

An Investigation into Principals' Difficulties in Developing Human Resource Development in Basic Education High Schools

Thin Pyae Pyae Myo¹ and Theingi Aung²

Abstract

The objective of this research was to investigate principals' difficulties in human resource development (HRD) in Basic Education High Schools from Tamwe and Thingangyun Townships, Yangon Region. The specific objectives of this research were to study the levels of principals' HRD practices, to examine the variations of principals HRD practices according to their personal factors and to investigate difficulties in principals' HRD practices. Quantitative and qualitative methods were used in this research. A total of nine principals and eighty-eight Senior teachers were selected from nine Basic Education High Schools, Tamwe and Thingangyun Townships, Yangon Region. HRD practices were investigated by using questionnaires and difficulties in HRD were examined by using qualitative methods. The reliability coefficient of the questionnaires was 0.969. Descriptive analysis, Independent Samples *t*-Test and One-Way ANOVA were conducted to analyze the data. The findings indicated that the level of principals' HRD practices were generally high. Difficulties faced by principals in training and development were lack of interest in self-improvement in training, offered training do not address teachers' professional development and lack of teachers' technological skills. Difficulties concerning career development were teachers' less of interest in their career and self-improvement, insufficient salary, current conditions and changing environment. According to findings, the difficulties faced by principals in reward management were financial constraints, weak in supporting materials and instructional materials. Difficulties faced by principals in performance management were teachers' resistance to change to current conditions, insufficient salary and incentives and less of teachers' interest in technological change. Moreover, difficulties concerning guiding and counselling were due to teachers' resistance to change and weak in team building. Moreover, difficulties affecting the organizational development were due to teachers' lack of commitment, teachers' pessimistic attitudes, weak and supporting for learning materials and equipment.

Key words: Human Resource Development (HRD), Principals' Difficulties in Human Resource Development

1. M.Ed. Student, Department of Educational Theory and Management, Yangon University of Education
2. Lecturer, Department of Educational Theory and Management, Yangon University of Education