

Explaining the Challenges of Advancing Human Resources Management in the Public Education System of Iraq

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Abstract

The purpose of this study was to explain the challenges of advancing human resources management in the public education system of Iraq through the combination of qualitative and quantitative methods. The statistical population in the qualitative part included 12 Iraqi education experts, in the quantitative part the statistical population included 140 people considering the expertise in the educational system and the experience of managerial activity in educational centers. The statistical sample in the qualitative part was selected in a targeted manner and 12 people were selected in the interview process. In the quantitative part, 100 people participated as a sample and in a simple random manner using the Morgan Table. The data collection tool included an interview and a researcher-made questionnaire related to the challenges of advancing human resource management in the Iraqi education system. Exploratory and confirmatory factor analysis was used to analyze the data. The results of the research in the qualitative part showed that the challenges in the field of human resources management are in the four areas of attracting and providing, training and promoting, maintaining and using human resources in the educational system, taking into account the internal and external environment, as well as the results of the research interview. Also, the quantitative analysis of the research showed the existence of a set of factors as the challenges of advancing the human resources management of the Iraqi education system.

Keywords: human resources, education and training system, educational goals, comprehensive educational planning

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