Research Article

OVERVIEW: FACTORS AFFECTING THE HUMAN RESOURCE DEVELOPMENT OF UNIVERSITY LECTURERS

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ABSTRACT

University lecturers are highly valuable resource for the development of each country. To develop faculty resources requires universities to invest a lot in improving the quality of lecturers and enhancing research capacities. However, the development of university faculty resources is dominated by many factors. Therefore, the purpose of this paper is to analyze and point out the factors affecting the faculty resource development in universities.

Keywords: university faculty resources, lecturers, impact.

INTRODUCTION

Currently, many countries , especially developing countries, are increasingly integrated into the world economy and have opened up many opportunities but they also faced many challenges to economic and social development, While high-quality human resources play a significant role in the economic development of each country, it requires each country to improve the quality of university faculty resources to train human resources for the country. Studies in the world have shown that in order to develop university faculty resources, faculty capacity is the core issue in the strategy of developing university faculty human resources (Koster et al., 2005; Briggs, 2005;Tigelaar et al.,2004; Hales and Clarke, 2016).Most researches have suggested that the competencies of university lecturers include research competencies, teaching capacities and practical knowledge competencies. In addition, to develop faculty resources in universities, it is necessary to develop research capacities of lecturers. According to Levine et al., (2013), and Ellis et al., (2012), improving the research capacity of university faculty is an important task of universities in implementing human resource development strategies. If it is possible to develop research capacities of university lecturers, the quality of the national higher education system can be improved (Ministryie van OC & W and HBO-raad, 2001, 2004). According to Pratt et al. (1999) and Feather (2010),university lecturers are active in intensive teaching environments. Therefore, in addition to having research capacity, they also need to be capable of teaching and practical knowledge. Research by Grange et al., (2005) and Kljakovic (2009) also suggested that research capacity, teaching capacity and practical knowledge of faculty in a university will determine the overall quality of a university. The recruitment of university lecturers is the recruitment of workers from outside with the conditions that they meet the requirements of professional skills and have pedagogical abilities in teaching. However, when recruiting new lecturers, most universities are interested in whether their research capacity is promising or not (Ellis et al., 2012; Hales and Clarke, 2016). Because this is one of the factors affecting the overall quality of the lecturers of universities. The

recruitment of lecturers must ensure some basic criteria such as research ability, pedagogical ability to impart knowledge to listeners and practical knowledge because they will affect the development goals of the university (Hales and Clarke, 2016).

Factors affecting human resource development of university faculty

Up to now, there have been many studies on the factors affecting the development of human resources in general and the human resources of universities in particular. These factors can be summarized into 2 main groups: Group factors belonging to the environment outside the organization and group factors of the internal environment within the organization.

*Studies of environmental factors outside the organization

Kane and Palmer (1995) have shown that any organization is affected by its surrounding environment, whether the impact is long or short, strong or weak depending on the characteristics of each organization and the degree of interaction between the organization and its surroundings. The impacts of the external environment on the organization include:

Changes in the economic environment: Many studies have shown the impact of the economic environment on the development of the organization. Typically, research by Satow & Wang (1994) states that economic factor is one among the external environment that has a great influence on organizational development in terms of scale, production structure, human resources, and growth, etc.

The impact of science-technique - technology: it changes the mode of production and business, the organizational structure, thinking methods, and operating ways of each organization (DeFillippi, 2002). Research by Verkinderen and Altman (2002); Garavan et al. (2008) indicated that organizations with human resources capable of grasping the rapid changes in science and technology, these organizations will win in the marketplace. O'Leary et al. (2011), Van Woerkom et al., (2002) and Evers et al., (2011) also agreed that the progress of science, technology, and technology has promoted the development of human resources of universities in both quality and quantity.

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Socio-cultural factors: Chandra kumara and Sparrow (2004); Shelagh Dillon and Demand Media; Nguyen Huu Than (2010) also said that this is the factor affecting the national education development in general and higher education. Besides, countries that have a cultural tradition of fondness for learning, encouraging and promoting learning are an important condition for the education development in general and higher education in particular, and promoting human resource development of university (Bunkong Hanjangsit, 2010).

Institutional - policy - national law: Shelagh Dillon and Demand Media; Tsui and Milkovich (1987); Nguyen Huu Than (2010); Kochan et al. (1984) suggested that it is related to the direction of educational development and faculty of universities because laws and regulations are often cited having a direct impact on human resource development.

*The group of internal factors influencing the human resource development of university

Besides the external factors such as economic environment, socio-cultural environment, the scientific and technical progress - technological, institutional-books- the law, internal factors also have an important influence on the development of university faculty human resources. Recent studies have mentioned some important internal factors that have significantly affected the development of human resources of university as follows:

Communication of information within the organization.

Goswami, D. (2010), Griffin, GA (Ed.) (1983) and Khan, I.A (2012) argued that the information transmission factor in the organization in general and the university in particular has a significant impact on the human resources development strategy of university lecturers. The role of communication is reflected in such aspects as reflecting the strategic development goals of the university and university lecturers; strengthen knowledge sharing among teachers together; enabling teachers to update human knowledge in a timely and accurate manner (Pawar, I.A. & Mouli, S.C, 2008).

Arranging and using the university's human resources

Many studies emphasize the role of the placement and use of staff in the university in influencing the development of faculty human resources such as the research of K. Akyeampong, K. Lussier, J Pryor & J Westbrook (2013); M Akiba, YL Chiu, K Shimizu & G Liang (2012). The authors all agreed that arranging and using the right university faculty human resources, the right people with the right expertise will help lecturers develop their professional capabilities, thereby improving the quality of human resources of the university.

The working environment of the university.

An attractive, friendly, and conducive working environment to support study and research is one of the top priorities for university lecturers in choosing a workplace (M Akiba, YL Chiu, K Shimizu & G Liang, 2012). Universities want to attract young and talented lecturers, they need to create a good working environment for faculty (Mikkelsen, A. and Grønhaug, K, 1999), otherwise it is difficult to attract and even unable to retain qualified lecturers,(Kwakman. K, 2003).

Objectives and policies to develop the human resources of lecturers.

Many studies have shown that in order to develop faculty human resources, firstly, universities need to have correct and accurate

policies on developing human resources of lecturers (Verloop, N., Driel, J.V.,& Meijer, P, 2001; Wiske, S, 2001; Mikkelsen, A. and Grønhaug, K., 1999). Besides, in-depth studies analyze the role of human resource development goals and strategies in influencing the development of university faculty resources (Verloop, N., Driel, JV, & Meijer, P, 2001)

Remuneration policy for university lecturers.

Research by Griffin, GA (Ed.) (1983) analyzed the role of the remuneration policy for university faculty to attract potential human resources from outside to the university and it is also the motivation for encouraging talents to develop their careers. Pitiyanuwat, P & Wiratchai, N (1999) emphasize the role of financial and material incentives for workers. Besides, universities should increase faculty remuneration and see it as an important tool to encourage talented lecturers to improve their qualifications and promote their potential (Norton, L., J. Richardson, J. Hartley, S. New stead, and J. Mayes, 2005; Verloop, N., Driel, J.V.,& Meijer, P, 2001).

The recruitment of lecturers

The studies of Ellis et al. (2012); Hales and Clarke (2016); Weick, K. E. (1976); Werner, J.M.; DeSimone, R.L. (2012) indicated that recruiting new lecturers for the university is related to the university's human resource development strategy in terms of both quantity and quality. Recruitment must ensure to attract talents for the university while ensuring cost-effective recruitment. Recruitment must be in line with the university development strategy in general, the human resource development strategy in particular and it is necessary to recruit talented lecturers at all costs.

The training and development of lecturers

Many studies have affirmed the important role of training and development has had a significant impact on the development of human resources of faculty of universities. Some recent prominent studies such as Spottl, G (2013); Pellert, A. (2007); Vincent-Lancrin, S. (2011); Goswami, D. (2010) both affirm the role of training and development concerning faculty resource development. However, studies that emphasize on training and development need to clearly define who is trained, and who is trained with prospects or not? Besides, training methods and forms of training should be flexible, not too rigid.

University budget

Most of the researches focuses on analyzing the effects of finance on all activities of the university, including the implementation of human resource development of the university (Roger Bennetta and Suzanne Kaneb, 2014; IntakhabAlam Khan and A. Naseeb Khan, 2014). Besides there are many tools to develop human resources, the budget factor is important and cannot be ignored. Universities need solutions to increase budgets through teaching activities, researching products for production and business units, or expanding social relationships to attract funding from individuals as well as governmental and non-governmental organizations.

Conclusions

The development of human resources of university faculty has important implications for the development of each country in the world. There are many factors affecting the human resource development of university faculty. However, most studies have shown that there are 2 groups of factors affecting the development of human resources of university faculty, including the group of external

environmental factors and the group of environmental factors within universities. Environmental factors outside of universities include changes in the economic environment, the impact of scientific-technical – technological, socio-cultural factors, institutional - policy - national law. Meanwhile, environmental factors within the university includes communication of information within the organization, arranging and using the university's human resources, the working environment of the university, objectives and policies to develop the human resources of lecturers, remuneration policy for university lecturers, the recruitment of lecturers, the training and development of lecturers, university budget.

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