

EVALUATION OF GUIDANCE FUNCTION IN PRIVATE SCHOOLS AS A HUMAN RESOURCES MANAGEMENT FUNCTION BASED ON SCHOOL MANAGER'S OPINIONS

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Abstract

In this research, the aim is presenting and evaluating the private school managers' opinions about guidance function of a school's human resources management unit. In this regard, the level of practice in terms of guidance is determined for school managers and scientific suggestions are presented to increase this level in appropriate methods. Working group of this research consists of school managers that work in private schools in Sakarya and Kocaeli and these school managers are determined with an easily accessible sampling method; purposive sampling method. Means of obtaining data of this research is a semi-structured interview form that is developed by the researcher. Content and descriptive analysis techniques are used in analyzing of data. According to findings that are obtained as a result of data analysis; school managers defined the guidance function with following capacities: supporting school managers in guidance process, creating chances for personal and professional development and communication.

Keywords: Human Resources Management, Guidance, School Manager.