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**Faculty of Management**

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**Human Resources Development in Educational Institutions in  
the Light of Globalization**

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## **1. Introduction:**

It is well known that the management of any institution practices a set of diverse and interactive activities that ultimately achieve the desired goal of the institution. Achieving the goal also involves a group of human elements that cooperate in performing the work and the organization in its relationships, and direct their efforts towards reaching the desired goal. This means that the management of any institution in order to practice its activities requires a set of material, moral and human resources. The first is represented by money, equipment, machines, tools and others. The second is represented by ideas, methods, techniques and information, while the third is human resources, represented by the human being, who, by exploiting it optimally, the management achieves the maximum possible benefit from the rest of the resources used. Accordingly, the human element has become surrounded from all sides and in all institutions by a set of challenges, perhaps the most prominent of which are:

- The transition from industrial society to information society.
- Transforming from limited technology to superior high technology.
- Transformation from local to global economy.
- Shift from public to private sector.
- The emergence of new economic blocs seeking to gain new global markets.
- Increased global competition and the emergence of new consumption patterns.
- The spread of luxury goods, with a new strategy for the free market.
- Shift from centralized to decentralized systems.
- Shift from hierarchical to network organization.
- Shift from self-planning to strategic planning.
- Moving from mediocrity to excellence and distinction.
- Thinking about the near and distant future is in full swing.
- Focus on total quality, i.e. in the product and service, in relationships and also in the organizational climate.
- Focus on achieving customer satisfaction and increasing the number of people dealing with the institution.
- Focus on innovation in the field of the product in which the institution specializes or the service it provides, in addition to innovation in production methods and promotion methods.

## **1.1. Research problem:**

The contemporary world has not known a wave of changes like the one it knows today, nor challenges like the one it faces in a way that led to an explosion in concepts and terminology. Rather, the matter has gone beyond reviewing many of the prevailing concepts and issues to be replaced by others that are more significant. If economic development has constituted the ambition of peoples for decades past, especially Third World countries, it no longer receives that much attention, as globalization has produced a series of rapid and profound transformations in the productive, financial, technological, and informational fields, imposing on developing countries, including Kuwait, to accelerate the process of positive adaptation in order to achieve effective integration into the global economy. Competition in light of the global market has come to depend on developing human resources and competencies capable of creativity, development, technological renewal, investment in information, and good change management on the one hand, which enables them to formulate and implement competitive strategies appropriate to new and ongoing challenges on the other hand, which has made them represent intellectual and human capital that has surpassed in importance material capital. Here, the research problem can be formulated as follows:

How can human resources be developed in the educational institution to meet the challenges of globalization?

## **1.2. Importance Search:**

It is represented by importance Search in to understand Challenges Current that facing Resources Humanity in Institutions Educational in Shadow Globalization, How to development This is amazing Resources To confront Changes Fast in The market Global.Helps this Search on clarification requirements Management Educational To achieve Adaptation Effective with Globalization.

### **1.3. Questions Search:**

- What are the most important challenges facing human resources today?
- What do we mean by globalization?
- What are the most important requirements for those in charge of the educational institution to confront globalization?

### **1.4. Research objectives:**

The current research aimed to:

1. Identify the most important challenges facing human resources today.
2. Revealing the essence and nature of globalization.
3. Identifying the most important requirements for confronting globalization by those in charge of the educational institution.

### **1.5. Hypotheses Search:**

- 1.there Challenges Main facing Resources Humanity in Institutions Educational a result For globalization.
- 2.Globalization affect In a way direct on Strategies development Resources Humanity in Institutions Educational.
- 3.Requires Confrontation Globalization Strategies New in administration Resources Humanity.

### **1.6. Model Search:**

will focus model Search on Relationship between Globalization And development Resources Humanity, with taking in Consideration Challenges that facing Institutions Educational How to conditioning Their strategies According to So.

### **1.7. Research Methodology:**

The current research used the descriptive approach to achieve its objectives and answer its questions.

## **2. Literature Review**

### **2.1. Introduction:**

Human development is one of the main pillars in enhancing the effectiveness of educational institutions. Studies indicate that focusing on human resource development contributes to improving academic performance and increasing the effectiveness of education. According to (Smith, 2020), institutions that invest in developing the skills of their employees enhance their ability to adapt to rapid changes in the educational environment.

Educational institutions face multiple challenges as a result of globalization, such as global competitiveness and market changes. Research indicates that globalization may lead to increasing pressure on institutions to provide educational programs that are in line with global standards (Jones, 2019). In addition, (Brown, 2021) explains that the transition from a local economy to a global economy requires new strategies in human resource management.

Strategies related to human resource development are essential to meet the challenges of globalization. (Taylor, 2022) shows that institutions that rely on innovation and rapid adaptation can better cope with the pressures resulting from globalization. In addition, (Garcia, 2021) indicates the importance of strategic planning in providing a flexible educational environment that supports change and adaptation.

Modern technology contributes to enhancing human resource development by providing new tools and means for learning and training. (Miller, 2020) emphasizes that the use of technology in education facilitates access to information and enhances self-learning skills, which contributes to the development of competencies required in the global labor market.

Quality and excellence are critical factors in the success of educational institutions in light of globalization. According to (Johnson, 2018), focusing on the quality of education and educational services enhances student satisfaction and increases the competitiveness of institutions. (Lee, 2023) also points out the importance of achieving excellence in institutional performance as a means of attracting more students and investors.

## **2.2. Independent Variable:**

Globalization

This variable is considered independent because it represents the external factor that affects educational institutions. Globalization includes a set of factors such as economic, technological, and cultural changes that affect how human resources are managed and developed.

## **2.3. Dependent Variable:**

Human Resource Development in Educational Institutions

This variable is considered dependent because it is affected by globalization changes. This includes improving skills, adapting to changes in the educational environment, and developing effective strategies for employee management.

## **2.4. Relationship between the two variables**

The relationship between the two variables appears in how globalization affects human resource development strategies. The more challenges globalization imposes, the greater the need for effective human resource development strategies to achieve academic excellence and respond to the requirements of the global market.

## **2.5. Conclusion**

The literature review on human resource development in educational institutions in the context of globalization provides a comprehensive overview of the challenges and opportunities facing these institutions. The studies reviewed have shown that globalization has not only affected educational systems, but also the way human resources are managed and developed in a radical way.

The literature Indicates that focusing on developing competencies and skills is essential to meet the challenges of the global market. Innovation and strategic planning also play a vital role in enhancing the effectiveness of educational institutions and making them able to adapt to rapid changes.

Moreover, research has emphasized the importance of quality and excellence in educational delivery as a means of attracting students and investors, which contributes to achieving institutional success. By absorbing the lessons learned from previous studies, educational institutions can develop effective strategies that enhance their ability to meet the challenges of globalization.

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