

Enhancement In The Education Systems Through Effective Management

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Abstract

The study revolves around the topic of enhancing education system through bringing necessary changes in the management. Education and management have been considered as two entirely different segments. However, the research indicates that collaboration between both segments is required so that overall enhancement of the system can be achieved. Along with that, the factors that are related with the topic such as the effective development or socio-economic structure of the country and their impacts have also been discussed in detail. Secondary data has been collected for the research and thematic analysis is used for interpreting the collected data. The thematic analysis has been done to reflect upon the use of technology in education in recent times, workforce efficiency in educational institutions and issues in management. Through a comprehensive analysis it has been concluded that implementation of proper technological tools and establishment of expert and efficient teaching and non-teaching staffs will lead to education systems enhancement. Moreover, the support of government, NGOs and parents are required to further enhance the scope of enhancement in education systems.

Keywords: Educational development, education and management, ICT, School system, teaching methods, work-force efficiency, technology

1. Introduction

It is essential for every school to implement changes in the overall management system so that the quality of the educational system can be improved. Every strategic decision is associated with change and therefore management changes should be approached with caution. It is important that the factors associated with management are identified at the early stage of the overall process so that fluidity of the process can be ensured. The role of management in a school setting has been a topic of many arguments and the research will try to find the connection between these factors so that the realizations can be used towards the purpose of enhancing the education system.

Effective management is the system of implementing necessary changes towards the existing educational establishments or education systems. Both education and management are considered as terms that do not go together as they show totally different characteristics. However, the role or effect of better management practices cannot be ignored as it can significantly develop the quality of education. As per the views of Kyvliuket *al.* (2018), education management can be considered as a form of education diplomacy. The research will be effective in understanding the relationship between education and management. Schools are always associated with deep rooted educational values that do not always align themselves with management scenarios. The research will try to evaluate the relationship between these two so that effective strategies can be proposed towards enhancing the existing education system.

The main aim of the research is to enhance the education system with the help of effective management.

The research objectives are

- To understand the role of management in education system
- To recognize the problems, present in the segment

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- To identify and make use of technological developments towards the process
- To recommend strategies for effective management

2.Literature review

Problems related to effective development of schools

The problems related to developing school systems are many, especially in developing countries such as India. The massive population of the country has resulted in imbalances all over the education system. On the other hand, Sheikh (2017) mentioned that even after the challenges present in the system, the Indian educational system has developed rapidly. The schools in the rural areas are one of the major areas of concern as there is an acute shortage of teachers present.

Management is closely associated with staffing and lack of teachers makes it problematic to implement the education development plan in a proper way (Mangla, 2018). Furthermore, in developing countries such as India, the systems are often old and complex. It has been observed in a number of rural schools that there are no computers present. This makes the system complicated as it is a paper-based information storing process, which is lengthy and tiresome. Lack of training and manpower can be termed as one of the main reasons behind the scenario.

The problem is even more essential in recent times as the awareness about education is increasing. As per the views of Alcott *et al.* (2020), more students are coming towards the school as the parents in the rural areas now understand the need of education and how it can help the children in achieving a better quality of lifestyle. It will be essential that this newfound interest is sustained with the help of effective strategies along with management so that the overall quality of education can be developed (Mohanty and Dash, 2018). The responsibility of the local government also comes into play here as they need to focus on the exploding numbers of pupil enrolment. The success of the schools will depend largely on a number of factors such as supervision of financial management. These factors combined will determine the successful growth of the educational system.

Technology in management and education

The role of technology in the educational system is multiple. With the purpose of developing the entire educational system, technology can be implemented as a part of the curriculum. According to the statement of Yadav *et al.* (2018), technological implications are essential for the transformation of the educational system. Technology can be added to the system as a means to aid the instructions or as a tool to develop the entire process of learning. It has been observed with time that technological implications have changed the form of education into interactive and aggressive (Kundu, 2018). E- Learning can be mentioned here as it is one of the growing technological implications as of now.

In the Indian context, there are multiple challenges present for E learning implementations. The main challenge can be termed as the lack of digital infrastructure in rural areas. Basic functional services such as electricity or internet along with the basic knowledge of computers are something that is missing in the students. Judging from the Indian population size, the technological infrastructure is very limited and almost non-existent in some places. According to the statement of Palvia *et al.* (2018), the country level factors related to online education such as local government intention or ICT capacity should be considered with priority so that the challenges present in the way of E-learning can be mitigated.

Management system can also be improved with the help of the ICT tools. It is required that the schools' systems convert themselves into a paperless system so that they can handle the information effectively and efficiently. Under the circumstances of Covid 19, it is important that education delivery is kept constant and the various ICT tools or methods of digital learning can be used as a viable tool towards that purpose (Jindal and Chahal, 2018). Furthermore, the Indian socio-economic structure is not yet ready to handle a structural change or educational development. Moose (2018) mentioned that the socio-economic structure is mainly based on a system of discrimination along with economic superiority. This statement is ideal for the Indian scenario where a large portion of the population lives in slums and is neglected of the most basic opportunities required. Promoting education with the help of technological advancements is next to impossible in these areas as they do not have the means to make it work.

Systems theory in education

Systems theory can be defined as a multi sectoral theory that investigates a phenomenon through a holistic approach. From an educational perspective, it can include the entire institution or system. This theory can also be used in the educational segment so that the overall quality can be improved. According to the statement of Edwards (2019), system theory in education has the potential to lead towards community empowerment.

Therefore, it can be mentioned that this theory can collectively reach out to a larger portion of the population that are associated with the existing education system.

The theory mentions that in an educational perspective, there is a functional relationship present between the school and the students. By properly assessing this system, the outputs can be understood better. As the main aim here is to enhance the quality of the overall education system through management scenarios, the people that are related to the management should focus on developing clear and refined objectives that focus on the main issue (Bluteau *et al.* 2017). With the help of these objectives, the strategies will go through a productive process so that a viable outcome can be achieved. The number of the teachers along with their quality is an essential factor to consider here. As a result of the factors mentioned earlier, the functionalities of the school management also come into play here as corruption is found often. It is essential to understand that the management and governance is much more than just implementing structural development. Furthermore, it is also associated with implementing new and effective strategies towards both the student and the teachers so that overall educational equality is enhanced.

3. Methodology

It is of utmost importance for a researcher to select a proper research methodology so that the research can advance in the most viable way possible. Along with that, an effective research methodology enables the researcher to identify the research instruments that are associated with the research. As mentioned by Kumar (2018), the researcher can make use of these research instruments so that subsequent topics associated with the research can be evaluated. Along with that, it is essential to mention the importance of research philosophy or research approach to comment on the appropriateness of data collection methods. Furthermore, it is also essential to select the proper data collection method so that the enhancement in the education systems through effective management can be understood in a better way. The research outline is an effective tool that helps in showcasing the systematic way of research so that the objectives can be met with. The research outline presented below will be considered here.

No.	Methodology layer	Approach
1	Research philosophy	Positivism
2	Research design	Explanatory
3	Research strategy	Archival research
4	Research approach	Deductive
5	Data collection method	Secondary data
6	Data analysis method	Thematic analysis

Table 1: Research outline

(Source: Self developed)

Selection of proper research philosophy helps in the recognition of valuable knowledge pertaining to the topic. There are various research philosophies such as pragmatism, positivism, realism and so on. The paper follows the philosophy of positivism through which the gathered data is evaluated in an objective manner. Philosophy of positivism helps in the analysis of data objectively that is independent of personal values (Rosiek and Gleason, 2017). Maintaining objectivity in research is essential for the research to achieve validity and reliability. The philosophy of positivism helps in the analysis of worldly affairs and patterns (Sahin and Öztürk, 2019). Hence, through the application of this philosophy, the paper had been able to analyse the prospect of educational management properly.

In this research, an explanatory research design is implemented for the purpose of meeting the research objectives. As mentioned by Bowen *et al.* (2017), this specific research design will be beneficial to conduct research on a topic that can have a number of scenarios involved with it. Therefore, implementing this specific research design will allow the researcher to gather more insights about the various issues involved with the main research topic. In this specific research topic, the explanatory design is helpful to comment on the enhancement in the education systems through effective management and the factors associated with it.

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A deductive approach has been considered in this research so that the research objectives can be met with. Pandey (2019) stated that this will be an effective way for analysing the information related to the workplace along with the conceptualization of the information. This is why the deductive approach is selected rather than inductive reasoning so that the different segments associated with the research topic can be assessed.

The research will move forward with the secondary data available on the topic. The inclusion of the secondary method will be beneficial to gather factual evidence from credible sources. Peer reviewed journals or scholarly articles will be used for the purpose of collecting data. The collected data is evaluated with the help of thematic analysis. The themes are established on the basis of meeting the research objectives.

4. Analysis and Discussion

Theme 1: Application of technology for enhancing management capacity

Application of technology in education has gained popularity in recent years. The educational systems worldwide utilise technology for teaching, administration, internal management, virtual meetings and interactions, data analysis and management and so on. It has been forecasted that the global expenditure rate for educational technology will rise to 12.6 billion USD in 2025 in comparison to 1.6 billion USD in 2018 (Clark, 2020). Especially due to the advent of the worldwide pandemic, educational administrative and teaching processes have been largely conducted through technology.

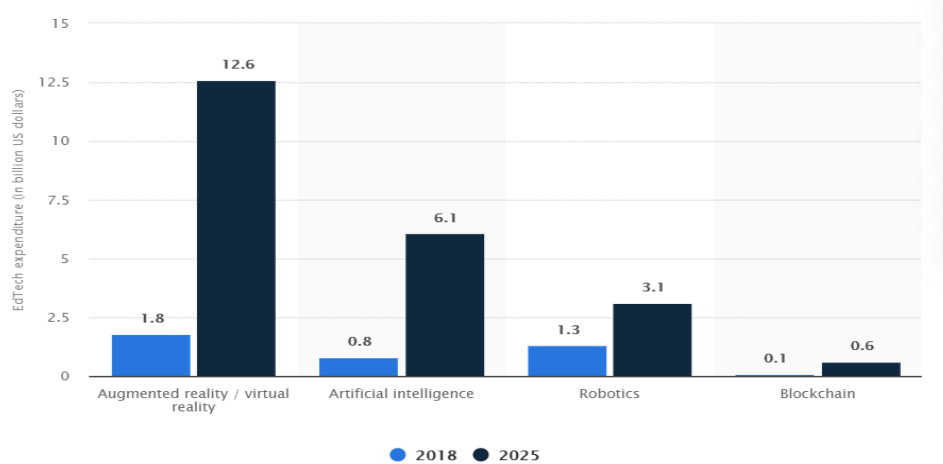


Figure 4.1: Forecasted expenditure on technologically advanced educational equipment, 2018-2025 (in billion USD)

(Source: Statista.com, 2020)

Technologically advanced systems and equipment such as AI, robotics, data analytic models and so on help to enhance the management capacity of the educational institutions as it largely contributes to the assessment of risks as well. As per the words of Bozkurt and Sharma (2020), through the implementation of advanced technology in the domain of education, various institutions are able to conduct remote operations without the risks of mismanagement caused by remoteness which has been especially beneficial during the COVID-19 pandemic.

Use of information and communication technologies have contributed the enhancement of educational administration, interaction and the overall classroom teaching processes. According to Hinojosa (2018), the use of ICT in the process of the classroom teaching-learning process, the students are able to interact better with the teachers which enhances classroom management capacity by the teachers. However, it should be mentioned that in developing or under-developed countries, the implementation of educational and management technologies faces various issues due to lack of financial investment and lack of technological understanding among the administrative and teaching body.

The use of technology for the enhancement of management capacity within an educational institution also helps in the promotion of high-quality learning. Moreover, the use of technology for the allocation of resources helps in time management as well. As per the words of Yang (2021), through the elimination of unnecessary paperwork, the management is able to allocate proper resources and workload of the employees. In addition, it also helps in maintaining track of teachers' workload, class scheduling and so on that leads to time efficient management.

Theme 2: Evaluation of problems in management of education systems

There is a plethora of operations that are conducted within an education system such as registration, paper-based processes, admission, teacher recruitment and evaluation, course management, student monitoring and so on. As per the words of Baltacı and Balcı (2017), the vastness and complexity of the processes within an education system leads to mishaps. These mishaps often lead to extraneous correction works that affect time-management and workload management for the administrative body.

The issues in administration and overall management are also attributed to the lack of participation of the parents. An education system relies heavily on the active contribution of parents and teachers in order to provide proper education to the students. Through the participation of parents, an educational institution is able to formulate adequate curriculum for the students. As per the opinion of Veaset *al.* (2019), organisation of extracurricular activities requires support from the parents for management success. Through the participation of parents, student participation is enhanced that contributes to educational success.

The issues with operations such as registration, application scrutiny and admission hinder the effectiveness of educational management. Due to the vast number of applicants, these processes are made complicated, the lack of trained professionals in online registration and admission forums decreases the effective management of the entire education system. According to Rodriguez and Walters (2017), training the employees helps in the formation of a productive workforce. As an educational institution requires to manage the data of numerous students, it is essential that effective and expert employees are recruited and trained. However, due to the lack of efficient workforce, the process of management faces hindrance in various degrees.

Due to the lack of administrative expertise, issues in student monitoring have also arisen. As per the words of Koshkin *et al.* (2017), the educational institutions are required to monitor students properly in order to identify personal needs and individual progress. Monitoring students on a quarterly basis is thus encouraged. However, the process of monitoring without proper technological means creates issues in data analysis that causes decreased efficiency of the entire education system. In addition, as the success of an education institution relies on the progress of students, inability to provide proper remedies for identified issues may lead to damaging the reputation of the institution.

Theme 3: Effective management in education system

Effective management within educational systems is attained by the implementation of strategies that aids the process of administration, monitoring and effective modifications. As per the words of Bubel and Cichoń (2017), the educational institutions also tend to become competitive in managing courses that would provide the students with relevant and professional knowledge. The management of courses as a contributing factor for educational management should be considered by the institutions. Especially, in case of higher education, the management may imply policies for the establishment of an optional, remote and vocational training. However, the policies should include recruitment of trained teachers, allocation of proper resources, technologically advanced systems for remote education and so on.

Enhancement of the educational system is often achieved by educational collaborations. Internationalisation of education and foreign-exchange activities requires proper management in order to provide the students with ample scope for expanding their educational experiences. The rate of foreign exchange students in India have steadily increased recently which highlights the management efficiency of Indian institutions. According to a report provided by RBI, Indian students' expenditure for overseas studies had increased by 44% (\$2.8 billion USD) in 2018 in comparison to \$1.9 billion in 2013-14 (Indiatoday.in, 2019). Hence, enhancing management capacity enables students of high education to utilize opportunities overseas as well.

Effective management in education systems, especially in India, has been attributed to effective frameworks for employability. As per the words of Sehrawat and Pillai (2018), policies adopted for effective employability in India depend upon the governing bodies of schools. In essence, the government schools are required to recruit teachers and employees through official examinations. In private schools as well, interviews are conducted in order to identify most efficient teachers and other non-teaching staff. In this regard, it should be mentioned that in Indian education system, teachers are required to have a bachelor's degree in teacher training which enhances the quality of education for students. Thus, through the establishment of expert teachers and non-teaching staff, effective management in education is achieved.

Discussion

Enhancement of the quality of education is heavily dependent upon proper management as there are various critical and complex operations that the administrative body of an educational institution requires to perform. Through a comprehensive analysis, it can be said that management of the workforce should be given priority. As

per the words of Dudley *et al.* (2018), the trained workforce enhances the capacity of performance. Recruitment of trained teachers and non-teaching staffs as well as consideration of technology usage expertise helps the process of imparting knowledge. Moreover, it also helps in the process of monitoring student progress and other operations such as admission, registration and so on.

The implementation of policies regarding the use of technology bears significance as in recent times, it should be considered as a key element for educational enhancement. Especially in recent times of pandemic, remote teaching-learning and remote management of other operations as well has gained importance. According to Atabek (2020), technological implementation in the field of education provides scope for time-efficient management. Thus, the use of technology in management significantly enhances the efficiency of education systems. Apart from these two critical factors, the enhancement in education system may also be attributed to the general rise in participation of the stakeholders of educational institutions which will enable the institutions to offer more opportunities and activities towards the development of personal and professional skills within the learners.

5. Conclusion and Recommendations

Conclusion

Enhancement in the education systems through modification of management enables the education institutions to manage complex processes efficiently. Management efficiency in this regard can be attributed to two most critical factors, namely, implementation of technologically advanced systems for operational efficiency and time management and the establishment of a highly efficient workforce. Apart from these two factors, the support of parents and government organizations should be considered that helps in management efficiency. Thus, it can be concluded that effective enhancement of the education systems through implementation of required policies pertaining to these factors will help in enhancing the quality of education.

Recommendations

In recent times, the requirement for technological enhancement has been significant. However, in developing countries such as India, the socio-economic gap hinders the process of technological implementation among all education institutions. Hence, it can be recommended that with the development of government policies that ensure educational funding will provide beneficial results. Moreover, with the positive support of government and other NGOs, educational enhancement in low-income areas can also be achieved.

Limitations of the study

The research has been conducted on the scope of management in order to enhance education systems, however, there are certain limitations in the scope of the study. As the study specifically focuses upon management for enhancing education systems, it does not include the impact the enhancing policies may have on students. It also does not make divisions in management according to primary and higher education.

Future scope of the study

Further research can be conducted upon the differences in management styles and scope between primary and higher educational levels and its consequent impact upon the students.

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