



# Kolegji AAB

FACULTY OF ECONOMICS

MANAGEMENT AND INFORMATICS

MASTER THESIS

**MANAGEMENT OF EDUCATIONAL INSTITUTIONS WITH SPECIAL  
EMPHASIS ON DRENAS**

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## **INTRODUCTION**

Kosovo after the war in the years 98, 99 is faced with many challenges, where one of them is the management of educational institutions in Kosovo.

Rapid developments and global dimensions in the field of education, science and technology are directly related to the teaching process, in particular by improving and increasing the quality in this very important process. Meanwhile achievement of these objectives in educational institutions is closely related to the professional management of educational institutions.

State institutions, experts, teachers, parents, organizations and various professional associations of education, community, civil society, etc., have concentrated their professional commitment to contribute in forms and different ways in the preparation of a management capable and responsive for management of the educational institutions towards the realization of the aims of the relevant institution, its employees and society in general.

There are numerous researches, studied and developed multiple strategies, organizing meetings, seminars and conferences, scientific, guidance documents, manuals and numerous books have been published for teaching and the role of teachers and the students in this process with importance for the education of human society.

Man from the first steps of his development has had the profession of teaching. Parents and leaders of the first primitive society groups have implemented methods and techniques to teach children and young people to survey, to shot, to protect, to attack, to withdrawal and different work of interest to the group.

During the historical development of the human being, of nearly 50,000 years onwards, methodologies, techniques, materials and extremely precious experiences has been developed to dispose today a treasure, a large estate, which are being exploited in the application of different institutions management.

On the other hand, the development of scientific opinion of management theory occurs much later, from the 20s and 30s of the last century. It can be said that the management of educational institutions has started much earlier, with the opening of the first schools in the prehistoric ancient China and for the way of management differs to some extent from the management of business organizations or the states' administration. However, the process of teaching by teachers it can compare with the management of the manufacturing process in a factory or a business company.

Taking into consideration that management is increasingly taking the dimension of a universal science, general principles and experiences of management in industry and in various business organizations begin to apply even in educational institutions. In different countries of the world institutes and academies are opened for the education and training or training of managers and administrative staff in the administration of educational institutions to successfully manage the very complex teaching and learning process and the easier achievement of their objectives.

The establishment of academic and professional institutions for the education and training of managers of educational institutions has led many to raise the quality of work and the achievement of learning outcomes in general.

Management of education institutions in Kosovo is in very bad condition. Educational institutions managed by teachers who are unprepared in theoretical and pragmatic management of an educational institution. They do not know the concepts and basic principles of management. In the same situation are also other administrative workers.

If the success of an organization depends on its manager, then why does the success of a school not depend on the management skills of a director or educational institution rector. Then how is it possible that the management of an organization or company business, dealing with production of physical or administrative services, to engage experts to prepare, either in theoretical as well as in practice, while for the management of an education institution that has to do with building the mental, emotional and psycho-physical parts of human, engage teachers who are not prepared for the management of the educational institution.

The main witness in this area is very poor success and consequently the level of education and the practical skills of people who completed their education in educational institutions in Kosovo are relatively very low, excluding individual cases. Not paying attention to this very important component from the education policymakers earlier and facing the problems of this nature in our work during the management of the education system in Kosovo inspired us to treat this very important topic for the development of education and to all this development areas of life in Kosovo.

Taking into account the importance of education in society, we can say that there is no economic, cultural, scientific and technological development without quality education and there is no quality education without professional management of educational institutions.

For this to happen, they should state institutions of the Republic of Kosovo to put in priority the establishment of the Academy of Educational Administration of Kosovo or a similar institution, in which managers, directors and administrators of educational institutions of Kosovo will be educated and skilled in the future.

## **CONCLUSION**

Employee performance evaluation is one of the most important functions of human resource management. He immediately starts since the employees are hired and continue with further employment during the whole process.

The ongoing evaluation and the right of staff are associated with further motivation and their performance in the workplace.

Regular performance assessments should be made at certain intervals of time. Schools can choose the frequency of their individual terms. The purpose of performance evaluation is that the employees know their weak points during the fulfillment of certain tasks. Their knowledge creates the possibility to work on making the necessary improvements.

Rating attainment at work in DKA in Drenas is based on the achievement of objectives for every workplace and in key skills, needed to perform their duties which they are assigned. Understanding the importance of performance is one of the most important criteria of our study in this paper.

From the analysis done it was confirmed from the hypothesis raised that still we do not have a proper awareness of employees about the importance of performance evaluation.

Another important conclusion is the fact that how general managers, as future challenges they consider training and further development of their employees.