



A STUDY ON REPLACEMENT PLANNING PROCESS IN EDUCATIONAL INSTITUTION

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Abstract:

Replacement designing is that the method of characteristic short and semi permanent emergency backups to fill vital positions or to require the place of vital individuals. The main objective of the study is to analyze the replacement planning process in educational institution in Palakkad. The study is based on secondary data. The factors influencing replacement planning process in Educational Institution are tangibility, reliability, responsibility, assurance and empathy. Multiple regression and coefficient of regression analysis tools is used for analysis. The study concludes that Replacement Planning is significant for making certain high-quality candidates square measure ready to assume positions of bigger responsibility at each level of an educational institution.

Key Words: Replacement, Planning, Process, Educational, Institution, Assurance, Empathy, Quality, Etc.,

Introduction:

Replacement designing could be a method of distinguishing short-run or long backups in order that organizations have those that will assume responsibility for crucial positions throughout emergencies. people known as 'replacements' don't seem to be secure promotions; rather, they're ready to the purpose wherever they'll assume a crucial position long enough for the organization's leaders to try to a correct internal and external seek for a permanent replacement. It shouldn't be confused with succession designing that focuses on developing a pool of individuals to think about for promotion, or talent management, that focuses on attracting, developing, deploying and retentive the simplest folks. Employing a case study approach, this text describes however one organization used replacement designing as a method to lift and think about necessary problems as a place to begin for the ultimate implementation of succession designing.

Replacement Planning Process:

- Step 1. Determine key positions. Whereas each job is very important, bound roles inside the organization would considerably impact the business if left open for a protracted amount. in step with SHRM, the common time to fill an open position is forty two days.
- Step 2. Determine the important skills for every position. You are seeing a subject here-you've got this info from your staffing analysis. List the qualities that anyone holding this position should have. Not a would like list: keep in mind this can be a replacement arrange. If somebody had the fundamental skills, then he or she might learn the opposite skills or data needed for the position.
- Step 3. Assess the abilities of current workers. Again, your staffing analysis ought to contain this info. Within the type of coaching records, performance reviews, employment feedback, and 9-box grids. It would even be useful to appear at the abilities of freelancers and consultants World Health Organization presently partner with the organization or at former workers World Health Organization may be inquisitive about returning.
- Step 4. Match the important skills to the present skills of workers. This step is once organizations may be tempted to suppose that backup workers are presently within the department-for instance, the accounting manager is that the obvious backup for the accounting director. However, a recent transfer may be inquisitive about returning to his or her former department. Keep the look activity centered on skills, not current job titles.
- Step 5. Concentrate to jobs that do not have matches. This exercise can probably surface some jobs that require immediate attention-meaning there's no replacement out there. It's higher to search out this info throughout a designing activity than once you are attempting to fill a gap. This can be why recruiting has to be a region of the spoken communication therefore there aren't any surprises.
- Step 6. Develop a concept to handle gaps. This arranges may embrace development programs, mentoring, coaching, and contingent staffing-or a mixture of these programs. With replacement designing, the organization ought not to determine one replacement. Use talent pools to develop transferable skills for several positions.
- Step 7. Assess the arrange. On an everyday basis assess the commit to check that the Educational institution's desires will still be met. For key positions, the people presently holding those roles will be

tasked with serving to determine their replacement and train them. This goal might become a part of their performance review.

Objectives:

- To study the replacement planning process in educational institution.
- To analyze the replacement planning process in educational institution in Palakkad. .

Limitations of the Study:

- The study is restricted to the selected sample of educational institution in Palakkad and hence the result of the study cannot be generalized.
- The statistical methods used to analyze the data have their own limitation.
- All the limitations of secondary data are applicable to this study.

Review of Literature:

Riddick (2009) posited, the sphere of education had been slower to embrace replacement planning. Widespread efforts of replacement designing in education weren't found within the literature. However, replacement designing was required, as Zepeda, Bengtson, and Parylo (2012) contended that speedy turnover of principals-which they outlined as four years or less-resulted in adverse negative result on student accomplishment and college culture. Beeson (2000) declared that business models for replacement designing had rapt away from replacement designing before the flip of the last century. Zepeda et al. (2012) conjointly included a necessity for development of candidates. Qualitative studies of replacement designing. From 3 massive faculty districts, Riddick (2009) interviewed 2 senior-level directors from every district, and conducted follow-up interviews with alternative personnel to triangulate the information. She found that directors from all three faculty districts believed replacement-planning ways were used and effective, yet none of the districts may turn out any formal documentation. None of the varsity districts used a process to judge the effectiveness of the understood replacement arrange. One amongst the varsity district officials explicit that replacement designing was evident as a result of opportunities for academics to earn a National Board for skilled Teaching Standards licensure. The directors interviewed also cited turnover knowledge for principals as proof of replacement planning; but, no knowledge was available for alternative positions.

Steele (2015) conjointly conducted a multiple case study analysis, and interviewed ten principals, and none indicated a proper replacement arrange had been utilized; although, all 10 principals had served as assistant principals. Mentoring and networking were cited as major themes, as all respondents indicated a reliance on mentors. Mentors enclosed colleague principals, former supervisors, and current principal supervisors. Respondents conjointly indicated an obligation to coach successive generation of principals. Despite the little sample size, author (2015) generalized that serving as AN assistant principal was helpful in coaching future principals, because most of the respondents were promoted at intervals a similar building. Transparency with the replacement-planning method wasn't evident in any case; but, all stakeholders would have benefitted from transparency within the method.

Hengel (2007) studied a Canadian establishment to know why academics weren't pursuing body opportunities. He cited many factors that yielded a positive influence on potential candidates to pursue body positions, these enclosed support from colleagues, skilled development opportunities, and leadership opportunities-formal and informal. It is more, current principals required to acknowledge the accomplishments, and leadership activities of current employees members, assist in distinguishing potential leadership candidates, moreover as encourage potential candidates to pursue leadership opportunities. Once identified, leadership candidates required specific and targeted skilled development opportunities. The organization's prime leadership had to support development by providing growth opportunities, unharnessed from bound duties, and financial backing. In a similar case study,

Thomas (2011) analyzed efficaciousness of replacement designing in school systems placed in Canadian province, Canada. He interviewed many superintendents World Health Organization indicated their district-based leadership coaching programs were successful; but, the evidence wasn't through empirical observation based mostly, and relied on assumptions of quality as a result of internal candidates World Health Organization attended the district-based programs crammed all vacancies. One necessary finding was the necessity for quality coaching programs at the university level plus mentoring by successful directors.

Research Methodology:

This study is based on secondary data. The secondary data needed for the study is collected from a source that has already been published data such as books, records, reports, websites, journals and periodicals. The data has been collected from educational institution in Palakkad. The factors influencing replacement planning process in Educational Institution are tangibility, reliability, responsibility, assurance and empathy.

Tools:

Multiple regression and coefficient of regression analysis tools is used for analysis

Period of Study:

The study covers the educational institution in palakkad of four years period from 2016-17 to 2019-2020

Table 1: Table showing multiple regression value for Replacement Planning Process in Educational Institution

Factors	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
Tangibility	0.397	.158	.144	143.27269	.158	11.977	4	256	.000
Reliability	0.892	.797	.793	8.68433	.797	250.578	4	256	.000
Responsibility	0.374	.140	.126	649.73164	.140	10.399	4	256	.000
Assurance	0.781	.611	.604	18.56586	.611	100.326	4	256	.000
Empathy	0.646	.417	.408	27.65898	.417	45.774	4	256	.000

Table no.1 shows that model summary R representing the multiple correlation coefficient, shows the linear correlation between all the independent and dependent variables. The maximum the value of R, there will be a strong relationship between the predictor and criterion variables. In this, the value of R is .892, which is high, representing a correlation among the variables. R- Square is a square is a squared value of multiple correlation coefficients. The value of R- square is .793, which depicts that 793 % of the variance in replacement planning process can be predicted through 2015 to 2020

Similarly for all educational institution in Palakkad the factors responsible for replacement planning process are Tangibility, Reliability, Responsiveness, Assurance and Empathy

Table 2: Table showing Coefficients of Replacement Planning Process in Educational Institution

Factor	Model	Un standardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
Tangibility	(Constant)	7473.994	797.078		9.377	.000
	2019-2020	.003	.031	.005	.082	.934
	2018-2019	-8.696	4.478	-.127	-1.942	.053
	2017-2018	-7.911	1.980	-.488	-3.996	.000
	2016-2017	-60.223	11.501	-.666	-5.236	.000
Reliability	(Constant)	960.738	48.314		19.885	.000
	2019-2020	.005	.002	.082	2.847	.005
	2018-2019	-.127	.271	-.015	-.469	.639
	2017-2018	-.305	.120	-.152	-2.538	.012
	2016-2017	-11.308	.697	-1.014	-16.220	.000
Responsiveness	(Constant)	13397.816	3614.693		3.706	.000
	2019-2020	-.105	.142	-.043	-.736	.462
	2018-2019	124.277	20.306	.404	6.120	.000
	2017-2018	4.016	8.978	.055	.447	.655
	2016-2017	-98.438	52.156	-.243	-1.887	.060
Assurance	(Constant)	575.860	103.289		5.575	.000
	2019-2020	-.002	.004	-.017	-.432	.666
	2018-2019	1.276	.580	.098	2.199	.029
	2017-2018	-2.638	.257	-.854	-10.282	.000
	2016-2017	-2.249	1.490	-.130	-1.509	.132
Empathy	(Constant)	1320.043	153.877		8.579	.000
	2019-2020	.005	.006	.044	.904	.367
	2018-2019	-9.279	.864	-.583	-10.735	.000
	2017-2018	-1.394	.382	-.371	-3.648	.000
	2016-2017	-8.114	2.220	-.387	-3.655	.000

Table 2 depicts the coefficients between variables when multiple regression analysis is applied. Beta coefficient reflects the change in the dependent variable for each unit change in the independent variable. It can be used to compare the relative strength of various analyze within the model. Larger will be the beta coefficient, the smaller will be the significant level.

As per the table no.2, tangibility –2019 to 2020(Beta = .005, $p > 0.01$), 2018-19 (Beta = -.127, $P > 0.01$), 2017-18 (Beta = -.488, $p < 0.01$) and 2014-15 (Beta = -.666, $p < 0.01$) has largest beta coefficient which is statistically significance at the 1% and 0.1 % significance level. There is a relationship between 2019-2020, 2018-19 and replacement planning process and there is no relationship between 2017-18 and 2016-17 in analyzing the replacement planning process.

As per the table no.2, reliability - 2019-2020 (Beta = .082, $p > 0.01$), 2018-19 (Beta = -.015, $P > 0.01$), 2017-18 (Beta = -.152, $p > 0.01$) and 2014-15 (Beta = -1.014, $p < 0.01$) has largest beta coefficient which is statistically significance at the 1% and 0.1 % significance level. There is a relationship between 2019-2020,

2016-17, 2017-18 and replacement planning process and there is no relationship between 2016-17 in analyzing the replacement planning process.

As per the table no.2, responsiveness- 2019-2020 (Beta = -.043, $p > 0.01$), 2016-17 (Beta = .404, $P < 0.01$), 2015-16 (Beta = .055, $p < 0.01$) and 2014-15 (Beta = -.243, $p > 0.01$) has largest beta coefficient which is statistically significance at the 1% and 0.1 % significance level. There is a relationship between 2017-2018, 2016-17, 2017-18 and replacement planning process and there is no relationship between 2016-17 in analyzing the replacement planning process.

As per the table no.2, assurance- 2019-2020 (Beta = -.017, $p > 0.01$), 2018-19 (Beta = .098, $P > 0.01$), 2015-16 (Beta = -.854, $p > 0.01$) and 2014-15 (Beta = -.130, $p < 0.01$) has largest beta coefficient which is statistically significance at the 1% and 0.1 % significance level. There is a relationship between 2019-2020, 2018-19, 2016-17 and replacement planning process and there is no relationship between 2017-18 in analyzing the replacement planning process.

As per the table no.2, empathy- 2019-2020 (Beta = .044, $p > 0.01$), 2018-19 (Beta = -.583, $P > 0.01$), 2017-18 (Beta = -.371, $p < 0.01$) and 2016-17 (Beta = -.387, $p < 0.01$) has largest beta coefficient which is statistically significance at the 1% and 0.1 % significance level. There is a relationship between 2019-2020 and replacement planning process and there is no relationship between 2018-19, 2017-18 and 2016-17 in analyzing the replacement planning process.

Conclusion:

Replacement Planning is significant for making certain high-quality candidates square measure ready to assume positions of bigger responsibility at each level of a Educational institution. A high quality replacement arranges contains measures to spot potential candidates early. Feedback is provided from Associate in Educational institution individual's peers, subordinates, supervisor, and knowledgeable people outside of the organization. Personalized skilled development is targeted for specific talent development to meet future wants of the organization, formal and informal mentoring opportunities square measure available, and also the method is frequently refined supported the structure wants. High performing staff square measure fairly rewarded, and their contributions square measure recognized, and each square measure directly connected to performance. Across all 3 elements, the precise structure culture should be honored. The survey is accustomed assess an academic organization's strengths and weaknesses, and also the results accustomed foster, modify, and expand replacement-planning opportunities. As a result of student learning is directly influenced by the standard of the principal, a school setting cannot afford to put the incorrect individual in a very leadership position. Using an instrument to investigate current replacement-planning processes can greatly aid in making certain the proper people square measure hand-picked for key leadership positions in the least levels of the organization.

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