

Adult education program and retention

[Education](#), [School](#)



The Adult Education Program was first partnered with the Texas Education Agency and was built to teach English as a second language and help obtain the high school equivalency, better known as the GED certificate. As years progressed and the need for workforce became stronger in 2014 the program was shifted under the Texas Workforce Commission. With the change to Texas Workforce Commission came a stronger need to expand the program to help the adult learners succeed. Currently the Adult Education Program offers Adult Basic Education, GED preparation, English as a Second Language, and combined GED & Workforce Skills Training. The program consists of a program administrator, supervisors, certified teachers, a lead program assistant, and program assistants for a total of 118 active staff members. The Adult Education Program serves the 3 counties of Hidalgo, Starr, and Willacy. There are currently two learning centers, the Rio Grande Adult Learning Center, and the McAllen Adult Learning Center. Along with the learning centers there are 47 co-op sites all for a total of 174 current classes. The classes are offered 2 to 3 times a week for 3 hours a day with various times. In an organization such as the Adult Education Program. there are many challenges that are faced by the organization. The Adult Education Program is no different and has faced the challenge of retention.

Organizations today are using theorists' theories and without even knowing they are. The Administrative Theory by Henri Fayol, the Human Relations Theory by Elton Mayo and the X&Y Theory by Douglass McGregor are a few of the theorists' that are being used. With the challenge presented in the Adult Education Program, of retention, one of the theorists' has the best theory that can be applied to the solution of this challenge.

The Administrative Theory was created by Henri Fayol. Henri Fayol is a theorist who believed there were 14 principles that were the most important to management. In these 14 principles created by Fayol, he explains how the organization should be managed by staff and how management should interact with the staff. Although the 14 principles of management were “termed as classical management theory, the principles are still applicable in the field of management.” (Poudyal, 2013, p. 6) The administrative theory and the management believes Henri Fayol had were based on the experience of Fayol himself. One example is when “ as early as 1861 he observed that all work had to be stopped because a horse working in the St Edmund pits fell and broke its leg,” (Wren, 2001, p. 476) and the production could not continue. Henri Fayol due to this experience there was importance to have management with the proper authority to make a decision and get things done at all times. Henri Fayol believed the 14 principles of management were divided into 6 categories of the functions of management. The six categories are forecasting, having a plan, organizing, commanding, coordinating, and lastly controlling. The 14 principles of management that were the division of work. Having a division of work can allow for workers to divide the work and better more efficient. The second principle of management is authority that is necessary for organizations to have to ensure that rules are being followed. Having discipline in the organization is important to keep the organization together as well as having unity within the organization. Ensuring that everyone in the organization has an understanding of where the organization is headed is important to ensure that everyone is following the same plan. Removing an interest as an

individual to a group interest is more important as it will allow the organization to act as a group. Having the fair amount of remuneration for all employees is important as it will allow satisfaction across all employees. Having centralization according to Henri Fayol's 14 principles of management is important to ensure they are close to having a decision-making process. The scalar chain allows employees to have understood where they stand in the list of command, or their role in the organization. Everything must be in order according to Fayol to ensure organization runs smoothly. Having equality across the board is important for all the employees in the organization. This equality would allow for management to act with kindness when needed and to address situations when needed. Planning in organization is important to ensure there is a stable tenure for the employees. As well, according to Fayol the employees should be able to take initiative, while teams' spirit and togetherness should be encouraged through, esprit de corps. These 14 management principles are part of the administrative theory by Henri Fayol that till this day organizations are using.

References

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