


Chapter 9


Examination of Vocational Schools as Sustainable Human Resources in Supply Chain Management: The Case of Turkey and South Korea

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ABSTRACT

In today's business world, having talented, educated, and qualified employees who can use technological developments has become an important advantage. Maintaining this superiority can be done with employees who are technically business-oriented. Economic uncertainty in the global markets enables countries to attach importance to vocational education, which will make their youth a part of the current economic process. The aim of this study is to reveal the necessity of vocational education in vocational high schools and vocational schools of higher education in our country to sustainably meet the global workforce needs of supply chain management. In this context, South Korea has been selected on global scale, which is thought to play an important role in the vocational education policies implemented in her development, and the general and vocational education system examined has been compared with the situation in Turkey.

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INTRODUCTION

Societies, which have struggled to survive in harsh environmental conditions through thousands of years of human history, have always wanted to possess beneficial resources and have always used them against their rivals as a means of superiority. Historically, it has been observed that these resources within the scope of limited riches have caused economic strifes and even wars since they could not be shared among developing nations in time. In this context, the superiority of societies to each other in these struggles was achieved mostly by human beings as the most important resource. As in the past, in the age we live, societies are competing to survive. Struggles for superiority such as the wars with all-out weapons that were experienced more frequently in the past have been replaced by economic wars in international trade today. In the age we live in, societies that reach better living conditions by using their resources effectively should have the goal of leaving a more livable world for future generations.

The rapid developments in information technologies, the rise of globalized communication, and the removal of the borders of international trade have led to the evolution of trade in local markets to trade in global markets. As in all areas, with this evolution in today's market conditions, the competition between economic businesses has reached the highest level. While the sustainability of the superiority of the competition between businesses depends on the different resources in the sectors in which businesses operate, it can be said that it is basically based on human beings in the context of resources. The human being in the context of resources emerges as the main factor in the management, production, marketing, human resources, supply chain, financing, accounting, public relations, and research and development functions of businesses. Sustainable competitiveness is addressed in strategic human resources management, which emphasizes human resources through a resource-based approach. Strategic human resources include activities aimed at human resources management strategies that will give macro-scale organizations competitive superiority (Budak, 2013: 25-26, Esen, 2018: 92).

Instead of being seen as an element of cost, the human being is positioned as a long-term investment tool and capital in strategic human resources management. According to Barney, who has greatly contributed to the resource-based approach in strategic human resources management, in the human resources as the third main resource in addition to the material and organizational resources of a company, there are factors such as the education, experience, intelligence, social relationships, individual judgements. Barney (1991: 105-111), claims that within the resource-based approach the human-being provides superiority in competition in terms of value, rarity, non-imitability, and non-substitutability (Bal, 2010: 270-272). Moreover, the unique human resources in an organization need to be effectively guided by appropriate leadership styles. Effective leadership styles provide basis for increasing capabilities of employees while providing them to create social value in organizations (Doğru, 2020).

According to this approach, it is accepted that the contributions of human resources to the business with their knowledge, interest, ability, and skill based on their knowledge, interest, ability, and nature increase their superiority against their competitors. Today, the need for qualified workers in different sectors in the business world is increasing. However, due to demographic changes in countries caused by global crises, areas of diversified activity and technological developments, there are problems finding personnel with a level of knowledge and skills compatible with working conditions that are ambiguous due to continuous changes. Businesses are in the search to employ the right human resource, a strategic asset, to maintain their assets and maintain their competitive edge based on the growing uncertainties in the markets in which they operate and the increasingly difficult competitive conditions they have entered into.

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