

# THE POSITIVE IMPACT OF SOCIAL RELATIONS IN MANAGING HUMAN RESOURCES IN THE PRE-SCHOOL ORGANIZATION

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**Abstract:** In this paper, I have focused on the importance that human resources management and the policies that they pursue to implement this management today. Seeing how human resources are managed in a school organization I have come to the conclusion that there is a link between this successful management and social interaction. Through analysis we see the influential social interaction policies in the overall climate of the organization (institution, kindergarten) linking them to success. We can consider human resources as the central axis of an organization through which it reaches its goals and objectives. That is why we make them give them a priority but never considering them as one. I do not consider them alone because they are only one group of organizational resources, as we know that the inhumane resources that are closely related to humanity play a very important role. The importance of these resources encourages us to emphasize their management, which we will see in relation to employees (educators). During the centralized economy period everything was planned according to a strict plan and the decision-making power was focused on the hands of the leader.

Employees were not treated differently than as a work tool or subject for which others were placed, their relationships were associated with fear, suspicion, mistrust, and lack of coexistence. In these organizations, it was not just about making a management connection with the success of the organization, as the first course, the policies for running the predetermined employees. The opposite happens today in the market economy. Where "in now day's competitive global economy, effective and ethical management of people is more important than ever. People are the common denominator of efforts regardless of the size of the organization. No matter how sophisticated is the strategy of an organization and its technology, the human factor is inevitably the key to success." (Kreitner & Kinicki 1995)

**Keywords:** social relations, management, human resources, gardens, organizational strategy

## Introduction

As a theory, human resource management has evolved over time and has been dealt with by various scholars, who through their treatments have always come to enrich it. "Many scholars and managers widely acknowledge that human resource management is an organizational core function that makes a significant contribution

"Personnel management is the way in which an organization provides the necessary staff and consequently the way the employee is planned, recruited, selected, socialized, evaluated and developed by the organization (Gannon. 1988: 44)

In this definition Gannon uses the term "Staff Management" where in subsequent definitions and today the term "Human Resource Management" is used. If we analyze it in detail it would be the same thing as the new term emphasizes the fact that employees are not just an expense but an important source of it.

It is precisely the use of this new term and the introduction of new processes in human resources management by specifying them as French.

He defines human resource management as "a systematic control exercised on a network of processes by influencing and attracting all members of an organization". (French 1990: 11)

## Responsibility of Human Resource Management

According to Llac (1996), the management of human resources in an organization is seen in two respects:

Firstly, when within the organization (specifically in kindergartens) is defined a manager who is a specialist in the field of human resources management, and is responsible for running these resources.

Second, managers who run other departments or their subdivisions can be considered at the same time as a human resources manager. In a considerable part of our city's kindergartens. These are the managers who make up for human resources. Regardless of the size of the kindergarten, it must have at least one person performing the role of the manager. In order to be effective in his work, he must have knowledge of the economic, managerial, psychological, social fields.

Activities for which this manager is responsible: Human Resource Planning, Recruitment and Selection, Human Resource Management, Performance Evaluation, Compensation and Remuneration, Maintaining Effective Employee Relationships.

To serve to my work I am mainly concentrated on the last item dealing with maintaining effective relationships between staff.

Above all, the manager must know how to work with people, be patient, friendly, determined and always judge in the context of coordinating employee interests with the objectives of the kindergarten, which is also the core of it. The formality of the relationship between the manager and the employees begins with the growth of the size of the **kindergarten**.

## Hypothesis

### Good management of employees has a positive impact on preschool organization

Considering the field I am studying and the importance of this field we can give this hypothesis.

The kindergartens in my city would realize a good management of the workers (educators and clerical staff) this would have a positive impact on the success of these kindergartens.

The *aim* I want to come up with this study is to highlight the impact of good social relationships among employees and their influence on success, especially focusing on its outcome and longevity.

A clearer expression of purpose is its specification through the objectives that are to be achieved. These *objectives* are:

- Assessing the level of importance devoted to human resources, in relation to the role of employees as part of the working group.
- Assess the level of interaction constructively with the superior
- Evaluating a constructive communication between each other and the superiors

## METHODOLOGY

As a participant in the study I received 4 kindergartens in my city, two of which are state-owned (Bep Tusha and Tom Ali Mhilli) and two other private initiatives (Delfinet and Lule Bora). The number of participants involved in the selected target is 40 employees and 4 human resource managers. For estimating the hypothesis, I used primary and secondary sources of data. Among the sources, I recall the literature that I have been able to provide in terms of organizational psychology and other specific materials in the field of human resource management.

While the questionnaire was formulated by me in the service of the hypothesis about the organization, the dynamics and social relations, the climate created under the influence of these factors, the right interviews with the employees and the observations made by them environments. The questionnaires formulated by me are in the service of the hypothesis about the organization, the dynamics of social relation, the climate of kindergartens under the influence of these factors, the right interviews with the employees and the observations carried out by some of these environments.

Characteristics of interpersonal relationships	Gender							
	Female				Male			
	Not at all	Few	Enough	Very much	Not at all	Few	Enough	Very much
The superior gives me enough information	4	6	15	4	2	2	4	3
I am appreciated by the superiors and I communicate with them	6	16	5	3	1	3	5	1
I feel appreciated as a member of a group	3	17	7	2	1	2	7	1

### Interpersonal Relationships

Interpersonal relationships are another influencing element in employee guidance. Employee –employer relationships affect the creation of an appropriate organizational climate and an environment in which the individual feels good. With this analysis I tried to present the difference in communication between women and men in kindergartens.

From the information we received through observation we noticed that managers (managers, directors) to have the easiest communication with the employees decide on their direction, not only to facilitate communication but also to overcome the various conflicts that may arise.

#### Impact of management on work success

It is worth to mention that management is a very difficult and crucial task. Human resource management being part of this general management has his influence, not to say decisive. From the interview addressed to the human resource managers of the kindergartens studied we identified the key management strategies used by them, their effectiveness and the impact they have on success. From the answers received from the questions about the strategies that managers used to manage employees and how effective these strategies were, it turns out that the main strategies used in the study are:

- 1- Training of employees during work.
- 2-Employee remuneration (this applies to the application of the method of payment both during regular work and during training.)
- 3-Interpersonal communication.
- 4-Continuous improvement of working conditions.

From these responses, it is seen that kindergartens have always been improving management strategies that have a significant influence on profitability, longevity, productivity and market share of these businesses, whereby the responses provided by managers account for 73%. Some of the managers during the interview described the management of human resources as the key to success for their work. All of the above mentioned, which resulted from the research carried out in my own city, clearly explains the importance that human resources represent to these organizations.

#### 5.1 Conclusions and Recommendations

Based on the results obtained from the analysis made above and taking a general look at all issues, we will draw some conclusions and make some recommendations.

Through this topic, I have tried to highlight the importance of human resources, the development of good social relationships between employees for pre-school institutions in the context of an organization, what are the key strategies they use for their management, and how management of these resources in the success of the job.

Through the study we draw some conclusions as follows:

- The conclusion given to interpersonal relationships has to do with the characteristics of employees as well as those of managers. As regards leaders, their mania is seen to do everything themselves, so the authority they delegate is insufficient to lead to a management influence. This makes this management strategy unproductive. Precisely this lack of authority on the employee and the helplessness of the superior makes the senior-executive relationship quite formal. In relation to the relationships between educators, there is a change in the way women and male employees communicate.

It is also worth pointing out that in most of these organizations, kindergartens do not have a syndicate or union that protects their rights, here is seen the need for implementing incentive managerial policies towards workers to create unions so that the employee feels herself most protected.

- Another important conclusion is the one that has to do with the relationship that exists between management and its success. Always based on the management strategies that these organizations apply and their opportunities the suggestions I can give are few. Some of the strategies I would recommend to them always considering their possibilities are:
- Delegating authority to subordinates and granting them the right to participate in setting targets would be a very important and influential factor in success. I think the pursuit of such a strategy will be quite fruitful.

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