

THE ROLE OF SUPERVISION AND CONTROL IN EDUCATIONAL ORGANIZATIONS

Qudratullah Ayoubi

Academic member of psychology department, Jawzjan University, Afghanistan

ABSTRACT

Monitoring and control is one of the important tasks and a basic step in the management of all organizations, without the existence of accurate control and monitoring, reaching the goal is unlikely and far from expected. It is possible to bring themselves closer to their goal with a series of continuous activities and persistent efforts. But the main goal in this article is that the use of control and monitoring identify the shortcomings in an organization, it brings us closer to the pre-determined goals that are based on this control and monitoring with high speed and in the best way.

Keywords: Supervision, control, flexibility and organization

INTRODUCTION

Humans have a great need to form groups and organizations in order to promote their individual and social goals, and with their specialized and comprehensive cooperation in the organizations of organizations, they can provide a better life and achievement of each other's goals. The existence of the organization is of particular importance in different situations. On the other hand, in order to run and advance the organization, we need to monitor and control all the currents and achieve its goals. Control, while being one of the important tasks of any manager and responsible for a program, has an important and valuable role in both the start of an action and the implementation of an action. With the lack of control and monitoring of the currents and activities of the organization, the laws and regulations are predetermined, as well as the goals set out, and the organization will gradually become disrupted and destroyed. "Designing and formulating organizational programs anyway with insight and consideration, there is no guarantee that the employees of the organization may be effective and effective. Therefore, it is necessary to manage through management through Follow up to inform the activities of the organization's goals and work in accordance with its programs, and secondly to what extent the organizational goals are fulfilled. (Ali, Alaqaband, Public Management, 2015, 151 p.)



Method: The research method in this article is a library method using valid scientific books it has been written and analyzed with thoroughness.

The research finds

The research finds that control and supervision, according to most writers and scientists of management science in organizations, is vital. In an organization, planning may be done and the organizational structure may be created. Employees are guided and motivated. But there is still no assurance that activities are planned as they are planned and goals as the managers intend to. Therefore, monitoring as the last chain of management tasks is important.

Working materials: Each topic is collected and arranged in different ways under different conditions. The method of research in this scientific article is library. It has been prepared as much as possible with a lot of effort, using authentic scientific books, keeping in mind the principles of research, and provides useful information for the dear reader.

Definition of supervision and control

Although there are many definitions of monitoring and control, but in general, the process of monitoring and control, no matter how many definitions are given, is still considered a necessary and common thing in all organizations, which we will limit ourselves to a few definitions below: "Control has been defined in different ways. Control is a process through which the manager measures the compliance of the performed operations with the planned activities, hence the control process in planning the activities of an organization in order to achieve the basic goals are used, and in this way, it shows the amount of progress towards the goals and the management's ability to recognize and modify the program before it is too late." (Ali, Rezaian, 1385, 262 p.). "Control is an activity in which the planned operations are compared with the performed operations, and if there are differences and deviations between what should be and what is, they are fixed and corrected. In this way, control is an activity that compares what should be with what is. It compares the desired with the existing, the forecasts with the performances, and provides a clear picture of the difference or similarity between these two groups of factors to the manager and the relevant person. Control is a regular activity in which the results Expectations are determined in the form of operational standards. Information receiving system is designed. Anticipated and performed operations are compared, discrepancies and deviations are observed, evaluation and their importance is determined. The necessary reforms are carried out to achieve the goals and mission. Organizations are carried out. (Alwani, 2015, 120 p.) But what is important and worthy of reflection is the words monitoring

and control, what is their relationship? Perhaps the reader of this article may think that there is a difference between these two concepts or not? In response to these questions, it should be said that by examining the sources and references of management principles and foundations, both concepts are used synonymously and the difference between them has not been announced, but if we examine the word supervision in the field of education, with a slight difference from it. The definition has been implemented, from the many definitions that have been given, pay attention to this definition: "In the Persian culture of amid, supervision means cleverness and wisdom, supervision means the action of a supervisor and his position, and care in the implementation of an order. In the culture of education and Supervision training is defined as: the efforts of elected school officials to guide and guide teachers and other educational staff in reforming the education situation and teaching methods, which requires stimulating the growth and professional development of teachers, selecting educational goals and revising them. (Nekanami, 2015, 7 p.)

The importance of supervision and control in the organization

It is clear that in the organization, due to the lack of control and monitoring of the flow of activities and how to achieve the goals, it has led to the downfall and deterioration of the organization and it cannot continue its work. Therefore, in the opinion of most writers and scientists of management science, the existence of control and supervision is of fundamental and vital importance in organizations. "In an organization, planning may be done and the organizational structure may be created. Employees are guided and motivated. But there is still no assurance that activities are planned as they are planned and goals as the managers intend to. Therefore, monitoring as the last chain of management tasks is important. Despite this value, the task of supervision is mainly determined in relation to planning and delegation activities." (Tahera, Faizi, 1388, 358 p.) In the absence of supervision, it seems that the organization is changing its upward course to a downward one and gradually it will go towards indiscipline and disharmony and finally it will lead to destruction.

Types of monitoring and control

According to the conditions of different situations and keeping in mind the time and area under control, organizational, supervision can be divided into different categories.

It has divided supervision and control into the following three general categories in terms of time dimension:

1. Prospective monitoring: The most desirable type of prospective monitoring is to prevent anticipated issues from

occurring. This type of monitoring takes place before any activity takes place. It is based on data. The purpose of this monitoring is to reduce mistakes and minimize corrective actions.

2. Concurrent monitoring: As the name suggests, it is implemented when an activity is being carried out. When monitoring is applied during the execution of work, management can solve problems before they become costly.

3. Retrospective: Retrospective monitoring is done after every action and depends on feedback. In this type of monitoring, the performance of the organization is controlled to ensure that it meets the set standards.

According to who can be the person doing the control, the control takes the following forms:

1. Forward control: Before all operations are performed in general, the results are predicted and corrective actions are taken. In other words, before implementing the plan or predicting deviations from the standard, we take corrective measures so that the plan is ready to be implemented. Leading control is effective when the manager is able to obtain timely and accurate information and is aware of the environmental changes and the progress of the project in order to achieve the desired goals.

2. Sieve control or yes, no: in this method, the work of each step is not done without testing, and the testing is also based on questions whose answers can be "yes" or "no". Therefore, it is necessary to test each step. For example, the quality of food inspection belongs to this category.

3. Post-operation control: This type of control is usually used to check the results after the operation is completed. (Ali, Rezaian, 1385, 269 p.)

Anyway, we will limit ourselves to explaining two categories or classes of supervision and control.

What is an organization?

Organization is: the reasonable coordination of a number of people who continuously work to achieve a common goal through the division of tasks and the establishment of regular and logical relationships.

This definition distinguishes formal organizations from other social groupings. Organization does not mean a building or a set of buildings. The organization is not necessarily confined within the four walls of the building. Of course, most organizations are located in buildings to operate. The main characteristic of the organization is its scope of activity and pattern of human relations through which organizational goals are realized. The pattern has two formal and informal aspects. The official aspect of the



organization introduces the pattern of relations that has been made and paid for in advance and deliberately to regulate the behavior of the people who perform the tasks of the organization. Its informal aspect refers to the pattern of relationships that arise between the employees of the organization along with the establishment of formal relationships. Official and unofficial funds exist in every organization and create the organization. (Ali, Alaqaband, General Management, 2014, 7 p.)

The role of supervision and control in the organization

Every organization, whether big or small, has a strong need for supervision and control. Without supervision, in our opinion, the organization will lose its vision and will even lose the way to develop and maintain its current achievements. On the other hand, without a doubt, supervision is considered a basic management task in all organizations. Its badness can be found in the organization of chaos and disorder. For example: if you pay close attention to the higher education or education monitoring system of the country, it has a lot of weakness, which has caused other problems and inconsistencies in these two big organizations. According to the time studies, monitoring can have an impacting role in the organization that has the following characteristics.

1. Accuracy: Information must be accurate, because evaluating the accuracy of information is one of the most important elements in the control process that the manager must pay attention to.

2. Timeliness: performance reports should be provided to the manager as soon as possible so that he can take corrective actions on time.

3. The control must be reasonable and understandable: if we want the control to be accepted and implemented effectively, the people responsible for the control as well as the relevant people must have a complete understanding of its purpose and mechanism.

4. The control system must be economical: control requires low cost and low time. Therefore, the cost of implementing control should be less or at least equal to the benefits of the control system.

5. It should be based on the goal and plan: in order to ensure the proper implementation of strategies, policies and control plans, it should be based on a specific goal and plan.

6. Control should be done at strategic points.

7. Control must be objective: Effective control requires an objective and accurate measurement system.

8. Control flexibility

9. Adaptable to individual differences.



10. The control should be appropriate to the organizational position: the production manager and the sales manager each need a separate control system.

11. Gay detector. (Ali, Rezaian, 1385, 256-257 p.)

12. In any way, control and supervision that have the aforementioned characteristics can play an effective role in the activities of an organization and help the manager and all the members of the organization to achieve the previously mentioned goals, gradually to provide for the evolution and progress of the organization.

If we examine the key and essential roles of supervision in an organization specifically and point by point, supervision and control have the following benefits in an organization:

Supervision and control play a fundamental role in order to prevent errors and mistakes of people in the organization." The potential conflict between the need for individual freedom of action and organizational control is a problem that managers are responsible for solving according to the situation. Managers should strike a balance between exercising control and freedom according to the work situation of their unit and the knowledge they have of their subordinates. Create action to use the advantages of each and avoid the disadvantages of each." (Ali, Alagheband, Introduction to Educational Management, 2013, 46 p.).

It means that supervision and control also have a role of bringing balance in the organization. "In fact, monitoring is more comprehensive than planning and helps managers to be careful about the effectiveness of planning, organizing and directing activities. The main part of monitoring is the implementation of corrective measures." (Tahera, Faizi, 1388, 351 p.) which means that supervision can also have a corrective role in organizations. "The most important issue that necessitates the existence of control is that forecasts and operational plans in the organization are always accompanied by percentage errors, and control is the only solution to correct these errors and improve operations. The variable and changing environment of the organization is another reason. It is on the necessity of control." (Alwani, 2015, 119 p.) Monitoring and control can provide a background for the next action to predict with the facts obtained about the favorable or unfavorable situation of an organization in the next few steps. Had an expression

There is a common saying among doctors: Prevention is better than cure. It seems that the same incident has come about step by step due to an effective and accurate control and takes a comparative context. In social and organizational issues, monitoring and control can play a major role in curbing problems and possible problems in the future."

Crisis control programs set powerful forces in motion that reinforce each other. As organizations become more complex, the probability that managers will face "increasing opportunities and threats" and stronger competitive forces and less time to react will increase. In this situation, it may increase the indifference of employees. Therefore, managers should use all the available tools and methods to be able to control the situation. Managers must make sure that the increase in creativity and innovation is not achieved at the cost of losing control of things." (Rezaian, Fundamentals of Organization and Management, 2013, 556-557 p.).

From the above references, it can be seen that monitoring and control play a vital role in organizations and can give us the necessary forecast of problems and inequalities that may arise during the implementation of a program and problems that are going to arise in the future. If all the organizational activities are designed and implemented correctly, still, due to the lack of supervision and control, the effective work will not be done, it will not be aimed at the goal, or it will not be effective and effective. In conclusion, it can be said that monitoring and control are like two sharp eyes in our human body, which saves us from falling and drowning, and gives us the opportunity to see distant places and gives us the quality of the environment and currents.

RESULTS AND FINDINGS:

As a result, we can say that monitoring and control is one of the important tasks and a fundamental step in the management of all organizations, without the existence of control, it is unlikely to achieve the goal of accurate monitoring. In this regard, two items from this article were mentioned as findings:

Control is an activity in which the planned operations are compared with the performed operations, and if there are differences and deviations between what should be and what is, they are fixed and corrected. Thus, control is an activity that compares what should be with what is, what is desired with what is, forecast with performance, and provides a clear picture of the difference or similarity between these two groups of factors at the disposal of the manager and the relevant official. . Control is a regular activity by which the expected results are determined in the form of standards. Predicted and performed operations are compared. The differences and deviations observed are evaluated and their importance is determined, and finally, necessary reforms are made to achieve the goals and missions of the organization.

But what is important and worthy of consideration is the words monitoring and control, what is their relationship with each other, perhaps the reader may think that there is a difference



between these two concepts or not? In response to these questions, it should be said that by examining the sources and references of management principles and foundations, both concepts are used synonymously and the difference between them has not been declared. But if we examine the word supervision in the field of education, it has been implemented with a slight difference from that definition, from the many definitions that have been given, pay attention to this definition: "In the Persian culture of Omit, supervision means taking care in the implementation of something.

CONCLUSION

From the above research, it was found that monitoring and control is a process through which the manager measures the compliance of the performed operations with the planned activities, hence the control process in planning the activities of an organization in order to achieve the basic goals. Are used in this way, it shows the amount of progress towards the goals and the program modification plan before it is too late.

It was found that in the organization, due to the lack of control and monitoring of the flow of activities and how to achieve the goals, it has led to the downfall and deterioration of the organization, and the organization cannot continue its work. Therefore, in the opinion of most writers and scientists of management science, the existence of control and supervision is of fundamental and vital importance in organizations. "In an organization, planning may be done and an organizational structure may be created and employees may be directed. But there is still no assurance that the activities will be realized as planned and the goals as intended by the managers. Therefore, monitoring is important as the last link in the chain of management tasks. Every organization, whether large or small, needs monitoring and control. Without supervision, in our opinion, the organization will lose its vision and will even lose the way to develop and maintain its current achievements. On the other hand, there is no doubt that supervision is considered a basic management task in all organizations. Its goodness can be found in the organization of chaos and disorder. For example: If you pay close attention to the higher education or education monitoring system of the country, it has a lot of weakness, which causes other problems and inconsistencies in these two big organizations. According to the studies, when supervision can be effective, if it has features such as comprehensiveness and solving problems.



REFERENCES

- 1- Alwani, S. (2015). Public management. Tehran: Bakhtar Lithography Publications.
- 2- Rezaian, A. (1385). Principles of management. Tehran: Printing and Publishing Organization of the Ministry of Islamic Culture.
- 3- Rezaian, A. (2013). Principles of organization and management. Tehran: Printing and publishing organization affiliated with endowments and charitable affairs.
- 4- Tahira, Faizi. (1388). Principles of organization and management. Tehran: Noor University.
- 5- Ali, Rezaian. (1385). Principles of management. Tehran: Culture and Islamic Guidance ministry.
- 6- Ali, alaqaband. (2013). the basics of educational management. Tehran: Rovand Publishing House.
- 7- Ali, alaqaband. (2014). public Management. Tehran: Shahin.
- 8- kiyumarsiy, F. (1390). Principles of organization and management. Sema Danesh Publications.
- 9- Niknamiy, M. (2015). Supervision and training guide. Tehran: Yaran (Qom).

