

Role of Strategic Management Factors in Educational Operations towards Improving Quality and Delivery of Education

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Abstract

In the recent decades, one of the areas that have gained growing scholarly interest involves the importance of and need for instructive changes. Major focus has been on major factors through which the administrative groups might achieve the desired change. In this paper, the main aim is to examine crucial factors that shape the success of administrative groups in steering instructive changes. The paper strives to propose major strategies through which the selected goal of improving instructive approaches might be realized, especially from the context of schools. To implement any perceived or proposed changes, it becomes imperative to highlight that schools or educational institutions, led by their administrative teams, are expected to play a leading role. Overall, improved academic performance is projected to be a central outcome accruing from improvements that come in terms of instructive changes. However, the success of the change depends on the level of cooperation among the concerned human resources or expertise. Imperative to note further is that the ability of administrative groups or teams to establish a positive and supportive school environment in which the instructive changes take place also determines the degree of success in change implementation. The emerging theme is that instructive changes promise to steer improvements but success depends on how different parties play specific roles expected of them.

Keywords: Strategic Management, Educational Institutions

1. Introduction

In the most social orders, an organization which is known to prepare future HR or cutting edge is Department of Education and Training. Sociologists trust that creation individuals progressively friendly, preparing increasingly attractive nationals, delivering talented and effective HR, and preparing profoundly gifted market analysts depends more on the interest in widespread training.

Truth be told, Department of Education and Training is an establishment that gives careful consideration to changing a standard man into flawless man and advances social, social, and political improvements (Navid Adham, 2012). The significance and effect of this establishment in development and improvement of concealed abilities isn't covered up to anyone in the public arena. These days, the fundamental instructional hub for children, are schools, so the understudies learn right lifestyle and the method for taking a gander at the world and other individuals in this conditions. The vast majority of the individuals who work in the field of instruction and preparing including educators, heads, trustees, students, guardians, businesses and other network individuals realize that instruction and preparing must be changed. Rolling out principal improvements and changes is a verifiable issue in our instruction and preparing framework, in light of the fact that our general public, understudies, neighborhood networks, and qualities have changed essentially in the course of the most recent couple of years while our instructive framework is as yet the equivalent for those understudies and nearby networks. Given the quick evolving world, past examples instruction and the executives lost their adequacy and don't meet the inexorably needs and requests of the present society. Subsequently, minor changes can't make change in the instructive framework for example including or evacuating an exercise in the educational modules or putting at least one courses can't meet the intensity needs of the workforce in the present fierce world. Preparing attributes, for example, work discipline, independence, and citizenship instruction require educational modules arranging and key instructive arranging from key viewpoint (Kaufman and Herman, 1991). Considering the immediate connection between individuals' life and destiny and the eventual fate of their nation if a precise administration is taken, a brilliant future will be ahead; something else, numerous issues, for example, corruption of at least one human lives, conveying people with bothersome practices to the general public, dropout or scholarly disappointment, seeming mental and conduct issues among understudies and guardians, delay in getting things done, nonattendance of security and significant serenity in the school will show up in schools. Our alumni understudies as our potential future supervisors don't regularly learn social and social abilities fittingly and hence they can't take in the fundamental standards of the board in their schools that is the reason another efficient way to deal with key administration in schools is considered as an evident issue.

With improvement of such sort of the executives framework in schools, a specific point of view can be gained which at long last prompts ground (Ariazand, 2011). Vital administration in schools which are situated in created nations has been compelling for creating enhance



the school is powerful. Likewise in the schools execute key administration elucidates the future heading (Kisembe and Were, 2014).

2. The Review of Literature

The utilization of key administration in numerous territories has possessed the capacity to build the effectiveness of foundations and focuses and assumes a powerful job in their prosperity. William Darden from Hershey National Track Company considers its accomplishment of vital administration. Alfred Thomas Chandler, teacher at Harvard University, distributed its investigations over expansive American partnerships and clarified their senior official directors' key decision making process. He additionally exhibited that how key choices can prompt exceed expectations in an aggressive domain (Fardar, 2000; Ghaffarian and Zavareh, 2011). The outcomes have uncovered that the utilization of key administration increment the proficiency of vehicle organizations, for instance Bahman Khodro Company expanded the quantity of its delivered autos up to 6000 units in 2013. Moreover, consumer loyalty level expanded to 73 percent in this year.

Structure and execution of key administration can be considered as a noteworthy advance in the administration of agrarian division of the nation and enhance the economy of rustic territories and nation's fare segment and bringing outside cash, for instance absence of long haul arranging in the nation's tea industry makes that just 100 110 from 177 tea manufacturing plants in Gilan and Mazandaran end up dynamic in 2008 and the rest (around 40 percent of tea production lines) have been shut or worked low maintenance (Naseri, Moradi, and Malihi, 2008). Also, the examination of Council of Agriculture and Natural Resources demonstrated that we can decrease the water use from 40 to 50 through actualizing and operationalizing vital plans can diminish water use from 40 to 50 percent (Shahrestani, 2015). Instruction is a standout amongst the most critical themes in the field of training; in this way, much research has been done on the improvement of vital administration at instructive focuses. The effect of the vital administration on advanced education framework incorporates content, educators' abilities, showing techniques, evaluation of scholastic accomplishment, scholarly assets, and physical condition of colleges (Shahab Fard, Arab Mokhtari, and Rajae Pour, 2010).

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Coleman (2004) brought up that if colleges run well, they will be progressively productive to give advanced education to understudies. The accomplishment of some creating nations, for example, Japan is that its preparation gives chance to even the slowest students to accomplish a generally abnormal state of productivity. Blossom (1968) expressed that 98 percent of understudies can advance and additionally 25 percent of good ones on the best piece of the pyramid. Deming (1994) trusted that there was an immediate connection between understudies' advancement and the nature of an instructive framework. In this manner, it is the duty of the board that to comprehend instructive framework' diverse dimensions with all their unpredictability. Concentrate on understudies is considered as the essential to changes in school the executives. The general advantages of spotlight on understudies are expanding understudies' fulfillment and encouraging viable and profound adapting instead of surface learning in the classroom (Toorani, 2012).

Key administration can't union and spread in Iranian school the board adequately, albeit much research has been done for this situation, there are as yet numerous holes in spreading and applying the board in schools. This examination expects to explore the key administration achievement factors because of the significance of key administration and the effect of its enhancement in the instructive procedure so as to influence individuals' idea and causes them enhance, enhance, and actualize key administration at schools and instructive focuses in a way that advance schools' instructive and social dimensions.

3. Change Management

Change refers to an alteration to an existing phenomenon, object, or idea. It affects organizations, groups, or individuals in such a way that it prompts a deviation from a current state to a perceived future state that is often projected to promote satisfaction and vision realization (Darvaneh and Rezaei, 2011). It was also during the 1950s and mid-1960s that change gained growing interest due to the need for system enhancement in organizations. At the time, there was increasing demand for closer relationships between senior leaders and managers in organizations and other employees in those firms. Thus, the concept of change gained more attention.

One of the specific concepts of change involves authoritative change. This attribute aims at analyzing individuals and organizations in which they work. Its main role involves some of the forces that could steer improvements in the performance of team members and organizations in the entirety. Regarding hierarchical change realization, various predictors have been documented. They include client relations, irresponsiveness to changes in society and at the industry level, poor planning, poor authoritative structures, poor project execution, lack of initiative, poor objective formulation and implementation, conflicts among workforces or resistance to change, and interference with the roles and responsibilities of different departmental members (Wendell, Bell, and Zawacki, 2011). According to Burke and Schmidt (1971), change tends to be realized if hierarchical procedures, structures, or arrangements are altered to promote top-down and bottom-up communication approaches, which are also marked by regular feedback provision (Navid Adham, 2012).

3.1. Essential Transformation

Essential change of instruction and preparing framework implies giving a base to radical, complete, deliberate, imminent changes dependent on Islamic philosophical lessons as per Iranian culture (Navid Adham, 2012). Renewal and change in any instructive framework is a constant procedure. In current circumstance of Iran, principal and complete change in instruction and preparing framework is considered as an unavoidable need. A portion of the reasons which clarify the requirement for central changes in the Iranian instruction and preparing framework are absence of mindfulness on essential attributes of Islamic instructive rationality, lack in building up an extensive preparing arrangement of human skills, keep pace with moderate or generally immaterial changes, deficiencies in reacting to the

necessities of the general public, wastefulness in satisfying social, social and national and global needs, low proficiency and adequacy of training and preparing framework, moderate job of it in the improvement procedure of nation, wasteful official administration arrangement of training and preparing, and belittling the training and preparing framework and thinking of it as consumable.

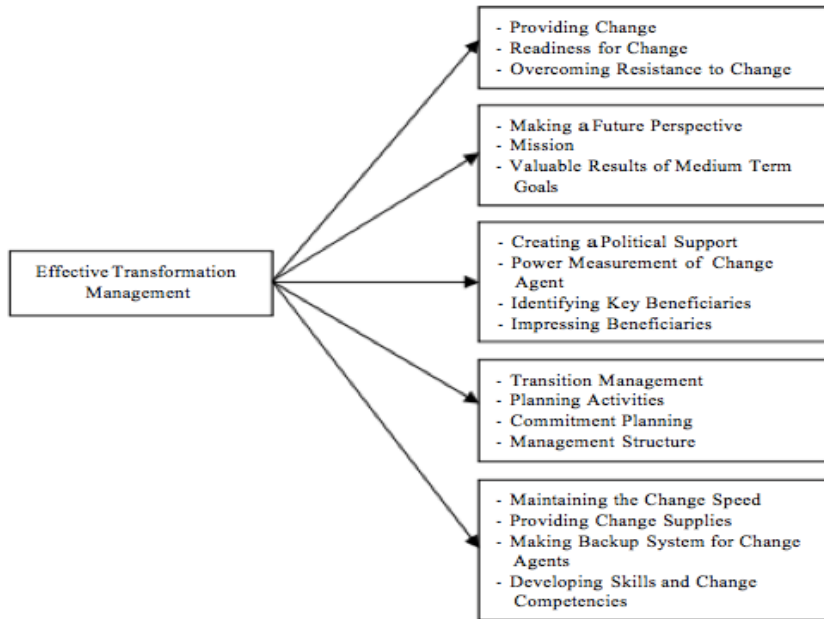


Fig 1. The activities of efficient management.

As per Figure 1, making future point of view, mission, important outcomes, long haul and momentary targets which are components of key administration; consequently, the beginning of compelling change can be vital administration.

4. Points of interest of Strategic Management

Utilizing a dynamic, forward-looking, and all encompassing control, vital administration is considered as an answer for too numerous the present authoritative issues. Vital administration establishments are found dependent on directors' comprehension of their opponent organizations, markets, costs, crude material providers, wholesalers, government, lenders, investors, and clients in everywhere throughout the world. These are basic achievement factors for business in the present quickly evolving world. Key reasoning empowers associations to confront and adjust their administration to future conditions. Key designs portrays the way toward coming to from existing circumstance (hierarchical mission) to an alluring circumstance which is illustrated the association's future. Because of phenomenal acknowledgment of nature, they can assist association with boosting its execution. In the present quick changing worldwide condition which data stream, expanding rivalry coming about because of the expulsion of fringes, and exchange boundaries are it's the most essential attributes, advanced education foundations change gradually into the organizations which are lead by the focused market drivers and exchanging prerequisites. Today, numerous foundations supply a high level of their assets from outside sources and monetary and business endeavors and organizations.

These constrained assets and impetuses to pull in best understudies have made an aggressive market for these organizations. In the present information based economy, advanced education foundations as improvement community for HR assume an essential job in the development and advancement of nations. Thusly, key arranging would seem, by all accounts, to be an imperative piece of these foundations and encourages associations adjust to the ecological and instructive macroeconomic strategies so as to accomplish a superior future. Want for survival in this focused condition, make these associations swing on to key administration and intending to build their capacity to adjust to change in a quickly changing condition and their capacity to live up to clients' desires and fulfill them (Lembe and Were, 2014). Worldwide understudy portability at each dimension in understood colleges has made a procedure that prompts principal changes in the focused condition for pulling in and holding top-level understudies and graduates. Philip Coombs (1974) trusted that if a change will happen inside the field of instruction and preparing, this change ought to be begun from the executives training. Vital arranging is a vital apparatus that ought to be utilized in far reaching quality schools to embrace a vision that seeks to curb any emerging problems in societal and school contexts (Latorre and Blanco, 2013). For schools that have achieved quality to a satisfactory extent, major motivations have been administrative support, as well as collaboration among the expertise. The implication for external stakeholders is that school administrations are worth supporting towards the realization of the perceived instructive changes at the institution level.

4.1. The Importance of Strategic Planning

In instructive frameworks, vital arranging application gives a chance to organizers to act proactively not only responsively to welcome the future and take a gander at human, innovation, and the earth in general. In vital arranging, the future that we need our off springs,

grandkids, and in this manner to have ought to be characterized at first by association and coordinated effort of extensive variety of instructive accomplices including recipients and concerned partners. At that point, the learning frameworks for making such sort of future can be planned. At the end of the day, the picture of a perfect instructive framework (goal) ought to be given at first, and afterward an assertion is accomplished through specialized survey, examination, and progressive adjustments. Through researching qualities, shortcomings, and ebb and flow openings and dangers inside and outside of the association, the ebb and flow status of the instructive framework is perceived (Kaufman and Herman, 1991).

The correlation among wanted and existing circumstances clears up the instructive frameworks' needs identified with the outcomes including items, yields, and results while sub-prerequisites are estimated as to connection among information and procedures. Operational projects create and execute in the wake of separating the requirements (directed instructive objectives or execution criteria) and semi needs (sources, strategies, methods, and methodology) (Latorre and Blanco, 2013). Vital reasoning is the essential for vital arranging. Key reasoning means sensibly thinking in the three distinct dimensions, to be specific past the large scale, full scale, and miniaturized scale. With such sort of reasoning regardless of whether our activity will be in full scale level (classroom or instructive organization); along these lines, our reasoning can pass on to nationals in the public arena on past the large scale level scale. Key reasoning expressed that think on the large scale level and follow up on the small scale level. In key arranging, when we need to characterize instructive framework results (goal) by thinking about the referenced three dimensions, the picture of wanted national in a general public on past the large scale level rings a bell.

The qualities, for example, self-upkeep, independence, fearlessness, discipline, persevering, realism, feel, development, natural insurance, regarding for worldwide harmony, respecting the social and ethnic legacy, delight of perusing, expanding efficiency and aggressiveness which are stressed in this dimension can be utilized for planning learning framework and educational modules at full scale level to type of instructing learning objectives. At that point, the execution criteria for each objective ought to be composed. In arranging instructor preparing framework, proper preparing systems ought to be featured and given so as to help educators who are instructing in the classroom (miniaturized scale level) as target proof to change measured schools into qualified schools (Kaufman and Herman, 1991).

School organization also reflects a possible trend but it remains an ongoing process whereby consistency plays a key role in achieving process continuity. Should such a school environment be realized, most of the current literature contends that a change such as instructive change is likely to prove stable and survive or extend into the far future (Toorani, 2012; Okwukweka Chukwumah, 2015; Okwukweka Chukwumah and Obiageli Ezeugbor, 2015).

5. Successful Factors on Organizational Growth

Based on insights from the scholarly investigations targeting the Iranian context, some of the leading parameters that shape the level of success in realizing constructive change include the ability to embrace current technological advancements, the role of hierarchical culture and its communication processes, and the ability of human resources to incorporate the changes into their daily routines and organizational culture (Leshkar Bolouki, 2013). Thus, it is important to advocate for constructive changes while considering these factors, especially within school settings.

Table 1. Three Different Organizational Success Factors & their Sub-Categorizations.

Human Resources Field	Managers Group: Existence of Senior Management's Serious and Continuous Support Other Working Groups: Existence of Change Culture and Unwillingness to Return to the First Step
Organizational Culture Field	Existence of Strategic Thinking Existence of a Correct Image of Reengineering Affairs Lack of Organized Resistance against the Presented Results' Implementation in Study Design Paying Attention to Information Technology in Process Design
Implementation and Exploitation of Modern Technologies	Exploiting Specific Methodology for Projects Absence of Being Idealistic and Making Proposed Designs and Improvements Applicable Suitable Timing

6. Successful School

As per the past discoveries about the attributes of fruitful schools, some basic highlights of such sort of schools were perceived, for example, having specific objectives notwithstanding foreordained objectives of Ministry of Education and Training, using persevering and intrigued instructors and overseers, acting agreeably (intelligent and money related), having explicit directions for the school, having the instructive and logical understanding, focusing on shape free understudies, raising independent and proficient understudies, giving careful

consideration to all courses, concentrating on exercise, nourishment, and wellbeing, giving careful consideration to examining and perusing, taking note of to down to earth and research facility exercises, and maintaining a strategic distance from legislative issues (Kaufman and Herman, 1991; Sarbah and Otu-Nyarko, 2014; Toorani, 2012). To accomplish an effective school, we should give careful consideration to these variables in HR field. (Gholamhosseini, 2011; Gholamhosseini, Sadeghi, and Mehrabi, 2012; Okwukweka Chukwumah and Obiageli Ezeugbor, 2015).

7. Conclusion

The point of all schools is giving incredible specific guidance to every understudy. Past discoveries uncovered that viable learning requires shared objectives and qualities that urge the general population to work and see together. Key administration and arranging give the correct ground to characterizing the guide of any instructive complex to create accomplishment in schools. By and large, the most imperative key administration achievement factor in any instructive complex is its HR which make it conceivable to accomplish a fruitful school.

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