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HUMAN RESOURCE MANAGEMENT - TRAINING OF TEACHERS

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INTRODUCTION

It is widely accepted that human resource management plays an essential role in development of the country and in particular the implementation of strategically important activities of the public administration. Therefore, the management of human resources is constantly trying to identify problems that characterize HRM. Man is the most irreplaceable and important that nature has created. He is the being that is consciousness with curiosity to express interest to recognize his surroundings, has interest in learning, there are ideas about how to strengthen their abilities and skills which they will need to bear the vicinity and to survive in it. In the contemporary world it has been shown that human resources, education and knowledge are the primary sources of development, that society dedicates priority to their strategies and their national policies. Many developed economies, their strategy of national development have put precisely the human factor and its permanent education. Economic, technological developments and competition in the domestic and international market encourage companies to support their employees in their building capacity through various forms of supplementary education, while on the other side lays the interest of employees to raise their capacity as a condition for career advancement. Preparation of human resources according to the needs of the economy in countries around everywhere today requires high quality and permanent reform of the education system.

This paper's materials are derived from samples of published papers, manuals and manuscripts from different authors. Therefore, the thesis "Management of human resources - training of teachers" is divided into four chapters, through which various aspects are addressed related to human resources management.

The first chapter "Historical development of human resource management" encompasses the development of the concept of management of human resources, then the process of management of human resources to continue with the planning and the importance of human resources and to orient the adoption in work. The second chapter defines the requirements for human resources, while Chapter third and fourth deals with the management and development of human resources. Meanwhile at the end of this paper is given a conclusion about the content of the paper and the literature used for the preparation of the paper.

CONCLUSION

Historical development of human resource management, we can say that it is considered as a conscious and deliberate activity oriented to the development and their effective utilization. This concept includes the historical development of the HR management. However scientific disciplines on human resources have the man in its deliberations, who is a promoter of activities in the economic and social development in general. Therefore the effects of his commitment depend on the performances, namely the knowledge, skills, skills, motivation, health and safety and the environment and its level of development.

But in terms of defining the needs for human resources, we can say that there are a number of factors which lay down their request to the entrepreneurs related to job analysis, identification of human resources' needs to analyze works, description and specification of work locales etc.

Therefore the development policy of private enterprises which must rely on the development of human resources, where the plan of human resources is the integration of the enterprise business plans with human resource plans.

Given all the issues that were addressed we can the process of recruitment of human resources is considered an activity which aims the selection of these resources to the needs of SMEs, to recruit as many profiles and appropriate skills. Selection of candidates is also a process which should connect the organizational goals with strategic goals, then work analysis, orientation and development, selection and development of human resources in an enterprise. Meanwhile, orientation in work has the meaning of information and the knowledge of the accepted candidate, with the enterprise, workplace, colleagues, his leaders, etc. Therefore, in the end it is worth noting that the changes that are present in the demographic structure directly affect the economic development of Kosovo and of course in human resource management too. Population has its own dynamic development, which directly affects the level of its economic development, respectively on employment and unemployment level.

Drawn conclusions from the questionnaires with teachers of schools in the Municipality of Pristine

Training sector organizes training for teachers under the programs of MEST and cooperates with local and international NGOs in the development and training of teachers in new contemporary methodology as part of reforms to raise the quality of teaching and learning without severance, but also training information new curricula for all levels of university education.

Ministry of Education, Science and Technology recognizes the critical role that education has in development of the country and has taken steps to improve its quality, including the development of strategies and new educational policy, curriculum reform, the publication of new textbooks and organize training for professional development of teachers. Professional development of teachers is considered to be an important step, because teachers are the ones that bring positive

change in the classroom and make this change affect to students. MEST has prioritized the professional development of teachers for two reasons: to ensure that the teaching methodologies in schools of Kosovo are up to date and effective, and to support teachers in implementing the new school curriculum of Kosovo. Construction of a teacher licensing system is defined as the best method to achieve these processes.

So what was mentioned above, we can come to a conclusion that MEST is showing a caution regarding the constant increase in education quality through teacher training. Based on data from surveys conducted with the teachers from the Municipality of Pristine we can come to the conclusion that the importance of continuous training for teachers is increasing. We have a high percentage of respondents who say this. Teachers are mainly satisfied with new methods which they have acquired during training, with the opportunity to learn the use of technology in school respectively computer. The data derived from questionnaires note that computer training helped teachers prepare different and diverse materials themselves in order to make them learning more attractive.

In addition we have the rest of the teachers who do not find much support in training and these are mainly aged people that raise concerns regarding training.

From the comments mentioned in the questionnaire encounters a concern of teachers who are unhappy with the time when training is organized.