

EDUCATION MANAGEMENT: IMPROVING EFFICIENCY AND QUALITY IN THE LEARNING SYSTEM

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Abstract

Education management is a series of processes of planning, organising, directing and supervising all aspects of educational resources in order to achieve predetermined learning objectives. The review conducted in this study involved a literature review method. The main findings of the review include four important factors: comprehensive and in-depth strategic planning, professional development for educators, utilisation of technology and information systems, and involvement and cooperation with various stakeholders. Therefore, improving efficiency and quality in the learning system can be achieved by implementing the strategies identified in this literature review. Successful educational institutions are those that are able to design and implement comprehensive strategic planning, support professional development for educators, utilise modern technology effectively, and engage and collaborate with various stakeholders to create an adaptive and high-quality learning environment.

Keywords: Education Management, Efficiency, Quality, Learning System.

Introduction

The development of education today indicates a significant transformation in terms of technology, teaching and learning methods, and education management itself. In the era of globalisation and digitalisation, educational institutions are required to adapt and continue to improve the efficiency and quality of the teaching and learning process in order to produce competent human resources who are ready to face challenges in the future (Sitopu et al., 2024); (Guna et al., 2024).

Education management plays an important role in guiding and managing various aspects of educational institutions, ranging from human resources, curriculum, facilities and infrastructure, to information technology. Efficiency in managing these resources is strategic to ensure that the learning process runs optimally and effectively (Shaturaev, 2021).

Good education management helps in developing a curriculum that is in line with the demands of the times, managing competent human resources, and optimising the use of facilities. The involvement of education management in these various aspects aims to ensure that the education process runs smoothly and in accordance with the vision and mission of the educational institution (Dai et al., 2021).

In addition, education management in the modern era also functions as a driving force in developing innovation and improving the quality of education. Educational institutions are faced with the challenge of producing graduates who not only have

academic knowledge, but also social, emotional, and technical abilities that are relevant to the needs of the global labour market (Beede et al., 2020). Through effective education management, educational institutions can evaluate and improve teaching and learning methods, conduct training and professional development for educators, and collaborate with various external parties to support the teaching and learning process. Thus, adaptive and innovative education management is the key to creating an accommodating and high-quality learning environment, so as to produce graduates who are able to compete at the national and international levels (Castro & Tumibay, 2021). However, in reality, many educational institutions still face various obstacles in implementing effective management, such as the lack of managerial qualifications in educators, budget limitations, and resistance to change (Nguyen, 2021).

Then, the current learning system is faced with various complex challenges, one of which is adaptation to rapid technological developments. With the advancement of digital technology, there is an urgent need to integrate digital devices and platforms into the learning process. However, not all institutions and educators are ready for this change. Unequal access to technology and the internet is a major barrier, especially in remote areas (Regmi & Jones, 2020). In addition, limitations in teachers' technical skills and lack of adequate training mean that the application of technology in learning is far from optimal. This is exacerbated by resistance to change from educators who are used to conventional methods (Rawashdeh et al., 2021).

The quality of learning is also a major highlight in education management. The quality of education is not only assessed by students' academic results, but also by character development, critical thinking skills and the ability to adapt to technology. Various studies show that good education management can make a significant contribution to improving learning quality (Kabudi et al., 2021). Therefore, it is important to understand the managerial strategies that can be applied to achieve this.

The literature review on education management provides a deep insight into the theories, models and best practices that have been implemented in various institutions. Through this literature review, it is hoped that effective management strategies can be found to improve efficiency and quality in the learning system.

Research Methods

The study conducted in this research uses the literature research method. The literature research method is an approach used to collect and analyse information from various written sources relevant to the research topic. (Assyakurrohim et al., 2022); (Moleong, 2019); (Barlian, 2018).

Results and Discussion

Definitions and basic concepts of education management

The education management process includes various aspects that influence each other to achieve a common goal. Various activities such as curriculum development, school governance, facility management, teaching staff development, and community relations are designed to improve the quality of student learning (Lunenburg & Ornstein, 2021). Through directed policies and well-managed resources, it is hoped that educational institutions can produce graduates who have sufficient competence to face the challenges of their era (Surur et al., 2020).

Awareness of the importance of proper use of resources encourages efforts to increase efficiency. Optimisation of time, budget, infrastructure and teaching staff is sought to achieve learning achievement targets. In addition, continuous evaluation of learning processes and outcomes is carried out to ensure that the quality of education is satisfactory for students and parents (Selvaraj et al., 2021). Various innovations and collaborations with various parties support the continuous improvement of education quality. The balance between efficiency and quality is the key to the success of education in building a resilient and useful generation (Toquero, 2021).

To realise effective and quality education, resource management must be carried out carefully. A well-thought-out administrative approach includes long-term strategic planning, targeted budget allocation and the development of teaching staff through training programmes and workshops (Alam, 2021). Innovations in the use of learning technologies, such as online learning and digital-based administration systems, can also improve operational efficiency and the implementation of the learning process. Furthermore, collaboration with various stakeholders, such as the government, private industry and the community, can provide additional resources and opportunities for education quality improvement (Al-Fraihat et al., 2020).

Efficiency and quality in education have a significant impact on educational outcomes, namely student achievement and their readiness to face the world of work and global challenges. Efficient and quality education is able to produce graduates who not only have technical knowledge and skills, but also the ability to think critically, creatively and collaboratively (Correia et al., 2020). Such graduates are better equipped to contribute effectively in various sectors and adapt to rapid technological and labour market changes. Educational institutions that successfully integrate efficiency and quality principles are also more likely to be well recognised and accredited, supporting their reputation and attractiveness to prospective students and investors (Barteit et al., 2020).

Efficiency and quality are thus two key pillars in education management that support each other and are essential for achieving the optimal goals of education. Efficiency ensures that available resources are used wisely, while quality ensures that educational processes and outcomes meet or even exceed expected standards. With

careful planning, effective resource management and the implementation of quality learning practices, educational institutions can create a conducive learning environment, promote student achievement and produce graduates who are competent and ready to face global challenges. The synergy between efficiency and quality is the key to achieving sustainability and long-term success in education.

Leadership in Education

Educational leadership plays a vital role in determining the direction of the pace and vision of the effectiveness of an educational institution. A leader in this field must have the ability to arouse and motivate teaching staff, students, and all school/campus residents (Hifza & Aslan, 2020). With a firm vision and appropriate strategies, educational leaders can create an atmosphere conducive to the intellectual as well as emotional development of all members of the institution. Powerful leaders must also emulate participatory leadership, where they involve teachers, staff, students and parents in decision-making, creating a sense of belonging and shared responsibility for achieving educational goals (Hifza et al., 2020).

In addition to inspiration and motivation, leadership in education also requires strong managerial competence. An educational leader must be able to manage resources efficiently, including budget, time, facilities and technology. They must be able to make decisions based on data and evidence to improve education quality and learning outcomes (Turnbull et al., 2020). The ability to adapt to changes and emerging challenges, such as technological advances and the evolving needs of the world of work, is also crucial. A good educational leader will continually seek opportunities for professional development, innovation in teaching and improving the well-being of their educational community (Hartinah et al., 2020).

Finally, leadership in education is closely related to high ethical and moral values. Educational leaders must demonstrate integrity, fairness and care for all individuals in the educational community. They must also champion inclusiveness and diversity, ensuring that all learners have equal access to educational opportunities (Day et al., 2020). In doing so, educational leaders should promote a positive learning culture where learners as well as teaching staff feel valued, supported and motivated to reach their full potential. Thus, powerful leadership in education can bring about real transformation and improve the quality of life not only for individuals, but also for society as a whole (Bush, 2020).

Education Management Strategy

Targeted education management plays an important role in realising learning achievement and the sustainability of educational institutions. One of the core strategies in education management is the implementation of comprehensive strategic planning. Strategic planning involves establishing a vision, mission and long-term goals

and concrete steps to achieve them (Hamdan et al., 2021). It includes analysing the current situation, identifying challenges and opportunities, and developing a clear plan of action. Good planning also entails continuous evaluation and adjustment to ensure that the institution remains relevant and effective in meeting the needs and expectations of students, parents and society (Bush, 2020).

Another strategy is to focus on the professional development of educators and employees. High-quality education requires qualified and trained educators. Therefore, investment in training, workshops and continuous professional development programmes is essential (Caldwell & Spinks, 2021). Educational institutions should create a learning culture among their employees, where they are encouraged to develop new skills, share best practices and continuously improve their teaching methods. Support for career development and improving the welfare of educators will also increase their motivation and retention, ultimately contributing to the stability and quality of the institution (Gümüş & Bellibaş, 2020).

The use of technology and information systems is also a key strategy in modern education management. Technology can be used to improve administrative efficiency, enable better communication between employees, students and parents, and enrich the learning process (Tubagus et al., 2023). A digital-based education management system can help in tracking student progress, managing curriculum, as well as data analysis for better decision-making. Moreover, adopting e-learning platforms and other digital learning tools can provide greater flexibility and access for students, especially in the context of distance education or blended learning (Aslan & Shiong, 2023).

Finally, effective strategies in education management should include engagement and collaboration with various stakeholders. This includes parents, local communities, government and the private sector. Stakeholder engagement can provide additional support in the form of resources, relationships and constructive feedback (Rohma et al., 2020). Building partnerships with industry and international institutions can also open up opportunities for internships, research and student exchange programmes that can enrich students' learning experiences. By creating strong networks of collaboration, educational institutions can expand their positive impact and be more responsive to the changing needs and demands of the world of work and Society (Saffar & Obeidat, 2020).

Thus, effective education management plays a vital role in achieving the overall success of educational institutions. Key strategies that need to be implemented include comprehensive strategic planning that includes setting a vision, mission and long-term goals as well as concrete action plans. A focus on the professional development of educators is essential to ensure that the quality of teaching and the welfare of educators continue to improve. The utilisation of modern technology and information systems can improve administrative efficiency and enrich the learning process. It is also important to engage and collaborate with various stakeholders to gain additional

support and constructive feedback. By implementing these strategies, educational institutions can adapt to changes and emerging challenges, and create a conducive learning environment for all its members.

Conclusion

Education management emphasises the importance of designing and implementing powerful strategies to improve the efficiency and quality of the learning system. Comprehensive strategic planning enables the institution to set and achieve long-term goals in an effective manner. Continuous professional development for teaching staff will not only improve the quality of teaching but also nurture their well-being and motivation. The use of technology plays an important role in improving administrative efficiency and enriching the learning process, while engagement and collaboration with diverse stakeholders provides the vital support and flexibility needed to meet challenges and opportunities. By applying these findings, educational institutions can be more effective in creating a quality learning environment that is adaptable to the times.

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