

**STRENGTHENING HUMAN RESOURCES THROUGH SHARED  
RESPONSIBILITIES  
AND PROFESSIONAL DEVELOPMENT**

*by:*

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Maintaining a school's desirable performance and striving hard to achieve its mission are just some of the essential duties of everyone involved in an educational community, whether 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 educational reformists 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 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 be addressed because this may jeopardize the performance of the school and may result in failure to attain its goals. Hence, human resources should be firm and have a strong foundation because they are the ones to decide what is best for the school, how to improve students' learning, what other activities should be conducted 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 support in the education system to prepare candidates for the process altogether. She also noted that of all the resources in an organization, human resource is one of the most important, and developing these resources 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 pieces of training and seminars wherein new practices and management skills will be introduced, in relation, of course, to the people's responsibilities as part of human resources.

Further, their performance and the results of their efforts must be evaluated regularly to see if any improvements manifested within a given period. To ensure the school's human resources function well, upgrading their skills and knowledge must also be prioritized. If we always force them to fulfill their duties without helping them improve themselves, then all the plans and efforts may not work out properly due to incompetent resources.

Indeed, it all starts with the actions the human resource takes. With their wise decision-making and compelling performance, the school's mission, goals, and objectives will materialize. Therefore, strengthening the school's human resources must also be one of the top priorities because even though the school has set plans and established

attainable goals, if it fails to nurture its human resources, it will be impossible for them to get a promising performance from its people.

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