

## Impact of Resource Utilization in Education

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### Abstract

In educational institutions, the members need to understand the impact of resources in enriching the system of education. In order to achieve educational goals and augment the system of education, it is necessary to manage the utilization of resources in an effectual manner. The important resources are, teaching-learning resources, human resources, financial resources and physical resources. Teaching-learning resources are regarded as the teaching-learning materials. Human resources are the individuals. The individuals need to work continuously towards up-gradation of their skills and abilities. Financial resources are the monetary resources. Physical resources are the elements of the environmental conditions of the educational institutions. These include playground, library facilities, laboratory facilities, technologies, infrastructure and etc. The main areas that are taken into account in this research paper are, types of resources influencing education, augmenting the capabilities of Information Technologies (IT) facilities, and limitations in resource utilization.

**Keywords:** Education, Educational Institutions, Management, Information Technologies, Resources

Resource utilization is an integral part of management of educational institutions from pre-schools to universities. Resources are regarded to be rendering an indispensable contribution in bringing about improvements in the system of education. The system of education is determined by the provision of resources, their maximum utilization and management. There is a direct relationship between the quality of school facilities, teaching-learning materials, teaching-learning methods, instructional strategies and the education personnel. When research is conducted on impact of resource utilization in education, then the main aspects that are taken into account are, use of instructional materials, human resource utilization, environmental conditions, provision of infrastructure and other facilities, machinery and equipment, and measures, strategies, programs and procedures.

The availability and utilization of resources within an organization is vital in the achievement of goals and objectives. The job performance of the members of the educational institutions and the learning outcomes of students are influenced by the appropriate utilization of school resources. Investing in educational resources is the primary aspect in ensuring that educational institutions promote collaboration and integration among students and there should be formation of a pleasant and amiable school environment. The physical, human and financial resources that are invested in educational institutions, influence not only the system of education, but also the aspects of teacher and student motivation. Hence, due to lack of resources, they experience impediments in bringing about improvements in the system of education and achievement of goals and objectives. The utilization of resources within schools are directly or indirectly related to the educational outcomes.

### **Types of Resources Influencing Education**

The main resources that have an impact upon system of education are classified into three categories and these have been stated as follows:

#### **Teaching-Learning Resources**

The teaching-learning resources that are primarily used in educational institutions are, textbooks, articles, reports, documents, projects, hand-outs, other reading materials, guides, reference books, models, excursions, field-visits, charts, structures, designs, calculators, computers, projectors, mobile phones and internet. These are the important resources that are used by teachers as well as students to achieve desired academic outcomes. Students are able to complete their class as well as homework assignments and in this manner, an enriched learning environment can be created.

The professional documents that are used in teaching and learning include, schemes of work, lesson plans, progress records of students, class notes and class registers. These documents ensure that there is proper planning and preparation, implementation of curriculum, follow-up, and proper utilization of available resources for the benefit of learners. In-services training is necessary to ensure that educators remain updated in terms of the changes that are taking place within the overall system of education. The educators are the ones, who are vested with the responsibility of putting into operation the teaching-learning resources in an effectual manner. It is essential for them to possess the essential educational

qualifications, skills, and abilities that are necessary to create a positive impact upon the academic achievement of students.

In teaching-learning resources, it is vital to make use of modern and innovative techniques and methods. Within the classroom environment at all levels of educational institutions, the teachers are making use of various types of technologies and modern, scientific and innovative methods. The commonly used innovative method is the use of technology and internet. In the present existence, the educators as well as the students are making use of internet to generate awareness in terms of various subjects and concepts. When students are to augment their understanding regarding any concept or topic, then they make use of internet. In the preparation of assignments, projects, reports, individuals mostly make use of internet to enhance their understanding.

### **Human Resources**

Human resources are the individuals, who constitute the workforce within the organization. The individuals and their knowledge, skills and abilities are the ones that constitute human resources. Another important aspect of human resources are the proficiency of the individuals in the implementation of tasks and activities. When the educators or the staff members are employed in educational institutions, then it is vital for them to acquire professionalism in technical, mechanical, managerial, social and other tasks. The human resources are required to implement their tasks and functions in accordance to the changes that are taking place within the system of education.

The attitudes and behaviours of human resources are stated to be influenced by the working environmental conditions. Within the working environment, when there are availability of adequate infrastructure, facilities, amenities, materials and equipment, then the individuals are able to carry out their job duties in an appropriate manner. Usually number of job duties may cause job stress, but implementation of measures and effective time management skills help the individuals to alleviate job stress. Pleasant and amiable working environmental conditions and maintenance of good terms and relationships with the other individuals are regarded as significant in enabling the human resources to render an effective participation in the achievement of personal and professional goals.

### **Financial Resources**

Financial resources are stated to be of utmost significance for the efficacious implementation of tasks and activities. When the educational institutions will possess sufficient financial resources, they would be able to bring about improvements in the teaching-learning methods, infrastructure, facilities, civic amenities, materials, equipment as well as the overall environmental conditions. Research has indicated that students are able to concentrate upon their learning and work diligently towards the achievement of academic goals, when there will be adequate facilities within the classroom. In order to facilitate learning, there should be availability of proper furniture, heating and cooling equipment in accordance to the weather conditions, clean drinking water, restrooms and so forth. To make provision of all these facilities, it is necessary to possess sufficient financial resources.

When individuals seek employment opportunities, then their major objective is to generate income to sustain their living conditions. When the individuals are satisfied with pay and reimbursements, then they feel motivated towards the implementation of their job duties as well as put into practice the methods and strategies to retain their jobs. On the other hand, when they do not feel satisfied with pay and reimbursements, then they may lose interest in the implementation of job duties. Normally, well-educated and qualified individuals tend to quit and look for other well-paid jobs. Therefore, it is essential for the organizations and educational institutions to ensure that pay should be compatible to the performance of job duties. For this purpose, they need to possess sufficient financial resources. Hence, it can be stated that financial resources are important in retaining personal as well as bringing about transformations in the overall system of education.

### **Characteristics of Physical Resources**

The characteristics of physical resources have been stated as follows:

*Adequacy* – The adequacy is depicted in the possession of all the facilities that are essential to put into operation all tasks and activities. Whether, it is academic tasks or extra-curricular activities or creative activities, these can be implemented in a well-organised manner, when the individuals will possess the necessary knowledge, skills and abilities and resources. The important aspects that need to be taken into consideration to promote adequacy are, surroundings, area, planning, organizing, directing, co-ordinating and controlling.

*Infrastructure and Equipment* – The provision of infrastructure and equipment is regarded essential to promote learning among students and enhance the overall system of education.

Within the classroom settings, when there is availability of proper furniture, heating and cooling equipment in accordance to the weather conditions, then the individuals will be able to concentrate well on learning. The educators too will be able to carry out their job duties in an appropriate manner.

*Civic Amenities* – To increase the retention rate of students in educational institutions and to enable educators and other staff members feel satisfied with their jobs, it is essential to ensure that civic amenities are available satisfactorily. With the provision of adequate civic amenities, the individuals are able to carry out their job duties in a well-organized manner. The major civic amenities include, clean drinking water, restrooms and so forth.

*Efficiency and Unity* – Efficiency and unity are regarded as essential aspects on the part of the individuals. Efficiency should be illustrated in their time management skills and in the implementation of tasks and activities. For instance, when one has to complete a certain task by a certain date, then he needs to ensure that he works diligently and enthusiastically. Unity is another vital aspect. It is essential for the individuals to maintain good terms and relationships with each other and work in unity.

*Adaptability* –The tasks of planning and organizing that are carried out within educational institutions need to be implemented in a flexible manner. On the other hand, when rules and policies are formulated, then they too need to be flexible. The main objective of adaptability is to ensure that changes and transformations can be brought about in these aspects as well as within the system of education. In other words, there should be scope for growth and modifications (Unit 12: Management of Physical Resources, n.d.).

*Economy* – The infrastructure, materials, equipment, and other facilities that are used in the system of education should be economical. When the authorities are planning and making decisions in terms of these aspects, they need to ensure that there is availability of sufficient financial resources. As when the educational institutions will possess sufficient financial resources, only then they would be able to provide these to enhance the overall system of education.

*Teaching-Learning Materials* – The teaching-learning materials are regarded to be of utmost significance to help the educators as well as the students in achieving academic goals. These materials normally are in accordance to the needs and requirements of the students, subjects and concepts, educational standards, learning abilities of the students and academic

outcomes. Furthermore, educators are also able to prepare themselves well regarding lesson plans.

### **Procedure of Management of Physical Resources**

When understanding the procedure of management of physical resources, it is essential to generate awareness in terms of various factors and these have been stated as follows:

*Making a Survey of Resources* – It is the job responsibility of the heads, directors or principals of the educational institutions to formulate a survey of the present physical resources as well as the resources that are made available through the present staff members. The physical resources primarily are the resources that are part of the environmental conditions of the educational institutions. When the survey of the resources is prepared, then the individuals are able to identify the areas, where physical resources are deficient, where they need to be improved and what measures need to be formulated to bring about improvements in them. When these aspects are taken into consideration, then discussion meetings are organized. In these meetings, ideas and suggestions need to be obtained from other individuals and then decisions are made. The individuals participating in discussion meetings include, heads, educators, and the administrative staff members.

*Preparing Improvement Program Projects* –The improvement program projects are classified into two categories, long-term and short-term. When planning takes place regarding these programs, then financial resources are regarded to be of utmost significance. Projects are required to have comprehensive and specific objectives. Some projects may get implemented in short time period, which may include, few months. The objectives are primarily depended upon the availability of resources. Some of the physical resource improvement projects are classified as, projects concerning building. In this case, the main aspects are, construction of rooms, compound walls, and offices for academic and other staff members, repair work, electricity, lighting and so forth.

Projects concerning instructional materials have the major objective of ensuring that there are provision of adequate materials within the classrooms, the computer centres should possess various kinds of technologies, such as, computers, printers, scanners, etc. Furthermore,

libraries should have books, documents, articles, and other reading materials that would enable the individuals to carry out their tasks and activities in an appropriate manner. Projects concerning equipment should ensure that there is provision of cooling and heating equipment in accordance to the weather conditions, audio-visual equipment, art and craft equipment, sports equipment, science laboratories equipment and musical instruments. Projects concerning hygiene and sanitation need to take into consideration, availability of clean drinking water, paper towels, soaps in restrooms etc. Hence, it can be stated that encouraging students to render an effective participation in these areas, would promote their effective growth and development. Hence, it is vital for the authorities to pay adequate attention towards the implementation of these projects and allocate resources efficiently.

### **Augmenting the Capabilities of Information Technologies (IT) Facilities**

In the present existence, there have been advancements taking place within the overall system of education. The major cause of these advancements is, utilization of IT facilities. The administrative staff members are implementing their tasks and activities with the use of technologies. The directors, principals and heads have technologies in their offices, which they are making use of to a major extent. The advancements that are taking place in technologies compels the educational institutions to upgrade computer hardware and software. To promote up-gradations, there are two major aspects that need to be taken into consideration. First is, individuals need to possess educational qualifications, skills and abilities and adequate financial resources. They need to ensure that they implement cost-effective strategies, as upgrading of information technologies is regarded to be of utmost significance in achieving educational goals.

*Possession of Adequate Knowledge* – When the individuals are making use of technologies, then they need to ensure that they possess adequate knowledge. Especially, when one is making use of computers, they need to augment their skills and abilities regarding the programs and software. These skills are utilized in all areas, which may include, teaching-learning methods, instructional strategies, clerical, administrative and technical functions and so forth.

*Rational Decision Making* – Rational decision making is an integral part of the implementation of job duties. The rational decision making process begins with setting of educational aims and objectives that are concerning educational outputs and outcomes. These

are then translated into specific objectives of teaching and learning (Section 10. Financial and Resource Management, n.d.). The members of the educational institutions are required to make effectual decisions, not only regarding IT, but also regarding the implementation of other tasks and functions too.

*Organization of Training and Development Programs* – The educational institutions even organize training and development programs that have the major objective of generating awareness among individuals in terms of IT. As in some cases, individuals are not well-equipped with usage of technologies. Therefore, getting enrolled in training and development programs would make them well-equipped with usage of technologies. The short-term programs are for about one to six months, whereas, long-term programs are for about one year or more.

*Infrastructure* – To work effectively and to upgrade one's skills and abilities, it is essential for the individuals to ensure that infrastructural facilities are available and are in a well-ordered state. The important infrastructural facilities that are essential are, building modification, cabling, furniture, infrastructure, lighting, electricity, security systems and ventilation. The availability of infrastructure enables the individuals to feel comfortable.

*Hardware and Software* – Hardware are referred to the computers, computer peripherals, audio and video equipment, servers, projectors and media appliance. Whereas, software are, system software and application software. Hence, it is vital for them to get engaged in regular practice to improve their understandings and implement their functions in an appropriate manner.

*Staffing* – In educational institutions, within computer centres, it is necessary to recruit and select the individuals with appropriate educational qualifications, skills, aptitudes and experience. When the individuals experience problems in carrying out their tasks and functions, then they need help from tech-support staff members. When well-qualified individuals are recruited, then they go through a training program.

*Managing Expenditures* – Managing expenditures refers to the budgeting and other fiscal controls such as procurement procedures. The management of financial resources should take place in an appropriate manner. It has been found that a substantial portion of the technology infrastructure has been regarded as a utility, such as, electricity. Therefore, it is essential for the individuals to manage expenditures.



*Allocating Human Resources* – Obtaining new human resources and allocating existing human resources are the two important strategies that are implemented in organizing and staffing to utilize IT in the system of education. They need to possess satisfactory information regarding management of the e-learning environment within the entire educational institutions. Another imperative job duty that they are required to carry out are, establishing internet connections.

### **Limitations in Resource Utilization**

In the utilization of resources, number of limitations are experienced by individuals, employed within the educational institutions. The various constraints have been stated as follows:

*Inappropriate Teaching-Learning Materials* – The various types of teaching-learning materials that are used by the teachers may not be of good-quality or may not be available. When they are to implement proper teaching-learning materials to teach a particular subject, then they need to ensure that the materials are in good-shape. In educational institutions, technology and computers may not be available in all classrooms. Therefore, it is vital to ensure that chalks or markers are adequately available and the materials are of good quality.

*Lack of Knowledge* – As it has been stated that educators as well as other members of the educational institutions need to possess adequate knowledge and information. Research has indicated that in some cases, educators themselves do not possess adequate knowledge, particularly regarding the subject. Hence, when they will not be informative in terms of the subject areas, then they would experience impediments in promoting student learning and performing their job duties in an appropriate manner.

*Lack of Financial Resources* – Financial resources are regarded to be of utmost significance in the implementation of any tasks or functions. When there is availability of sufficient financial resources, then the educational institutions are able to satisfactorily fulfil its needs and requirements. It is necessary for the authorities to ensure that the members of the educational institutions do not experience any problems and challenges within the course of performance of job duties and achievement of academic goals.

*Lack of Preparedness of Teachers* – The lack of preparedness on the part of teachers within the human capacity building for competent teaching and effective learning is regarded as a major impediment within the course of utilization of resources and achievement of educational goals. The teachers need to possess essential information primarily in terms of subjects and concepts. When the teachers are not aware of these aspects, then they are not prepared to carry out their job duties in a well-organized manner.

*Problems in Introducing Modern and Innovative Methods* – Due to constraints in resource utilization, especially due to lack of financial resources, individuals experience problems in introducing modern and innovative methods. When the educators are to introduce activities, like simulation games, they require financial resources. Therefore, lack of financial resources cause problems in introducing modern and innovative methods. Lack of space could also be a problem in introducing modern, scientific and innovative methods.

*Problems in Organizing Workshops and Training Programs* – Due to constraints in resource utilization, individuals experience problems in organizing workshops and training programs. The primary objective of organizing workshops and training programs is to make the individuals well-aware of modern, scientific and innovative methods and approaches. When the individuals attend these workshops, they are able to generate adequate information and possess the necessary awareness. When the financial resources are not sufficient, then barriers may take place within the course of organization of workshops and training programs.

*Problems in Providing Machinery and Equipment* – In order to augment the system of education, it is necessary to make provision of machinery, equipment, technology and other materials that are essential. Due to constraints of resources, educational institutions experience problems in making provision of machinery and equipment. For instance, in offices, the administrative staff members make use of computers and other technologies, such as printers, scanners, mobile technology etc. to carry out their job duties in an appropriate manner. When there will be problems in providing machinery and equipment, then certainly they would have to face difficulties within the course of implementation of job duties.

## **Conclusion**

Resources are regarded as an integral part of not only educational institutions, but also other organizations as well. The major types of resources that are influencing the system of

education are, teaching-learning resources, human resources and financial resources. Physical resources are the ones that are primarily related to the environmental conditions. The characteristics of physical resources are, adequacy, safety, infrastructure and equipment, civic amenities, co-ordination, efficiency and unity, amiability and approachability, adaptability, economy and teaching-learning materials. The procedure of management of physical resources requires the following aspects. These are, making a survey of resources, conducting an analysis of the present position of resources and preparing improvement program projects. The improvements made in the resources are considered vital to enhance the status and reputation of the educational institutions within the community. Therefore, it is vital for the members of the educational institutions to ensure that they implement operative decisions and make use of resources in a productive manner.

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