

# Important Human Resource Management in the function of Improving Higher Education Quality

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**Abstract-** This thesis explores human resource management (HRM) in higher education in Libya, with a particular focus on the challenges and strategies for improvement. Through the analysis of existing policies, practices, and structures within higher education institutions, the study identifies key areas for development and enhancement. The research findings highlight the need for a comprehensive approach in reforming HRM practices to achieve sustainable development of higher education institutions. The implementation of the recommended strategies can significantly contribute to improving the quality of education and research, thus fostering Libya's economic and social development. Special attention is given to the role of technology and innovation in modernizing HRM practices and the importance of continuous professional development of the teaching staff.

**Index Terms-** management.education.libya.development

## I. INTRODUCTION

This thesis offers valuable insights and recommendations for policymakers, university administrators, and HR professionals to achieve better results in human resource management in higher education in Libya. The proposed measures have the potential to significantly improve administrative processes, increase efficiency, and elevate the overall level of educational services.

Modern human resources management sees employees as strength and power, human capital, also sees employees as an important factor for the company's long-term success. For this reason, developing and motivating employees is one of the tasks of the human resources department to increase employee satisfaction. At the same time, a certain degree of flexibility is a prerequisite for modern human resource management, which is often supported by software in times of digitization.

The Libyan education system has shown to have weak points such as weak administration and management, lack of alignment with the needs of the Libyan economy, inadequate teaching conditions, lack of quality teaching staff and insufficient development of the science and technology sector. In order to achieve a high standard of the education system in Libya, one must studiously approach the analysis and resolution of all challenges and problems. The socio-economic changes that Libya is going through also require changes in the educational system that will

improve education so that it further contributes to the country's development. It is necessary to establish effective management mechanisms for the coordination of institutions, harmonize economic policies with the system of education and training, and raise the quality of the organization of institutions and programs.

## II. SUBJECT OF WORK

The subject of this paper is the analysis of human resources in higher education as a factor in the improvement of the education system of Libya through the implementation of policies of good human resource management practices in higher education institutions. This paper discusses the key issues and challenges in the management of human resources in higher education and some of the possible changes that will have a positive impact on the improvement of the quality of education. It will explore policies relating to the attraction, recruitment and selection of the higher education workforce, how the work and careers of the higher education workforce are structured, and policies suitable for encouraging the high performance of the higher education workforce.

Human resources are treated as the most valuable capital of any organization because its success depends on their knowledge, competences and experience. Human resources management unites activities in the field of employment, development, rewarding and motivating employees with the aim of providing quality staff through job analysis, planning, recruitment, selection, socialization, training, improvement, evaluation of work performance, rewarding, motivation.

## III. THE AIM AND SIGNIFICANCE OF THE RESEARCH

The aim of this paper is to point out the importance of human resource management in the educational system and to show possible directions of change in the field of human resource management, through the development of personnel strategy, processes, procedures and tools for human resource management. Special attention will be focused on the quality of teaching staff and teaching programs, quality evaluation, motivation, rewarding, training and development of employees, as well as the justification of including employees in higher education institutions, especially research and teaching staff, in the decision-making process with the aim of improving the educational process.

#### IV. SIGNIFICANCE OF THE RESEARCH

The significance of this research is reflected in the determination of the practical application of modern human resource management in the higher education system of schools in Libya. This study should provide insight into the current practice and trends in human resource management functions and their compliance with the needs of higher education institutions and indicate those segments that need to be improved in order for human resource management to lead to a more efficient organization of the functioning of educational institutions in Libya. The concept of human resource management has introduced into management practice new progressive methods and technologies for managing people in a complex, innovative environment, which have been studied by various authors. A review of the literature that dealt with this topic in previous years is an important factor in this research.

#### V. HYPOTHETICAL RESEARCH FRAMEWORK

This research will start from several assumptions:

H1: There is a statistically significant difference in the perception of activities related to human resources planning between groups of employees with different levels of education, different work experience, different positions they occupy in the institution, as well as the higher education institutions where they are employed.

H2: The perception of the fairness and efficiency of the process of recruitment and selection of employees by HRM depends on the level of education of employees, job position, work experience, as well as the educational institution where the employee works.

H3: There are statistically significant differences in the perception of HRM practices related to employee training and development among employees with different degrees of education, different work experience, work position and the institution where they are employed.

H4: Work experience, level of education, job position and educational institution where the employee works significantly influence the perception of the efficiency and fairness of the performance management system at the university.

H5: Workplace ie. the position an employee occupies in a higher education institution, education, work experience and the institution where he works significantly affects his motivation.

H6: Work experience, education, work position, as well as the institution where one is employed significantly influence the perception of employee autonomy and support from human resources management in making independent decisions at the faculty.

H7: There is a statistically significant difference in the perception of the impact of HRM on the formation of an innovative environment among different groups of respondents (different levels of education, workplace, experience).

H8: Responsible and high-quality planning and management of human resources, as well as clearly defined responsibilities and strategies of human resources management can significantly contribute to the motivation of employees and their understanding of the organization's goals.

H9: Human resource management that successfully manages the needs for training and development of employees at

the faculty encourages the development of an innovative environment at the University.

H10: Autonomy in work and decision-making increases innovation and creativity among employees.

H11: Greater autonomy of employees in their work, and especially in making decisions that directly affect them, has a positive effect on their motivation and job satisfaction.

#### VI. METHODOLOGY FOR THE PREPARATION OF THE DISSERTATION

The paper will use content analysis of available literature relevant to this research, description, comparison, analysis and synthesis, induction, deduction, as well as analysis of the results obtained through empirical research. The method of description will be used to describe facts, processes, causal connections and relationships of the main concepts. The method of analysis will be used when breaking down complex concepts and problems into simpler factors. The method of synthesis will be used to connect individual elements, processes and phenomena into a whole. Using the method of induction, general conclusions will be derived from individual facts, and using the method of deduction, individual positions and claims will be derived from general judgments and attitudes. The method of content analysis will be applied when processing relevant documents and publications related to the specifics of the organization of the education system with special reference to the human resources of the education system and the management of this domain, then the literature related to the current situation in the education system of Libya, as well as to the management methodology human resources that contribute to the better functioning of organizations and the possibility of their application in the development of a plan for the comprehensive reform of the education system of Libya.

The optimal combination of the aforementioned scientific research methods will indicate the necessity of developing a strategy for education reform in Libya. The spatial framework of the research is limited to the city of Tripoli in Libya, i.e. the research was carried out in several Libyan higher education institutions (Libyan University of Humanities and Applied Sciences, Al Rafaq National University, University of Tripoli), and the time frame of the research of the problem that this paper deals with for the period from 2012 to today, with special reference to the state of education in the previous five years.

Human resource management (HRM) is a key factor in improving the performance of educational institutions, especially in the context of higher education. Through this thesis, various aspects of HRM are explored, including planning, management, training and development of employees, and their involvement in the decision-making process. The research results confirm the significant role of these factors in the motivation, satisfaction and innovation of employees. Human resource management (HRM) in Libyan higher education faces numerous challenges and opportunities for development. The current state of human resource management in Libyan higher education is marked by several critical issues, including inadequate administrative structures, lack of alignment with the country's economic needs, and insufficient facilities for teaching and research.

Based on the previous research, a proposal for practices and recommendations that should be implemented in Libyan higher education was given. It is recognized that it is crucial to

invest in human resource development through effective and fair human resource management (HRM) practices. The focus should be on supporting the autonomy, innovation and motivation of employees in order to create a quality educational environment and a positive working atmosphere. Personalized career plans, mentoring, participative decision-making, flexible work arrangements and continuous professional training are key elements for developing and retaining talent within the organization. It is also important to implement transparent promotion, reward and communication processes in order to

reduce the perception of unfairness and increase employee satisfaction. These practices can contribute to the long-term progress of higher education in Libya, improving employee motivation and contributing to the achievement of institutional goals.

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