

Human Resources in Policy Documents

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Abstract

It is known that there is a strong link between social development and human resources policy. While the human resources policy covers the human resources of an organization in the micro sense, it covers the human resources of the nations in the macro sense. Achieving this goal will make it a center of attraction for qualified human resources; harmonious execution of growth, development, regional development and spatial development policies becomes more important than before. It is also aimed to strengthen the human resources management strategies and practices of administrations and organizations. Quantitative development will provide qualitative depth education; It is seen as a life-long process that accepts it as an investment in our future with a long-term perspective, improves the quality of life of our people, equips our country's human resources to compete with the contemporary world. In order to ensure that more qualified manpower comes to Turkey, new incentive mechanisms will be created and work permit processes are facilitated and accelerated. It is aimed to strengthen the human resources of the centers and schools to serve children better. Considering the power of human resources policy to realize social change, it is also important to consider what has been done in policy areas and future expectations.

Keywords: Human resources, social development, policy.

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It is known that there is a strong link between social development and human resources policy. While the human resources policy covers the human resources of an organization in the micro sense, it covers the human resources of the nations in the macro sense [1]. Both micro and macro human resources policies refer to investments in human resources, efforts to change or develop human resources [2]. Societies formed by human resources are in constant change, like every living organism. Human resources policies determine the direction of this change. In this context, the purpose and scope of human resources in development plans, national reports, government programs, 2023 vision plan and MEB strategic planning documents are mentioned in general [3].

In this context, firstly, the tenth development planning is included. Under the title of qualified people and strong society, which is included in the goals and policies of the plan, human resources in the public sector are mentioned. For this purpose, in the public sector, based on increasing service quality and personnel productivity in all processes from recruitment to retirement, increasing the knowledge and skill level

of public personnel by expanding in-service training practices, taking merit as a basis in public human resources processes, and disseminating flexible working forms starting from appropriate institutions. and the development of a functional performance evaluation system is aimed [4].

In the design and execution of the projects, it is aimed to increase the institutional capacity of the information processing units, especially the human resources, in the organizational structure and management of the institutions. In addition, within this development planning, the production intensity shifting to the developing countries and the location selection preferences that gain a supranational dimension bring together the cities and the competitiveness of the cities [5]. Achieving this goal will make it a center of attraction for qualified human resources; harmonious execution of growth, development, regional development and spatial development policies becomes more important than before. It is also aimed to strengthen the human resources management strategies and practices of administrations and organizations.

In the eleventh development planning; It needs to improve its ability to develop technologies, eliminate the lack of qualified human resources, complete its institutional structuring, and keep the legislative infrastructure up-to-date and compatible with changing technology. In particular, the subject of human resource development is included within the scope of sustainability policies. In terms of education, it is aimed to provide services to support the physical, social, artistic, sportive, cognitive and cultural development of young people in schools during extracurricular times, by improving the physical and human resource capacities and financial opportunities of the schools, and to be offered by the relevant institutions [6].

In the 2023 Education Vision document, it especially aims to be a pioneer and effective institution in the successful continuation of the economic and social development process of our country, strong and innovative in terms of technological infrastructure and human resources, and with an international cooperation perspective. As a legal obligation, one of the main priority issues is to carry out studies on human resources planning and human resources policy, and to carry out the training and development of human resources, which will make a significant contribution to the realization of their goals and objectives [7].

While the 2023 Vision in Education carries some obvious contradictions in terms of philosophical justification, it is a document that reveals the guiding policies for the upcoming period [8]. When the vision document is examined as a whole, it is observed that the continuation of the existing policies and the targets for improving them are predominant. In general terms, it can be said that the policies envisaged through the vision document are aimed at maintaining (reforming) the existing structure and functioning rather than a radical transformation. However, it should be known that almost every document of this type has the same features, at least initially. As a matter of fact, every vision or strategy document that has been announced recently has the feature of a reform document "in its own way". The extent to which they can be implemented is another matter [9].

In the 65th government program, our reforms and actions, with a human-oriented approach; prioritizing investment, employment and production; It serves the goal of a Türkiye that envisages a more equitable distribution of wealth. It places education at the center of our human development as a lifelong process that equips our country's human resources to compete with the modern world. Quantitative development will provide qualitative depth education; It is seen as a life-long process that accepts it as an investment in our future with a long-term perspective, improves the quality of life of our people, equips our country's human resources to compete with the contemporary world. In order to ensure that more

qualified manpower comes to Turkey, new incentive mechanisms will be created and work permit processes are facilitated and accelerated.

Vision 2023 Education and Human Resources Panel determined Turkey's 2023 vision for Education and Human Resources as follows: [10]

- Libertarian, egalitarian, observing and evaluating individual differences, developing the creativity and imagination of the individual, learning and people-oriented,
- Free from time and place constraints, flexible to change,
- Each individual can develop himself at the highest level in line with his characteristics,
- Created its own unique learning technologies and organized around the principle of decentralization,
- To meet the social demand, democratic and self-renewal power within an education system that has free thinker and independent decision-maker, innovative, self-confident, positive, peaceful,
- Developed problem solving, communication, organization and cooperation skills,
- Able to produce science, art and technology; entrepreneurial, environmentally friendly,

It is aimed at a country with a dynamic, knowledge-based economy that is assertive at national and universal level, assimilates national and universal values, where citizens are trained, and which can compete with developed countries by evaluating all human resources on the basis of merit. Such a definition of vision, above all, has the power to renew itself with its flexibility to change; requires a learning and people-oriented education system [11].

Considered to be our biggest deficiencies in the field of education; It is envisaged that an education system free from time and space constraints will be overcome where the problems of the individual's inability to develop their creativity and imagination, individual differences cannot be observed and evaluated, and where each individual can develop himself at the highest level in line with his/her characteristics [12].

As a result, it will not be possible to achieve corporate success if human resources cannot be used effectively. For this purpose, importance and priority are given to human resources in planning. Thus, designing an equitable education system is one of the most important things to be done in order to make the human resources of countries more efficient. It is aimed to strengthen the human resources of the centers and schools to serve children better. Considering the power of human resources policy to realize social change, it is also important to consider what has been done in policy areas and future expectations.

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