

The role of human factors in educational innovation

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Abstract

What we have discussed in this article is the role of innovation in education and nowadays, the organization that has more responsibility in the part of innovation than other organizations is the education organization. Because education is The main infrastructure.

of people's personality and views and the development of dimensions of human existence. In the education system, the main concern of politician and decision makers is to improve, betterment and increase the acceptance of innovation in schools and other levels of education, and these days , using innovation in education is a form of education There are many human factors that affect the adoption process of educational innovations. Due to the fact that human factors play a better, more and more effective role, in addition to their direct influence, they also have a direct and indirect influence on other elements, and for this reason, innovation is more visible in this element and can manifest its activities and functions. . Therefore, in this article, while defining innovation and its impact on educational parts, it has also explained the role and effective factors of human power in innovation, and library method has been used in this article.

Keywords: Innovation, the role of human factors, education

Introduction

Today, improvement in the world's education system requires innovation. Education is more responsible than other organizations in the part of training creativity, initiative and innovation, because it creates the main infrastructure

of people's personalities and views, and if the institution of education, in this way, implements conventional effort and seriousness, It will be easier to expect innovation in society. (Khosravi and Arman, 2015)

In knowledge-based countries, governments strongly support innovative educational activities and creative education with the aim of increasing future competitiveness and developing their knowledge economy. (Mykhailyshyn et al., 20018). One of the problems in the educational system of different countries, including our country, is the lack of attention to innovation in the education system. (Heydarifard et al., 2015)

Examining the evolution of Iran's new education system shows that the social adaptation of innovations in the reconstruction and reform of this system has not been considered, and mostly, the innovations have been imposed on the body of the education system through directives and orders.

problem statement

Innovation in education is not a phenomenon that is specific to today, but it can be said that compared to the past, the volume, variety and scope of its application have increased and its distribution time has decreased. Continuous and comprehensive improvement and innovation is actually a kind of regular research to find new forms and responses to environmental pressures and changes, because in today's complex and changing environments, repeated reactions are no longer efficient to face these changes and must be constantly In search of new ways to react to the environment. In other words, those organizations and systems in a complex and changing environment can continue to survive if they are able to continuously create and publish new ideas and plans that are necessary to deal with environmental

pressures and changes. (Sultani Tirani, 1378).

The realization of educational innovations at the level of education depends not only on changing some existing policies in the educational system and the allocation of necessary investments, but also on creating the necessary cultural background to accept innovations, which is an important issue that if more important than does not have material investments, it is not less important, because as it is stated in the research literature of the world, with the realization of educational innovations, layers of senior managers of the educational system, school principals, teachers, parents of students and even

Literature review

The results of the research conducted on the positive effect of using educational innovations at the level of public and higher education in various countries of the world show that they have provided a new opportunity for the new conditions of the world and the significant expansion of its communication technologies to various communities.

In the article "From Innovative Programs to Systematic Educational Reform", they stated that the five-year systematic educational reform initiative that was concluded in five western countries since 1994, after the implementation of the program, has achieved these basic results: Knowledge Students who benefit from educational innovations in the educational

Research literature

Schools that are very traditional are slow to accept educational innovations, and as a result, the speed of innovation expansion there is very slow (Henrichsen, 1989). to be The studies conducted by the Organization for Economic Development and Cooperation on the future of education point to the fact that schools will undergo transformation in the 21st century.

knowledge itself Students will develop resistance to innovation, which may result in the loss of investments.

Therefore, in addition to the necessity of having a serious investment in education in terms of hardware and providing the basic facilities necessary for the expansion of educational innovations, the investment of this institution in terms of software is also needed as a complement to the previous investment. The expansion and contemplation of educational innovations will also be realized by investing together with culture building, recognizing the resistances and trying to overcome these resistances (Manteghi, 2015).

process have a higher academic level than other students who did not have this opportunity (Desalvatore, Goldberger and Steinberg, 2000).

Ikell et al.'s review in 1999 shows that innovation in the educational system, including schools, requires considering the following process:

- 1Knowing the process of innovation and preparing for the implementation of innovation and change according to the human aspect in the educational system;
- 2Knowing the reason for innovation;
- 3Knowing the factors influencing the acceptance of innovation;
- 4Implementation of innovation using team building and consumption of sufficient resources

Transforming schools into learning organizations increases cooperation, interaction and flexibility in the learning environment, and this can only be realized by accepting and expanding educational innovations (Isakson and Bomberg, 1999). The authors have provided several definitions of innovation, which we will briefly mention in this article.

The meaning of innovation is that creativity has been manifested and has reached the stage of action, in other words, innovation means realized creative thinking. Innovation is actually the presentation of new products, processes and services to the market.

Innovation is the use of mental abilities to create a new thought or concept (Nazakhti, 2013).

Innovation, the processes of creating anything new that has an important value

The impact of innovation on the education system

Innovation in the education system has effects on 3 areas: 1) introduction of new educational materials and resources 2) new methods of teaching and learning 3) beliefs and attitudes, although educational innovations were once considered random and often innovation It was seen in the field of curriculum content and teaching methods, but with the expansion and deepening of educational innovations, this problem was first seen as a non-random and systematic issue Then the educational system included the curriculum content, teacher, principal, school structure and policy as well as the entire educational organization of the country, and it is natural that there is a possibility of innovation in all parts of this system and the necessity is felt, and the third stage is the most complex stage in This stage should create a positive change in the attitude of the teacher and the student towards the new educational materials and methods. If there is no change in the attitude of the teacher and the student, the use of the new educational materials and methods will not be optimal and even their effectiveness will not be better than the effectiveness of the materials. It will be less traditional. In this article, we will discuss the influence of the human factor in innovation.

for an individual, group or organization, industry or society (Aghaei, 2015)

. Innovation is any kind of intellectual process that solves the problem in a useful way (Hosseini, 2013).

Today, scientists believe that innovation is not exclusive to certain people and that all people can strive for it, and that people at every organizational level and in every job category have the power to think.

Human factors (teachers, administrators, students)

The teacher is one of the most important factors in the success or failure of educational innovations (Fojer and Elinksy, 1990). Many studies have shown that if the teacher is not ready to accept innovation, the innovation will fail (Griffin, 1999). Educational coaches who are receptive to educational innovations can be the most important link in the chain of diffusion of innovation. In the process of spreading educational innovations, these people have been referred to as vehicles for transferring innovation (Hall, 1992).

Several researches show that if teachers lack previous experience in using innovation, they will not welcome it (Dalton, 1998). Also, some decisions should be left to them in order to create a kind of attachment in them, which is called a sense of ownership towards innovation, and it should be noted that teachers are not the only factors affecting the successful implementation or failure of educational innovations. And a factor such as the management of the educational unit should also be assumed as one of the sufficient conditions for the successful implementation of innovations (Mehrmohammadi, 2016).

Students are one of the important factors in the successful implementation of innovations. It is necessary to increase their interest and attention towards

innovation and reduce their fear of using innovation (Dalton, 1998). Several studies show that familiarizing students with educational innovations increases their positive attitude towards innovation. (Wong and Holtas, 1999). It is worth noting that students show less resistance to innovations than other two human factors (teachers and administrators) and this is

research method

The current research method is library studies. In this method, theoretical foundations, conducted research, findings and documented views on the subject of research that have been published in printed or electronic form are studied and used. The tool for collecting information in the library method, all printed documents such as books, dissertations, research

due to their young spirit, which Modernization and transformation show a lot of interest (Moggi, 2015).

For the success of an innovation, it must be implemented deeply and widely in the school and encourage human factors to accept the innovation and reward it if possible (Kuban and Yousden, 2003).

plans, dictionaries, magazines, newspapers, dictionaries, yearbooks, printed interviews, printed texts indexed in databases and the web and any usable and reliable source. presentation. The researcher has tried to record and maintain the results of the studies in such documents and finally classify and exploit them and provide a framework that fits the purpose of the research.

conclusion

In knowledge-oriented countries, many governments support innovative educational activities with the aim of increasing the country's future competitiveness, and the educational policies of schools, of course, in order to be innovative and play their efficient role, need change and transformation in all dimensions. and are internal and external factors. The excessive attention of the education curriculum system to the textbook through the direct relationship between the teacher and the student has led to the neglect of other axes of education and how to establish innovative plans in the body The educational system and their way to schools and classrooms should be given less attention. This is despite the fact that in the document on the fundamental transformation of education, innovation in the vision horizon of 1404 is one of the characteristics of Iranian schools. Therefore, efforts to reform Iran's

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education and special attention to the factors and dimensions that create innovation in its structure are of fundamental importance.

The suggestions that can be made regarding the role of innovation in education and training are that one of the most prominent tasks in this field is the responsibility of teachers and school principals, who by raising the motivation of colleagues to have high performance classes and Also, giving special points to colleagues who have special educational style and methods with great efficiency can be helpful in this matter. In other ways, which is discussed in this article, is the role of students in the innovation of the learning system, which can be either Giving different, positive and lasting feedbacks to the students' performance and activities strengthened this innovative spirit in students and awakened it in other students.

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