STRENGTHENING HUMAN RESOURCES THROUGH SHARED RESPONSIBILITIES AND PROFESSIONAL DEVELOPMENT

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Maintaining a school’s desirable performance and striving hard to achieve its mission are just some of the extremely important duties of all the people involved in an educational community, may they be from the highest or lowest rank. The efforts and commitment are expected from everyone for it to be possible to get along with the surge of drastic changes brought by the educational reformists in order to improve the quality of education in the country that is why schools must realize the full dimensions of human resource management functions.

According to Norma Butler (1999), the broad purpose of the human resource management function in any educational organization is to attract, develop, retain and motivate personnel in order to achieve the school’s mission. She also added that the human resource management functions are defined as professional development, recruitment, selection, induction, remuneration, performance review/appraisal, job design and description, collective bargaining and retirement and termination.

Based on the descriptions given, it is clear that its functions come with crucial roles that should not be neglected because this may jeopardize the performance of the school and may result into failure to attain its goals. Hence, human resources should be firm and have strong foundation because they are the ones to decide what are best for the school, how to improve students’ learning, what other activities should be conducted in order to develop the learners holistically and most importantly, how to make it possible to provide quality education for all which is the top priority of every school.
Nicole LaMarco (2018) said that, while the human resources department will do its fair share of training employees, coming up with career development programs for them, planning for their success, and so on, there needs to be some kind of support in education system to prepare candidates for the process altogether. She also noted that of all the resources in an organization, the human resource is one of the most important and the development of this resource is necessary for the organization to grow.

It is important to note that human resources are indeed expected to perform their tasks to contribute to the educational community. Their promising service and commitment are some of the assets they could possess but these expectations from them should be compensated through personal and professional development. For instance, the administration may provide trainings and seminars wherein new practices and management skills will be introduced, in relation of course to the people’s responsibilities as part of human resource.

Further, their performance must be evaluated regularly as well as the results of their efforts to see if there are any improvements that manifested within a given period of time. To assure that the human resource of school functions well, upgrading their skills and knowledge must also be prioritized because if we will just always force them to fulfill their duties without helping them to improve themselves, then all the plans and efforts may not work out properly due to having incompetent resources.

Indeed, it really all starts with the actions being taken by the human resource and without their wise decision-making and compelling performance, the school’s mission, goals and objectives will not materialize. Therefore, strengthening the human resources of the school must also be one of the top priorities because even though the school has set plans and established attainable goals, if they fail to nurture their human resources, then it will be impossible for them to get the promising performance from its people.
References:

https://minerva-access.unimelb.edu.au/handle/11343/36959