

**EMPLOYEE DATABASE MANAGEMENT SYSTEM:
A CALL FOR DIGITAL WORKPLACE**

by:
Andres C. Matawaran
Education Program Supervisor
SDO BATAAN

The world is currently in the grip of the deadliest and most widespread pandemic in almost a century. Faced with rising mortality rate and widespread terror, nations around the world have been compelled to recognize stress areas in their economic and social fabric that had previously gone unnoticed. Amid this upheaval, information, and communication technology (ICT) has played a critical role in providing safe and functional system of affected communities. ICT has also proven to be critical for both long-term resistance against future pandemics and resolving secondary difficulties that arise in an environment where physical contact remains a threat.

In the Philippines, the Republic Act 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 was signed on May 28, 2018 which amends the Republic Act 9485 or the Anti-Red Tape Act of 2007. It is a bill that seeks to streamline the government's present processes and procedures. This agenda focuses on enhancing the Philippines' competitiveness and ease of doing business. The law applies to all Executive Department offices and agencies, including local government units (LGUs), government-owned or controlled corporations, and other government instrumentalities located in the Philippines or abroad that provide business-related and non-business transactions as defined in the IRR.

With this, data governance became part of different institutions such as Department of Education. According to Stedman and Vaughan (2020), data governance is the process of regulating the availability, accessibility, integrity, and security of data

stored in corporate systems, using internal data standards and policies that also regulate data usage. Effective data governance guarantees that data is reliable and consistent, and that it is not misused. It's becoming increasingly crucial as businesses confront new data privacy requirements and increasingly rely on data analytics to assist optimize operations and drive corporate decision-making.

Without efficient data governance, inconsistencies in data across many systems within a company may remain unresolved. Inadequate data governance can also sabotage regulatory compliance efforts, posing complications for businesses required to comply with new data privacy and protection legislation. Apart from improved analytics and increased regulatory compliance, data governance benefits include increased data quality, decreased data management expenses, and increased access to needed data for data scientists, other analysts, and business users. Finally, data governance may help executives make better business decisions by providing them with more information.

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