

MANAGEMENT IN THE SPHERE OF EDUCATION

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Abstract

This paper explores the nature, scope, and objectives of education management. In order for that, the article visits these three concepts separately and explains in detail what education management really entails, which areas of education, education managers and administrators deal with, and what they want to achieve by the act of management.

Keywords: Education, management, scope, objectives, educational management, educational institutions, school management, organization, administration, teachers.

Introduction

Educational management, as the name implies, operates in educational organizations or institutions. The origin of the development of educational management as a field of study began in the United States in the early part of the twentieth century. Development in the United Kingdom came as late as the 1960s. Educational management as a field of study and practice was derived from management principles first applied to industry and commerce, mainly in the United States. Theory development largely involved the application of industrial models to educational settings. As the subject became established as an academic field in its own right, its theorists and practitioners began to develop alternative models based on their observation of, and experience in, schools and colleges. By the 21st century, the main theories had either been developed in the educational context or had been adapted from industrial models to meet the specific requirements of schools and colleges. Educational management has progressed from being a new field dependent upon ideas developed in other settings to becoming an established field with its own theories and research. It has become a popular field of study and practice globally. In this article, we will explore the nature, scope, and objectives of educational management. Education of Management Educational management refers to the administration of the education system in which a group combines human and material resources to supervise, plan, strategise, and implement structures to execute an education system.¹ Education is the equipping of knowledge, skills, values, beliefs, habits, and attitudes with learning experiences. The education system is an ecosystem of professionals in educational institutions, such as government ministries, teachers' unions, statutory boards, agencies, and schools. For making our idea of education management further clear we may borrow the words of some education thinkers. "School management, as a body of educational doctrine, comprises a number of principles and precepts relating primarily to

the technique of classroom procedure and derived largely from the practice of successful teachers.” Paul Monore.¹

In the light of the above discussion we may have observed the following nature/characteristics of education management.

1. Educational Management is Universal Process: Educational Management is a universal process. It is related to each and every country, society, organisation etc. The need of management can arise in every field of Commercial, War, Religion, Human Relation etc.
2. Educational Management is an art: According to Koontz, management has been accepted as an art as in management things are done through others. Therefore, in management, not only one has to learn the principles of management but also the manager has the qualities of sympathy, patience, good manners, experience, behavioural skills etc.²
3. Educational Management is a social science: Educational Management is a social science because it also collects data by using the methods of observation, experimentation, explanation, etc. Like Political science, Economics, Sociology, etc.
4. Educational Management is a profession: Educational Management can also be regarded as a profession. Because in each and every profession, to manage the activities effectively, he should have some particular qualities like preparation, behavioral skill, patience, etc.
5. Educational Management is a multidisciplinary subject: Management is also a multidisciplinary subject. Because the principles, concepts and skills which are involved in management are also related to Economics, Mathematics, Psychology, Anthropology, Sociology, etc.
6. Educational Management is a dynamic process: Educational Management can be considered a continuous or dynamic process because the principles of management are changeable as change in time. Every field i.e industry, education, etc are changing from time to time in respect of new policy, new action. So the process of management is dynamic.

Scope of Education Management

Basically scope of any subject or discipline refers to its subject matter, area, jurisdiction and breadth of it. The same situation arises in the field of educational management as a subject of study in the field of education. It is essential to visualize the aspects of educational management as anything and everything that is related to the process of education. For this article, we are going to discuss the scope of education management in the following five areas:

Management of Human Resources:

The primary goals of human resource management is attracting, developing, and retaining staff in the education organization. The human resource managers formulate operational policies and systems, which directly affect staff performance and attitudes. Departmental objectives include a review of organizational structures and procedures, staff skills development and enhancement, and leadership succession and transition. These aim to foster greater staff involvement and expansion, eventually reaching the education system's overall

¹ <https://www.yourarticlelibrary.com/educational-management/>

² Koontz, Harold, Essentials of Management, Tata McGraw-Hill Education, 2010

goals. This also entails students and their parents, specialists in different fields of the community, members of the community and parent-teachers association (PTA), departmental officials and members of the governing body.

Management of Financial Resources:

The financial managers oversee the financial policies of the educational institutes, which provide administrative support to schools: financial assistance, revenue operations and school funds. Financial assistance includes government subsidies, allowances and grants which are applied according to income levels and other factors, such as age or institution. Scholarships and awards are distributed by merit or to categories of students.

Management of Material Resource:

This includes the infrastructure facilities may be in the form of furniture, Air Conditioners, office stationery, buildings, lands etc owned by the education institution/system. The department is responsible for day-to-day maintenance, operation, repair and replacement of these where and when needed.

Management of Educational Technology:

Educational technology involves the integration, planning, implementation and management of information and communications technology (ICT) for effective learning and teaching. The educational-technology branch of an education system conceptualizes and develops ICT in education, integrating it with curriculum frameworks, staff development and management.

Conclusion

As we have looked into the nature, scope, and objectives of educational management, we can assume how important it is for the overall operation and success of an educational organization. We can also see that both teaching and non-teaching staffs are education managers and more often than not their areas of work and responsibility overlaps. Though education management is a very new field of study and practice compared to education itself, the role of effective education management in the education sector of a country cannot be overstated. Let us end this article with the optimism that we will be better managers in our roles in the education process.

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