

Developing Moodle Based E-learning Course to Enhance the Knowledge of Human Resource Management among B.Ed. Student-Teachers

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Abstract

Teacher Education system is a foremost essential means to enhance the excellence of school education. Student-teachers inculcate the abilities, knowledge, skills, values and proficiencies through Teacher Education institutes as well as prepares them skilfully and competently capable to fulfil the requirements of the society at large. In Educational Management, there are five main resources-Human Resource, Material Resource, Financial Resource, Time as a Resource and Vision, Mission, Curriculum, Syllabus. Human being is important and basic means for creating or building of each and everything. Each and every institution wish is to have effective, efficient and capable human resources to make their institution capable to meet the challenges. One of the important and essential Concept in Educational Management is Human Resource Management. The present century is rightly called the technological century. The revaluation in ICT is influencing the practices of educational system worldwide. This paper is focussing on developing Moodle based e-learning course for B. Ed. student-teachers. In the present study the researcher has conducted experimental research design with fifty student-teachers of B. Ed. Data from the study was collected through Quiz on Moodle based e-learning course. The conclusion of the research stated that there is significant difference between the pre-test and post-test mean scores of Moodle Based E-Learning Course to enhance knowledge of Human Resource Management among B. Ed. student-teachers. The results also highlighted that Moodle based e-learning course is effectively prepared for student-teachers of B. Ed. to enhance knowledge of Human Resource Management.

Keywords: Moodle, E-learning course, Human Resource Management, student-teachers.

Introduction

Every educational institution tries to equip and develop the human abilities, skills, knowledge and an understanding in each and every stage of Development. Out of this, Acquisition of knowledge is the important objective behind the educational procedure, involves a constant search of new techniques and means to assist wisdom. Educational institutions have changed from the old methods or techniques that is chalk-and-talk to digitizing the instructional methods through technological tools. Open educational resources (OER) are easily available, publicly certified scripts, media, and technological possessions that are valuable for teaching, learning, evaluation as well as for research work. Open Education Resources (OER) can be any type of educational material. It can vary from tiny as a handout or picture to something as big as a textbook or online course. Human Resource along with OER works together, there will be change in each and every aspect of the institute/system.

Concept of Human Resource Management

Human being is important and basic means for creating or building of each and everything. Each and every institution wish is to have effective, efficient and capable human resources to make their institution capable to meet the challenges in the society.

Human: refers to the competent and capable staff in an institution.

Resource: refers to limited individuals or material available.

Human Resource: A group of people who create healthy work environment and retains the staff to achieve goals.

Management: refers fullest and optimum usage of limited individuals or material available to achieve the institutional aims as well as goals.

Meaning of Human Resource Management

It can be defined as to choose, develop, reinforce and retain human resource in the institution. It is meant for effective utilisation of available competent staff and also to attain efficient utilisation of available human resource in the institution. It is the process of acquiring and developing staff so that they become more beneficial to the institution. It facilitates to ensure the perfect human for the perfect task at the perfect period at the perfect position. Human Resource Management is a technique to handle individuals at job in such a way that they impart finest to the institution.

Human Resource Management includes various steps/stages like procurement, development, maintenance of human resource as well as functions of Management PODSCORB that is planning, organizing, directing, staffing, Coordinating, Controlling, Evaluating, Reporting and budgeting. It tries to achieve individual, institutional and social goals. It is a multidisciplinary approach which considers the study of management, psychology, communication, economics and

sociology. It is a continuous procedure which involves team work.

Broadly, there are three meanings attached to the meaning:

- i). Human Resources working in an institution are regarded as valuable source.
- ii). Human Resources have their own special characteristics.
- iii). Human Resources focuses on social realities, units and processes in the organization.

Human Resource Management can be defined as a process of acquiring, developing and maintaining capable staff in the institution so that objectives of an institutions are attained effectively and efficiently. In brief, it is a skill of handling staff at work place in such a way that they try their hardest to the institution for attaining its established targets. Human Resource Management includes all management decisions and activity that modifies the type of rapport concerning the institution and its staff-its human resources. It is the process of engaging individuals, training, rewarding, developing policies and developing strategies to maintain them.

Need of Human Resource Management

Human Resource Management is really important to all educational institutions because of following grounds.

- It helps to attain the objectives of the institution in a by creating a positive attitude among individuals as well as reduces wastage.
- Effective Utilization of Human Resources tries to ensure that other institutional resources are utilized efficiently and effectively by human resources.
- Human Resources are trained to develop themselves which in turns facilitates professional growth. Their skills, Knowledge, talent and understanding can be utilized not only in the present institution but also in other institution which they may join in the future.
- Human Resources maintain co-ordinal and better relations with management. Because of which, chances dissatisfaction or strike may be reduced.
- Human Resource Management teaches the individual to work in a team/group. All human resources become very comfortable while working in group because of which the performance of individual as well as team or group increases.
- When the individual is regularly coached, they become capable to comply with the prerequisites for the job of the institution. Institutions is also able to recognise prospective individuals for the future who can be encouraged for the higher-level positions.
- If proper staffing procedures are adhered to, the institution will be able to choose the perfect human for the perfect task at the perfect period at the perfect position because of which individuals will not leave the job and they will be satisfied which will in turn improve the quality of an institution and will also decrease in staff turnover.
- Human Resource Management tries to find and fulfil the demands of individual by providing them with several financial and non-financial incentives or benefits. It also tries to find out the problems of the individual as well as who are not satisfied with the job and tries to solve those problems and reinforce them to work hard to strive for the institution.
- Every institution achieves the objective by improving the quality of Human Resources. Human Resource Management safeguards the availability of competent and dedicated staff.

- Human Resource Management Maintains and establish an adequate Institutional structure by developing relationship among all members of an institution at different positions where each individual is accountable as well as responsible for their own work to achieve the objective of an institution effectively and efficiently.

Need

Studies conducted in Human Resource Management covers the areas of health organisations, educational institutions, Indian automobile industry, hotel industry and Research trends in human resource management. Studies also covers Human Resource Management and Performance: their Achievements and Challenges; HRM-well-being and performance; significance of human resources management in global context for health care and hospitality; impact of human resource management in organisation which is related to the practices on turnover, productivity, and corporate financial performance; The role of the 'strength' of the HRM system with relation to firm performance linkages; Assessment of human resources management practices in Lebanese hospitals; Strategy and Human Resource Management; a structural equation analysis of Hong Kong firms to find out the Organizational context and human resource management strategy; Effects of Human Resource Management on employee, health care organisation and the outcomes in organisations. Many such researches are conducted in these areas.

In B.Ed. Course, Semester II, Interdisciplinary Course-Educational Management includes the Concept of Human Resource Management. As researcher had observed for number of years that student teachers had difficulties in understanding the Meaning, Need and Process of Human Resource Management.

Nevertheless, not a single study has been led on B.Ed. student-teachers through Moodle based E-Learning Course. In view of personal experience of the researcher, researcher felt the need of conducting the research with respect to student-teachers. Hence, researcher proposes to develop Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. student-teachers.

Statement of the Problem

Developing Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.

Aim

The foremost aim of the current study was to develop Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.

Objectives

- To study the Pre-test Scores of Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.
- To develop the Moodle Based E-learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.
 - Meaning of Human Resource Management
 - Process of Human Resource Management
 - Need of Human Resource Management

- To study the Post-test Scores of Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.
- To compare the Pre-test and Post-test Scores of Moodle Based E-Learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.
- To study the effectiveness of Moodle Based E-learning Course to Enhance the Knowledge of Human Resource Management among B. Ed. Student-Teachers.

Hypotheses

There is no significant difference between pre-test and post-test mean scores of Moodle Based E-Learning Course to enhance the knowledge of Human Resource Management among B. Ed. student-teachers.

Methodology

Researcher has used the Experimental method to solve the research problem and experimentation was well suited. The single group method of experiment was used here for implementation of experiment. Moodle based e-learning course was used on experimental group. In this experimental group firstly, the Pre-test was conducted followed by Moodle based e-learning course and afterwards post-test was conducted.

Sample and Data Collection

A sample of 50 B. Ed. student-teachers was chosen through Random sampling technique. The sample of the study was from unaided teacher education institutions as well as from college affiliated to the University of Mumbai.

Plan of Action

- Preparation:** Activities were planned and conducted to enhance the Knowledge of Human Resource Management among B. Ed. Student-teachers. Researcher Prepared Moodle based e-learning course for B. Ed. student-teachers. Following are the sub topic included,
 - Pre-Test:** Researcher prepared questionnaire with the help of plug in 'Quiz' available in Moodle. This test includes multiple choice questions. 15 questions were given in the pre-test.
 - Preparation of Course:** Researcher used Moodle platform to prepare this course. Following are the topics included in the course.
 - **Topic One: Meaning of Human Resource Management:** In this module researcher includes concept of Human Resource Management. This information was presented in documents.
 - **Topic Two: Process of Human Resource Management:** In this module researcher includes Steps to be followed for Human Resource Management. This information was presented in document and video was included.
 - **Topic Three: Need of Human Resource Management:** In this module researcher includes need of Human Resource Management. This information was given in Power point Presentation.
 - Post-Test:** Researcher prepared questionnaire with the help of plug in 'Quiz' available in Moodle.
- Implementation:** After Developing pre-test and course researcher enrolled the B. Ed. student-teachers in the e-

learning course. First student-teachers completed pre-test then as per scheduled time. They completed course. Whenever they faced problem researcher guided them. After completing course student-teachers finished post-test

Time/Schedule of Data Collection

Table 1: Time Schedule

Sr. No.	Activities	Time
1	Orientation about how to use Moodle course	30 Min.
2	Pre-Test	45 min
3	Meaning of HRM	30 min
4	Process of HRM	30 min
5	Need of HRM	30 min
6	Post-Test	45 min

Tools

The researcher used following tools for research

- Pre-test and Post-test:** Researcher prepared Quiz on Moodle based e-learning.
- Moodle Based E-learning Package:** The content-based Moodle based e-learning programme were developed for B. Ed. Student-teachers. Researcher developed Moodle course on the Moodle in the subject 'Educational Management: Human Resource Management'. Following topics were included in the course,
 - Pre-Test
 - Meaning of Human Resource Management
 - Process of Human Resource Management
 - Need of Human Resource Management
 - Post Test

Statistical Techniques

To analyse the obtained data, the descriptive and inferential techniques of data analysis were used.

- Descriptive Analysis:** In the descriptive analysis, mean was calculated.
- Inferential Analysis:** In the inferential analysis, t-test was calculated.

Analysis and Interpretation

There is no significant difference between pre-test and post-test mean scores of Moodle Based E-Learning Course to enhance the knowledge of Human Resource Management among B. Ed. student-teachers.

Table 2: Comparison of the Pre-Test and Post Test Scores of student-teachers

Test	Number of Student-Teachers	Mean	t-value
Pre-Test	50	204.28	4.87 (Significant at 0.05 level)
Post-Test	50	216.32	

The table depicts that t-calculated is 4.87 which is greater than t-tabulated. Therefore, the null hypothesis is rejected at 0.05 level of significance. It is concluded that there is significant difference between the pre-test and post-test scores of student-teachers as disclosed by the t-value 4.87 (significant at 0.05 level).

The performance of the post-test scores compared with pre-test scores is higher which is evidently seen. This is an exact sign of the effective and efficiency of the Moodle Based E-

Learning Course to enhance the knowledge of Human Resource Management.

Findings

It shows the Means Scores of student teachers' performance in pre-test score is 204.28 and the Means Scores of student teachers' performance in post test score is 216.32. Performance of post-test scores is better compared to the pre-test scores. The 't' value which is 4.87 shows that there is significant difference at 0.05 level.

It states student teachers' performance is much better in post-test in understanding the topic Human Resource Management. In this topic of Human Resource Management, it covers the meaning, process and need of Human Resource Management. Along with Text, images and Video about Human Resource Management is included. Where ever required they read the content again. This study shows that e-learning can be used as an effective learning strategies for enhance knowledge. As B. Ed. student teachers are matured, grown up adults and they can do self-learning. They can learn content as per their speed, time.

Implication

The research will be advantageous to Principal, teacher educators and all investors in the field of Education.

The research will give directives to all the educationists functioning in the subject to forecast and organise various policies, schedules and methods to enhance the concepts of student-teachers in the Course of Educational Management by developing Moodle based E-learning Course.

Principal can adopt e-learning courses in collaboration with the teacher educators. E-learning is important as it offers reasonable information to student-teachers, allows teacher educators to develop their own work and gives material for lessons. Principal should motivate teacher educators and student-teachers to use E-learning as these are affordable and it will reduce cost of books. Principal should encourage teacher educators to use Technology in Education.

Teacher Educators can execute e-learning course for student-teachers. Teacher Educators can also build various pathways in their process of teaching learning which will assist the student-teachers to make instructional process more interesting and expressive. E-learning courses can also stimulate student-teachers to achieve their objective methodically.

This study will aid Students-Teachers to enhance the concept of Human Resource Management through Moodle Based e-Learning. They will use e-Learning course for their lesson preparation and for updating their knowledge. They can use internet resources without violating copy-rights. Student-teachers learnt this topic as per their space, speed and time. Whenever and wherever required student-teachers can read the content again.

Conclusion

In this digital age e-learning is part and parcel of education system. E-learning courses decreases prices usually related with education. Any Student-teacher can learn anytime, anywhere. E-Learning courses is significant because it offers reasonable material to student-teachers, allows teacher educators to develop their own content and stipulates teacher Educators with work for lessons. So, teacher educators should use OER in teaching-learning to make it more interesting and enjoyable.

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