

Effective Management of Human Resources

After a series of STRIVE workshops on the new organizational structure of DepED RO VII comes an intense people orientation on their new functions. It is expected that this would produce extraordinary results from ordinary people. This is an indicator of achievement in the unified appearance of the structural organization in the Region . The Curriculum Learning and Materials Development Division (CLMD) believes that problems related to people can be avoided if there is proper scheduling of work. When there is less interruption in our jobs, then, there is a more systematic flow of work in our unit.

After the consultation and validation of the RAT Plan, CLMD members have the following realizations:

- If the right people are hired, they would be knowledgeable of their functions. They will become more productive and more efficient than the wrong people who just increase overhead expenses in the region;
- If people know what they are doing with proper management, they are bound to commit less mistakes and thus minimize scrappage. Highly motivated CLMD employees will always take due consideration on the degree of partnership with other agencies and to evaluate whether the networking is urgent/important or not.

With the new structure, Regional Director Recaredo G. Borgonia considers human resource management as an investment in the workplace rather than an expense. This is the reason why he is extra careful not to assign the right people to the wrong jobs and vice – versa. He maintains a strict code of conduct of all the employees in the Region in order to produce optimal quality of outputs and standardized quality of goodwill. One sure way to do it is through proper management of human resources in the different functional units.

After a series of deliberation during the review of the RAT Plan, CLMD sees the importance of giving focus only on DepED - initiated programs and projects. "As Chief of the CLMD, it requires me to step out of my comfort zone and join with our Director in believing that real happiness comes through the progressive realization of a worthy objective. I agree when he repeatedly told us that change is always a little uncomfortable at first, and even risky, but this is the surest way to design a more joyful and wonderful life." **CCD**