

## THE VITAL ROLE OF PERFORMANCE MANAGEMENT SYSTEM: PROFESSIONAL MEASUREMENT THROUGH R.P.M.S.

*by:*

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It is without contention that in any type of organization; tools and mechanisms that will ensure its members and/ or employees' commitment towards the realization of the organizational VMGO is of utmost importance to attain continuous development and success.

According to Macky, K., & Johnson, G., 2000, the importance of performance management system is realized by improving employee performance, which redounds to organizational performance. Therefore, an effective and efficient implementation of a determined performance management tool holds a vital role in accomplishing organizational goals and feats. To simplify; an effective database system of every personnel's performance at work will lead the company or organization towards a forward march of betterment, stability, and holistic success both for the personnel and the department.

Via Department Order No. 2, s. 2015 titled – “Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS) in the Department of Education”; objective mechanisms, criteria and processes for performance target setting, monitoring, evaluation, and development planning were explained. DepEd ensures that work efforts, focus towards realizing its vision, mission, values and strategic priorities as it actively delivers quality educational services to Filipino learners.

Presently the RPMS serves as the SPMS for the Department of Education believing that there is a need to identify connections between corporate goal and performance measurement. The RPMS is used as a performance management tool both for the teaching and non-teaching personnel of the department. The determined system of measurement is important to track individual performance and its contribution for departmental goals. The shared accountability to the entire agency, units, department, and own employees, creates a factual basis for performance target and future adjustments.

Related studies showed that the proper authorities can create a complete and comprehensive performance management system. Moreover, it is important for employees and performance raters to understand that performance management and performance management systems can be key determinants of an organization's long-term success or failure.

With all the factual linkages laid, objectivity and scientific basis is not the issue; At first, as relatively new member of the DepEd workforce, it appears to me that the PPST - RPMS is just another passive bulk of paperwork for government employees; that is just the department trying to comply for systematic educational standards: permits, ISO, certification, and the likes.

Though upon understanding the basic context and practically accomplishing several RPMS portfolio for the past few years, my subjective inclination that this is just another 'burden' was corrected by experience. We give our students test (of which there are numerous types) to measure if there is learning in school. Well, we as educators must not forget that learning is lifelong. We must all improve ourselves in every aspect possible most especially at work.

I give tests and exams to assess my students' learning and development, so it is just proper and legal for the Filipino people through the Department of Education to also check my performance at work as a teacher of the youth.

At the end of my professional journey, I must have a sigh of fulfillment saying to myself; "Job well done! You gave your best Teacher Marco!". R-P-M-S is just another tool but more than that I 'am privileged to have a job and I will practice my oath because I 'am called to teach!

*References:*

Republic Act No. 9155. Governance of Basic Education Act of 2001

Department of Education. DepEd Order No. 2, s. 2015

The Impact of Performance Management System on Employee performance (Ying Ying, Z., 2012) [https://essay.utwente.nl/62260/1/Daisy-master\\_thesis.pdf](https://essay.utwente.nl/62260/1/Daisy-master_thesis.pdf)