politics of school administrators. respect for the exam assigned and trained school principals and trust more. Today's school administrator, "contemporary managers" must eventually become. School principals must take the exam. Information must be checked. Because school administrators; have reached a comprehensive human knowledge, have effective communication skills, with leadership qualities, eloquent, philosophy, logic, read the history of civilization, the dominant communication technology should consist of healthy body and soul manager's direction. These features should be a certain education in order to win.

Table 6. Efficiency positively affect the behavior of teachers in schools

Opinion	Female Managers	Male Managers
Their students, and administrators to communicate effectively with colleagues,	5	7
The dressing and set an example for the quality of life and energy,	4	5
Association with life course and other related courses	3	2
Lectures about its production method and its application,	5	5
To follow the technology at the highest level and to use	4	6
The move to any political party or trade union work,	2	3
Good use of the mother tongue	4	3
Learning styles and intelligence types, to recognize the characteristics of student development,	4	3
Continuous updating of information on in-service training courses,	4	3
Proper functioning of the plan and program of the course	5	6
Adapt to teamwork	3	4
The pre-course preparation,	5	6
The correct evaluation of the teaching-learning process,	5	5
Work together to solve problems with the school administrator.	4	6

Efficiency in schools, teachers are positively influence behavior. These behaviors, which originated from the people and is divided as professional.

Personality characteristics are coming from. his disciples, they establish good communication with friends and administrators. Costume-wear, are examples of quality of life

and energy. do not act according to any political party. good use of the mother tongue and are working to solve the problems of the school. Teachers will improve the efficiency of school this behavior.

Professional features include behavior from. They are told to live with the course and other courses. Lectures are well aware of methods and practices. Technology is good to know and use efficiency is beneficial. Learning styles and intelligence types, recognizing students' development of the properties will benefit the school and the students.

renewal of participation and information to professional courses, courses planned and scheduled work, to do pre-course preparation, accurate assessment of the teaching-learning process enables productivity to school. The study also provides cooperation to adapt to the team at school. It is also useful for anyone working in the affirmative.

Table 7. Teachers efficiency positively affect behavior in schools

Opinion	Female Managers	Male Managers
Communication disorders	5	7
Making the wrong behavior in the face of the students (costume-wear, quality of life)	5	6
Not associate with other courses Course	4	3
The familiar methods of lecturing,	4	6
Technology does not recognize,	5	6
Not to make preparations before the course, to be unplanned,	5	7
The use of study materials,	4	6
Learning styles, developmental characteristics of students to recognize,	4	3
Failure to follow the latest developments,	3	4
Inability to determine the level of student learning	4	4
Solve problems that escape from the school.	5	5

The negative attitude to school teachers are. Have communication disorders, failure to follow the innovations, making the wrong behavior in the face of students to solve problems to escape from the school, which is damaging to the school. In professional terms; lesson to connect with other course, good to know the methods of lecturing, not to make preparations before the course, negatively affects the school to be unplanned. Technology does not recognize, of course use the tools, the know the students development properties, not to follow the innovations is to the detriment of the school. This view accepts most of the principal participants.

The teacher in the classroom to be effective and efficient for their own learning styles, the kind of intelligence, must recognize their feelings. the activities related to learning in all students should learn she should plan permanent.

The teaching profession should be made practical training. Teachers are knowledgeable in their fields before entering the education system must be improved himself. Teachers should be given the information it needs to. Teaching is a profession that can change a child's world. All teachers should understand it. So teachers should have a vote before people recognize themselves. Personality characteristics should be checked.

Teaching is not a job to be carried out individually. teaching in the modern world requires good teamwork. Math teacher or science teacher, the picture should contact course. Lessons must be connected with each other. Just like other things in the world as it should be.

Teacher, teacher lesson in itself that should not be tired, but that can not be taught anything. Fatigue teacher is not in class, you must have before class. planning should be done before the course must complete the preparation according to all learning styles. Exams should be based study. Teachers should know their own abilities. That teachers themselves will have to realize that there is enough space in the professional and personal development.

The school is the secret of success in education, students, the learning environment is based on the well known environment. Thus we ensure the efficiency of course we wish for. Teachers; school management, student administration and succeed is found in the continuous exchange of opinions with the parents. They need to collaborate with other teachers about school assessment.

Result

In this study, the effect on the efficiency of the human resources of the schools in the school were examined. According to the results of the school administrators and teachers it has the effect to be efficient school. Their negative behavior and decreases the efficiency of the school. School positive and negative behaviors of human resources and findings were discussed in the comments section.

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