

## TRANSFORMING EDUCATIONAL SYSTEM THROUGH PRIME-HRD

by:

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Human resource is one of the essential parts of an organization, a company, or any sector. Parts of their responsibilities are planning, recruiting, evaluating, and distinguishing if the workers perform well in their designated duties. It consists of people who carry out different tasks to create a well-organized and well-established organization or any form of group. They are the minds who make things work to attain the missions of the sector or organization where they belong.

According to Kazi Hoque (2014), human resource managers in education organizations also perform these jobs. Apart from these, there are other human resource managers in education. The core job of other human resource managers in education is unique and different. In education, they are principals, their deputies, school heads, teachers, parents, guardians, and so on. Their core responsibilities are to manage, nurture, educate, and prepare the prospective human resources of the society, which are the students.

Of course, educational sectors in the Philippines should always have regular evaluations to determine if they are improving, regressing, or just neutral. The ways of practices at work and the management should be assessed if those are effective and efficient for the school's progress. To know if there are advancements and improvements, human resource managers collect data and analyze the results of their work. But, to ensure the assessments are accurate, schools should consult The Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM).

Civil Service Commission (2014) defines PRIME-HRM as a mechanism that empowers government agencies by developing their human resource management competencies, systems, and practices toward HR excellence. Further, it entails greater engagement not just of the human resource management officer (HRMO) but also of the agency's officials and rank-and-file employers.

PRIME-HRD should assess human resources at schools for them to recognize the possible best practices they may apply to provide excellent service, determine the needs of the schools, figure out the strengths and weaknesses, and what other guidelines should be observed and followed. Here, HR Maturity Level serves as an assessment tool to describe how well an organization's behaviors, practices, and processes can reliably and sustainably produce outcomes.

Indeed, constant planning and thorough implementation of practices should be considered to execute the actions needed to create desirable outcomes. However, planning and implementation are not enough for us to claim that a sector is at the peak of its performance because even those professionals should undergo evaluation for them to keep on improving, and in the case of educational sectors, PRIME-HRD is one of the best possible ways to assure that the system meets the needs of its clients. All we have to do is to accept that even though we were working hard for something, there will always be shortcomings because if there are not, then that is the time that we have already stopped improving.

#### *References:*

<https://m.grin.com/document/286040>

<http://www.csc.gov.ph/2014-02-21-08-16-56/2014-02-21-08-17-24/2014-02-28-06-36-08.html>