

## **UTILIZING HUMAN RESOURCES FOR JOB PERSPECTIVES AVAILABLE FOR A GRADUATE WITH BACHELOR OF EDUCATION**

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### **Abstract**

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*“The only way to do great work is to love what you do .If you have not found it yet ,keep looking .Don’t settle .”Steve jobs*

*“Career” is a big concept multiple meanings especially for each generation. A career perspective may also be something that you want to find before you being an education ,training or work program to prepare for a new career . In the past, this concept was meant that people usually sought to have an occupation for their entire life. In the 21<sup>st</sup> century, a career perspective concerns a pattern of “employments in many ways. By having a bachelor of education degree in hand what type of job perspective are available for a person? Teaching is a very rewarding, but also challenging ,profession. Is not only teaching in school /colleges or something more is waiting for these aspirants? These study deals with possible job opportunities for people with bachelor of education degree.*



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### **INTRODUCTION**

When we use the word education, then it's not just a 9 letter word. It is beyond that , whenever education is used it remind us of teacher and student relationship. In order days, these relationship was scared and the palace of teacher was equal to guru . Teacher was an worshiped as Guru Vishnu, Guru Maheshwara, Guru Brahma . Thus education is there form ancient times . The ancient education system Was altogether different form that it is today . in incident time it was mostly given in Gurukuls. They were situated in the lap of nature. Therefore the life of student was very claim and simple. the aim of education was development of physical , mental and moral faculties of students. The teacher guided by his sermons and teaching . There was intimate relationship between the teacher and the taught. But a now a days, the whole concept of education is changed, the aim of education is changed, from knowledge to eating . Today everyone be wants a degree with a Which they can earn millions, so education must be something through which one can earn a living. The aim, method , curriculum and so on all expects of education has changed with the changing the world. Through education every nation was to prosper in upward direction. We all know, the foundation of any lies on something special facts these basically can be divided into two parts - first, natural resources and second human resource. Natural resource are the gifted by

nature , human resource consist of all the human factors properly exploiting the material as well as natural resources. Education contributes a lot to the development of human resources. It is education which makes him able to survive in this society and transmits human value.

**HUMAN RESOURCES-** It is the store house of human 'knowledge that is why it is said that man without education is just like an animal. Human resources are the most important programming for the national development and national reconstruction. Human factor is assigned the most important place in the programs of economic and social development in modern time.

**GOALS OF HUMAN RESOURCE DEVELOPMENT:** IT's very important to know the goals or objectives of human resource development. It generally speaking it will lead to the development of nation and it will further generate economic resource to economic .

Let 's see from an expert 's point of view;

**GILLEY and his** associates have shown the goals human resource development in the two parts as follow.-

## **1. INDIVIDUAL DEVELOPMENT GOALS**

- (A) Individual development (short term)
- (B) Career development (long term)

## **2. Organizational development goal**

- (A) Performance management (short term )
- (B) Career development (long term)

The goals no doubt have the similar target for the individual and the organizational ;need to be understood in different sections from short term and long terms.

### **Individual development goal-**

(a) Individual development is a short term orientation, which results in a lower level organization enhancement. It improves knowledge , skills and behaviour and effect single job in the following ways-

- The first goal is to develop the personality of individual in such a way that he is ready to face the challenges of life in a smart manner.
- The individual is to be a live to the technology as well as organizational changes coming in a social set up,
- The individual is not be motivated to be a keen learner as in the era of technologically changes he is to be ready to learn new trades.

- The individual is not be very rigid in his own behaviour; he is to be reasonably adjustable to the circumstances in which is to work .
- The individual is to be able to the adjust with the new situation.

(b)Career development – Career development is more long term goal then individual development and it is process is more complex.it provides employees with continuous development opportunities that reach ever increasing level of competency , which effect the total operation of the organization

## 2. ORGANIZANATIONAL DEVELOPMENT GOAL –

(a)**Performance management** – It is also to be dealt with in both in term of short and long terms .it can be seen in following ways –

- It is the short term goal in order to improve the performance of employees .
- To develop problem solving ability by identify the condition and factors that contributes to problem.
- Creating positive relationship with employees.
- Training and developing their employees when it falls below performance standard ,
- Reward and recognizing employee’s performance .

(b)**Organizational Development-** It is a long term role for the human resource development. It can be both achieved at micro and macro level. At micro level it deals with enhancement of the productivity of individual. At macro level it provides facility for enhancement of career development skills, knowledge, competencies and attitudes of employees that are needed for organizationalefficiencies .

Bachelor of education is a professional degree programme where teachers are produced isn’t it we produce teacher ok one can say we are shaping and molding our pupil teacher in to the best teachers who will be aware of thevarious skills along with the usage of various aids and media in the class room, with the knowledge of child psychology and aware of various commissions and bodies working for education In India. The best profession as it is contributing teachers to the nation, who will further shape life of millions.

So what type of the resources that people with a bachelor degree can generate to a national?

A **bachelor's degree in education** offers a liberal educational experience with a focus on the theories of learning and child/adolescent development. Most programs require students to complete certain General education requirements in addition to the core education related coursework. Graduates of bachelor's degree program in education may pursue a

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variety of career options as well as further education. With an education degree, you'll be job - ready to the extensive experience you'll gain teaching in a classroom. You'll be ready to work both locally and overseas in a profession with increasing demand around the world. Graduates can find employment in any type of educational institution up to secondary level. If you're a recent graduate with a teaching degree or having trouble finding a teaching job, remember that school aren't your only option. If you're having difficulty finding a teaching job, consider some other career paths where you can put your teaching degree to good use. It may seem like a no-brainer that if you earn a teaching degree, you'll work as a teacher. Holding an education degree may qualify you for jobs in non-profit organizations, publishing, government and business. Graduates can find employment in a public or private kindergarten or primary school.

"Job prospects" are the range of career opportunities available to a person having a particular combination of skills, knowledge, qualifications, etc. While human resource development is the framework for helping employee, to develop their personal and organizational skills, knowledge and abilities. Human resource development includes such as employee training, employee career development, performance management and development.

#### **Skills which a teachers as well as in other sector:**

Many of the skills necessary to lead a classroom and teach students are often sought-after qualities in other career fields . As a person with an education degree, the following skills are useful in other jobs:

- Strong communication
- Leadership
- Management abilities
- Experience with different backgrounds and personalities
- An excellent understanding of human behaviour

In a traditional teaching job, you'd use all these skills to maintain an orderly classroom, lead discussions, correct assignments and work with students on a group and individual basis. In other career paths, you'd employ these skills in a slightly different manner. If you're qualified to teach a certain subject, such as art, looking for jobs in a related field could prove worthwhile. For example, a museum might hire an art teacher to teach classes to adults and children, and often museums have a staff position available for an educational programming

director. So before you get discouraged, see what other fields you could work in with an education degree. While this is not a complete list of potential options, it will demonstrate that you may just need a little creativity in your job search.

**Master's Degree program:** Many students with bachelor's degree in education choose to outside advanced degree in the field. A master's degree program in education inspires students to advanced topics and usually allows them to concentrate their studies in particular areas of education, such as early childhood education, adolescent education, and science education and many more.

**Primary or Secondary school teacher:** Many school teachers hold bachelor's degree in education. School teachers are responsible for the education of primary or secondary age school children. Although some high school teachers may hold degrees in fields other than education, such as math or English, a bachelor's degree in education can help prepare them for working in a classroom setting at any level.

**School Administrator :** A bachelor's degree program in education can prepare you for a variety of administrative roles in educational environments. Nearly all schools, including primary and secondary school, employ a number of administrators and counselors. People in these positions may help guide students in several capacities or help the school to run in an efficient manner. It is important to note that some of these Administrator positions may require additional certifications or advanced degree.

**Non -Education related career:** Because many entry-level positions only require that applicants have four-year degrees, a bachelor's degree in education may qualify students for career unrelated to education. Many business positions, such as entry-level assistant positions, may be available to students with this degree. Armed with a bachelor's degree in education, you may obtain an entry level business position and learn on the job.

**Publishing:** Someone with a teaching degree and background can be just what a publisher is looking for in some instances. **Writer or Editor :** There's a whole world out there when it comes to Publishing . Your writing and editing skills could help land you a job in books, magazines, newspapers, online publications, blogs and newsletters . Your teaching degree and specialization in a certain subject is a great starting off point for a job at a trade publication within your field, such as a science journal. Or, how about authoring or overseeing the publication of textbooks that students will use? Not only can you use your writing and editing skills, but you can also be part of the education field at the same time.

## **Become a Cambridge English examiner**

International reputation for excellence reliability and fairness in language assessment depends on the high quality and professionalism of examiners, both in the UK and in countries around the world.

If you have a language teaching qualifications and have relevant teaching experience, there may be opportunities for you to work with us as an examiner.

## **IELTS Centers**

This is the world's leading test of English for higher education and migration. Last year over 2.2 million people took the IELTS test, and this number is growing rapidly. More than 9000 universities, government bodies and professional organizations accept IELTS scores, and there is a growing demand for IELTS preparation services and courses. And with bachelor degree u can become here a teacher counselor, here u can use your communication skills.

**Businesses** The world of business and teaching May seem like opposite ends of the spectrum, but teachers with an education degree actually have many skills that are crucial to making a company run successfully. Job opportunities include: **Technical writer:** use those writing skills to draft user guides, manuals and white papers for big and small companies.**Human resources:** companies usually provide employee education training which can be led by a person with degree. Another option in HR is working as a recruiter. your ability to understand different personalities and backgrounds can make you a valuable asset to a company looking to hire new people.

But what can do with a bachelor's in education besides teaching? Here it is list of 5 career path that you can take that aren't the typical education career path.

## **School Counsel or Careers**

In high school (and even in grade lower than that ),school counsellor can be just as important as the teacher themselves. With no one else to turn to, students need the advice and help from school counsel or more than they even know. This is another path that allows you to help students in a different way than being an educator. You can become a counsellor and help students with their personal problems or a career counsellor and help them make decisions about college and their future. A Master's degree in counselling is necessary for making it in this field, in addition to being licenced if working in private practice.

## **Instructional coordinator Careers**

Here's one path that you might not think of right away. Instructional coordinators are the professional in charge of making sure every teacher is teaching their students the right

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way. The design the teaching curriculum for the entire district and even managed the teaching standard required. Becoming an instructional coordinator gives you the power to help students on a much larger scale as the entire district relies on you and your skills.

### **School Administrator Careers**

Much like the instructional coordinator, school administrator are in charge of more than just their classroom. Becoming a principal or postsecondary school administrator just might be up the alley for students who do not feel that the classroom is the right settings for them to help students. School administrator need to have a master degree in education leadership or education administration to work in this field, and one of the best way to make it into one of those programme is to have a bachelor's degree in education.

### **Social Worker Careers**

May be you love working with students but want to help on a more personal level. Or perhaps you want to help people of all ages in a field that has a little more jobs security. Social work in the way to accomplish all of this. Social worker help people cope with and cure their problems and issues. A bachelor degree or Master degree in social work is typically required for entering this field, but a degree in education will put you a head of the game as you will already have many of the necessary skills on hand.

### **Librarian Careers**

Working as a librarian can allow you to still help students in a learning capacity but in a different environment than the classroom. Many teacher figure out too late than the classroom isn't for them, and this field is just a different approach to teaching. After you have earned your Bachelor's degree in education, you will have to pursue a Master degree in library science to start in this field.

How to use the framework for Human Resource for job perspective: I hope this will Help You.

#### **1. Get a clear idea of your professional development needs**

There are two way you can use the framework: You can explore the different framework stages and category description . Work out your stage in each category, by comparing yourself to the description.

#### **2. Find out how to develop further**

Once you know which stage you are at on the framework you can find out how to develop further. To do this, simply select the relevant framework category.

3. Information on job opening can be collected from Advertisement inserted in newspapers, gazettes, by the union public services commission's and individual establishment and institutions. Career, institute or literature brought out by the DGE and NCERT, state education vocational guidance bureau and various voluntary organisations in the field of guidance.

4. Employment exchange district employment exchange have been set up at each of the district headquarters in the country. Employment opportunities and estimates of further progress in various field work, informational of specific job can be a big help.

**5. Information on apprentice and job training facilities:** This information can be collected through newspaper and magazines.

## CONCLUSION

A properly selected and secured job not only make the life of an individual secure, enjoyable and prosperous but In a dominant way add to the human resources development.

In India, the education and vocational guidance facilities are not well established that every individual is provided this service. It is thus the responsibility of individual to get enlightened from different sources and be able to find out paper type of professional, vocational or technical institution for his development of the individual to build up his personality structure which provides him learning effectively, build up his personality physically and intellectually and also social and culturally, so as to become a useful productive members of society. All this make him useful, conscious and dedicated workers. In the modern organization of human resources, the employee or management are also to be properly enlightened through media of education that in a position to meet the performance management which is short term and also the organisational development which is the long term approach. Human resources development is a process of Education by which human being co-operate with each other continuously and systematically for the continues development.

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