



**THE EDUCATIONAL MANPOWER RESOURCES OF THE
DEPARTMENT OF EDUCATION, CULTURE, AND SPORTS IN
MAGUINDANAO**

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Abstract

To survey and established the profile of the educational manpower resources of the Department of Education, Culture and Sports in Maguindanao Division for the school year 2000-2001.

Specifically. It sought to satisfy the following objectives:

- (1) To determine the profile of the educational manpower resources in the Maguindanao Division based on the following levels: division, district, and school.
- (2) To describe the demographic characteristics of educational manpower resources in terms of age, sex, civil status, ethnic classification, religion, and designation.
- (3) To identify the qualification of employees in terms of the highest degree obtained and school attended, length of service, in-service training, eligibility, and professional services; and
- (4) To identify the training needs related to their work assignments as perceived by the respondents.

Twenty-five school districts and twenty-eight secondary schools including their teachers, head teachers, principals, supervisors, and staff were utilized as sources of data. The data were taken from the documents, such as DECS Form 3 and Personal Data Sheet. Interview schedule was likewise employed for corroboration purposes. The gathered data were tabulated and analyzed using basic statistical tools, like frequency and percentage.

In conclusion, the research study revealed that the educational manpower resources of the DECS Maguindanao Division are dominantly Muslim. Majority are married in status. Islam is the common religion among Muslims while non-Muslims are either Protestant or Catholic. The Muslim employees occupied mostly the key positions in all levels. Passing the Professional Board Examination for Teachers (PBET) appears as the dominant for of eligibility. Finally, employees in all levels primarily serve as resource speakers in seminars. Regardless of cultural group, the employees call for more innovative in-service training to suffice their felt needs.

Keywords: *Educational Manpower Resources, Department of Education, Culture and Sports*

1. INTRODUCTION

The rapid increase in knowledge and wide application to everyday living distinguishes the present era from the past. The business educational system that set the tone of intellectual development of the country had worked for the improvement of the machinery that sets education in motion.

At the forefront of this movement are the manpower resources who constituted the biggest number of professionals in the country today (Margizo, K. 1984). Being directly identified with the quality of education, their qualification and demographic characteristics have been constantly scrutinized. The demands of teaching profession make it imperative that they must continually grow since their competency is the principal tool and equipment for work.

Today, education is more important in size and in scope than ever before in human history. The treaty of that matter is that education has a dual significance. It is person-centered. It enhanced the capabilities of individual management that contribute to self-realization (Guiomala, A., 1998).

Provision of favorable climate in the school is a must. This suggest that school policies and regulations shall facilitate the utilization and effective functioning of a well-trained, updated, and competent personnel who are interested in preparing the students and pupils to an orderly and constructive changes. With this, teachers on the other hand, would be highly responsive to the society where he is in and should work for any educational betterment.

Aside from this man-made calamity, the School Division faces other critical problems, like the familiar incidence of “ghost teachers” and the disturbing irregularities related to promotion. It is in this rationale that this researcher finds interest to survey and establish a comprehensive profile of the educational manpower resources of the DECS in the Division of Maguindanao and to express both qualitatively and quantitatively its manpower potential and to insure the attainment of the long-obsessed quality education.

This study aimed to make a survey and establish the profile of the educational manpower resources of the Department of Education, Culture and Sports in the Division of Maguindanao.

This presents perspective of related reading based on the theories and concepts advanced by other authors and became the basis of defining the variables related to the study on educational manpower resources of an institution.

2. MATERIALS AND METHODS

The research design as shown in Figure 2 of this study depicts the profile of Educational Manpower Resources of the Department of Education, Culture and Sports which includes the Division Office staff, School District personnel, and the manpower of the school base levels both in the elementary and secondary. The Demographic Characteristics includes se, age, civil status, ethnic classification, religion and position or designation of the education manpower resources. On the other hand, Educational and Professional qualification include the educational attainment, school attended, length of service, in-service training, and eligibility of the respondents of the study.

This study was conducted in the Department of Education, Culture and Sports – Division of Maguindanao which comprises twenty-five (25) elementary school districts and twenty right (28) secondary schools.

The respondents of the study are the teachers, principals, school head teachers, district and division supervisors, principal-in-charge, non-teaching staff, division staff, and all personnel both in the elementary and secondary schools.

Key information about the respondents were primarily taken from the documents, like the Civil Service Form 212 (Personal Data Sheet), Principal’s Report of Enrolment and Attendance (DECS Form 3), PAST and PASKO evaluation records.

Likewise, sets of questionnaires were prepared and distributed both for teaching and non-teaching personnel to elicit information about the training needs of the respondents. Originally, the sample questionnaires were referred to experts for clarifying some ambiguous statement or item. It consists of two parts to which Part I require the filling up and checking of some basic data needed while Part II draws direct responses from the respondents through rating using a scale having a maximum of “3” and a minimum of “1”.

Foremost, the approval and permission of the Dean of the Graduate School of Notre Dame of Marbel University to conduct the study were sought. When granted, the researcher forwarded a letter to the Schools Division Superintendent of Maguindanao asking the latter’s consent about the study she intends to conduct. Upon the approval, the questionnaires were then distributed and retrieved in two-month time starting December 2000 until January 2001. Of course, other documents necessary for the study were also obtained from the Division Record Section and the District Offices. Furthermore, there were personal interviews conducted in some instances to confirm the responses given in the questionnaires.

Upon the recovery of questionnaires and gathering of important documents, sorting out and tabulation techniques were made to easily treat the retrieved data. The arranged data were further analyzed using calculators and computer machine.

To treat each research problem, statistical tools such as frequency, range, percentage, and weighted mean were applied.

3. RESULTS AND DISCUSSION

This chapter focuses on the discussion of the study's result based on the data being gathered or presented, analyzed, and interpreted.

DECS EDUCATIONAL MANPOWER CLASSIFIED BY CULTURAL GROUP, LEVEL, AND POSITION

The educational manpower of the DECS were grouped into division, district and secondary school levels, positions and cultural, which include Muslims and non-Muslims.

Division Level. The 12 utility workers occupy the highest number in terms of position for both the Muslim and non-Muslim groups. When classified according to cultural groups more than one half or 63.79 percent belongs to the Muslim group while 36.21 percent were in the non-Muslim group. Such finding supports the fact that in a community dominated by the Muslim cultural group, more Muslims were employed compared to non-Muslim.

It could be further noted in the findings that more utility workers were given priority treatment in the different positions being employed in the division office. Their presence in the division office could probably improve the orderliness, cleanliness, and beautification of the said office. If they are given their specific functions, the utility workers are aids in solving the burden of other division employees whose tasks are sometimes shifted to that of the utility workers.

District Level. Out of the 118 educational manpower, the 24 planning officers indicate the highest number in positions for both the Muslim and non-Muslim groups. Seventy-eight (66.10 percent) employees were classified under the cultural group are Muslim while 40 (33.90 percent) employees are in the non-Muslim group.

The finding suggested that even in the district level more Muslims were employed in a community being culturally dominated by Muslims. It could be noted that the planning officers have been assigned in each district office to coordinate more on the plans and programs of the district and the schools under it. It likewise implies that the Muslims were given more preferences of being employed compared with the non-Muslim group. The trend of these results supports what was found out in the division level.

Secondary Schools. The profile of the DECS secondary schools' educational manpower classified according to position and cultural group. It shows that there are 465 employed as secondary schools' educational manpower in the Division of Maguindanao, 273 of the overall totals are in the Muslim group while 192 employees are in the non-Muslim group. With the enumerated positions in said level, 308 Teacher I occupy the biggest total number for both the Muslim and non-Muslim groups. Other positions occupy very few numbers.

The finding further reveals that the Muslim employees, with 58.71 percent, still outranked the non-Muslim group having 41.29 percent employees. Such finding is likewise confirmed in the preceding findings on the profile of the division and district offices of Maguindanao division where more Muslim employees were previously employed.

Elementary Schools. The DECS elementary schools' educational manpower is likewise classified according to position and cultural group.

It could be gleaned that out of the overall total of 2,342 Muslims elementary schools' educational manpower, 1, 184 or 50.56 percent are non-Muslims while 1, 158 or 49.44 percent are Muslims. From the different positions noted, Teacher I whose overall total for both Muslims and non-Muslim group is 1, 608 occupies the highest number while other positions are observed to be minimal in numbers.

Such observation supports the fact that the non-Muslim group likewise outranked the Muslim group in the elementary school's manpower in Maguindanao. The remarkable number of Teacher I in all positions enumerated might be credited to the great increase of pupils' enrollment thus more teachers were hired.

DECS EDUCATIONAL MANPOWER'S DEMOGRAPHIC CHARACTERISTICS

The Department of Education Culture and Sports (DECS) educational manpower's demographic characteristics in Maguindanao for SY 2000-2001 were described according to age, sex, civil status, ethnic classification, religion, position/designation and by cultural groups. They were also distributed by division and district offices, secondary and elementary school's groups. Their ages were further classified into three categories, namely: 35 and below – early career age, 36 to 55 – middle age and 56 and above – late career age group.

Manpower's Age Distribution. The age group of 36-40 years old, with a total of 9 employees in the Muslim group has the highest number. On the other hand, the age group of 31-35 years old with a total of 6 employees reflected as the highest number in the non-Muslim group. However, the grand total of 13 employees showed the highest number in the age group of 31-35 years old. The different age groups showed that 32 employees or 55.71 percent who were in the middle career age, while 8 employees or 13.79 percent, who were in the late career age. The division office of Maguindanao is being managed by more Muslims with some non-Muslims belonging to the middle-age-career groups. The age group of 36-40 both for the Muslims (20 employees) and non-Muslims (11 employees) showed the highest numbers among the other age groups. The age of the district office manpower when classified according to career age categories was found to have occupied largely by the middle career age, 36-55 years old with 81 employees or 68.64 percent as shown in the pie graph. Conversely, only a little portion is occupied by 15 employees or 12.72 percent for the late career age, 56 years old and above.

Manpower's Sex Distribution. The sex distribution of the DECS manpower in Maguindanao are classified into Muslims and non-Muslim groups as well as categorized into four levels: division, district, secondary and elementary. In Maguindanao division office, female, that is 21 or 56.76 percent of the Muslim group, and 14 or 66.67 percent of the non-Muslim group, are dominantly employed than male. The same pattern of results was found in the district office for the sex gender of the non-Muslims where the female genders whose total was 27 or 67.50 percent were dominantly hired. In the secondary schools, 143 female gender or 74.48 percent were also dominantly hired in the non-Muslim group. However, the male gender was dominantly hired in the Muslim group under the district (52 or 66.67 percent) and division (147 or 53.85 percent) levels.

Manpower's Civil Status. The civil status of the DECS manpower in Maguindanao are of four types, namely: single, married, widower, and separated.

In the division office of Maguindanao, married employees have the highest number in both the Muslim (23) and non-Muslim (13) groups with a grand total of 36 employees or 63.07 percent. Such trend of result could be similarly observed in the district office whose married employees in the Muslim group totaled to 62 and in the non-Muslim group totaled to 36. The overall total of 98 married employees or 83.05 percent represents the highest number among the four types.

The foregoing results with married employees having the highest number are also shown in both the secondary, whose total in the Muslim group is 229 and in the non-Muslim group is 154 with an overall total of 383 or 82.37 percent and in elementary, whose total of 852 in the Muslim group and 728 in the non-Muslim group with a grand total of 1,580 or 67.46 percent. The married employees occupied a very big percentage compared to other categories of civil status. It could be deduced from the findings that more married applicants might have applied and were possibly hired by the Division Selection and Promotion Board of Maguindanao.

Out of ethnic tribes classified under the Muslim group, Maguindanaos totaled to 67 or 56.78 percent, occupy the highest number and Ilonggos, with a total of 22 or 18.64 percent, occupy the highest number among the many different ethnic tribes in the non-Muslim group.

Of the two existing groups, the Muslims who totaled to 78 employees or 66.10 percent were dominantly hired. It could be further noted in the findings that the Muslims in the Maguindanao Division were given priority in the hiring of educational manpower.

Of the four ethnic tribes in the Muslim group, Maguindanao employees which totaled to 229 or 49.24 percent showed the highest number while Ilonggo employees under the non-Muslim group whose total was 92 or 19.78 percent occupied the highest number, too.

It could be gleaned from the results that the Muslim group, having 273 employees or 58.71 percent, were mostly hired compared to the non-Muslim group. Such findings suggest that in a Muslim dominated community there is a need to hire more Muslim employees so that they could be of better service to most students or people who belong to their own ethnic tribe.

The Maguindanao tribes for the Muslim groups and the Ilonggo tribe for the non-Muslim group were dominantly employed in the division office, district office and secondary schools. Likewise, this could be partly noted to be present for the elementary schools.

From such findings, the highest numbered employees for the Muslim group in the Elementary schools are the Maguindanao tribes, with a total of 818 or 34.93 percent. On the contrary, the non-Muslim group was found out to have an overall total of 1,184 employees or 50.55 percent exceeded few numbers from that of the Muslim group. Thus, said findings imply that more non-Muslims were employed in the Elementary schools of Maguindanao Division for the past years. This observation could be explained by the presence of more qualified non-Muslim tribes who are accommodated in the existing teaching positions of elementary schools.

Manpower's Religious Affiliation. The religious affiliation of the DECS Maguindanao Educational Manpower were categorized into three major religious sects: Islam for the Muslim Group and Catholic and Protestants for the non-Muslim group.

The Islam religious affiliation is 37 or 63.79 percent of the division office employees in the Muslim group, whereas Catholic with 13 or 22.42 percent showed the highest number among the two non-Muslim group religious affiliations.

In the district offices of Maguindanao, Islam, which totaled to 78 employees or 66.10 percent for the Muslim Group, still occupies the highest number and Protestant, which totaled to 24 or 20.34 percent, showed the highest number among the two non-Muslim religious sects.

The secondary schools' manpower's religious affiliation under the Muslim group was Islam. It totaled to 273 employees or 58.77 percent and occupies the highest number while the Protestant religion, with the total of 104 or 22.37 percent, occupies the highest number as compared with the Catholic religion under the non-Muslim group.

From the findings of the Elementary school's manpower's religious affiliation, it showed the reverse of the two cultural group results found in the three levels previously cited. The non-Muslim group which totals to 1, 184 or 50.56 percent are higher compared to the Muslim group. Nonetheless, it could be deduced from the findings that the Catholic and protestant sects are dominantly existing among the elementary school teachers hired by Maguindanao Division even if the schools where they served are found in a Muslim populated community.

Generally, the overall total of 1, 546 (51.83 percent) employees under Muslim group who are Islam in their religious affiliation even outranked the non-Muslim group. Such results support the division office, district offices, and secondary schools' findings noted above.

Manpower's Designation. The different designations of the DECS Maguindanao Division Office employees were classified from the highest position of Assistant Schools Division Superintendent – Officer-in-charge down to the Utility worker position.

The designation with the highest number was the six Utility workers for the Muslims group and the nine Utility workers for the non-Muslim group. It could be noticed from the findings that more Muslim employees were designated in the different key positions in the division office compared with the non-Muslim group.

Manpower's Highest Degree Obtained and School Attended.

The DECS Maguindanao manpower's highest degrees were categorized as follows: Doctor of Education/Philosophy (Ed. D/Ph.D.), Master of Arts/Science (MA/MS), Bachelor of Science in Elementary Education (BSEED/BEED), Bachelor of Science in Secondary Education (BSE/BSEd), Other Degrees and Non-Degrees. The schools attended were classified into public and private schools and the names of the schools were also noted down.

The manpower's highest degrees obtained, and school attended were both grouped into Muslims and non-Muslims and were also classified by levels. Out of the thirty-eight (38) division office employees under the Muslim group, ten (10) other degrees obtained from the

private schools got the highest number. These different degrees obtained by them fall under the non-administrative, non-supervisory or non-teaching positions. However, in the non-Muslim groups the five non-degree employees got the highest number and have obtained their education in the private schools. These employees perform non-administrative, non-supervisory and non-teaching functions. The other degree and non-degree employees both for the Muslim and non-Muslim groups are doing clerical, medical, or other manual tasks in support for the division promotional staff and the superintendent or assistant superintendent who are doing the administrative and supervisory functions.

The findings also reveal that 16 employees who occupy the highest number in the different district offices under the Muslim group finished their BSEED/BEED degrees from the public school. On the other hand, 19 employees who got the highest number in the non-Muslim group also obtained their highest BSEED/BEED degrees from the public schools. It could be inferred from these findings that the different district offices were posted with more elementary teachers who may have acted as non-teaching personnel. Thus, there is a need to realign the functions of these teachers detailed in the district offices so that they could be placed properly on where their teaching services are needed. The BSE degree obtained by 142 employees got the highest number in the Muslim group and attended in the public schools while very few obtained the Ph. D/Ed. D or MA/MS degrees. In the non-Muslim group, there were 98 employees who obtained their BSE degrees in the public schools and were considered having the highest total number.

Manpower's Length of Service. The subjects' length of service was categorized by year range, such as 5 years and below 6-10 years, 11-15 years, 16-20 years, 21-25 years, 26-30 years, 31 years and above, and were classified into Muslim and non-Muslim cultural groups as well as by levels.

In the division office of Maguindanao, twelve (12) employees who have served for 6-10 years obtained the highest total number of under the Muslim group while only one got the least experience of five years and below. However, in the non-Muslim group, six (6) employees got the longest experience of 26-30 years while two got the lowest experience of 5 years and below. It could be noted from the data that no one got an experience of 31 years and above for both the Muslim and the non-Muslim groups. Such findings prompt that the employees hired are promoted in the division office. 17 district office employees experienced serving the DECS for 26-30 years while two employees experienced 31 years and above under the Muslim group. In the non-Muslim group, 19 employees have the highest service of 5 years and below with one employee who have 31 years and above the least total number.

These findings suggests that more Muslims have served for a longer period in the different district offices and vice versa for the non-Muslim group where more employees have served the least years' experience of five years and even lower.

The secondary school employees under the Muslim group having the highest total number of 86 had served for 11-15 years while four (4) employees had served for 31 years and above.

In the non-Muslim group, 66 employees whose length of service, were from five years and below and only one had able to serve for 31 years and more. These findings could be attributed to the influx of new employees who have been hired just few years ago.

There were 296 elementary school employees in the Muslim group who have been considered the highest total number whose services rendered ranged from 11-15 years with only seven (7) employees whose services rendered from 31 years and above. There was 203 elementary school manpower in the non-Muslim group being considered the highest number whose length of serviced ranged from five (5) years and below. Such observation of the above findings could be similarly seen in the secondary schools for both the Muslim and non-Muslim groups.

These findings could be inferred based on how this manpower was needed during those years ranges just mentioned. With more non-Muslims who have rendered services for five (5) years and below and for the overall total could possibly explain the fact that some places in Maguindanao might have been partly dominated by non-Muslim tribes, like Visayans, Ilocanos, and others. Thus, there was a need to employ more non-Muslim manpower.

Manpower's In-Service Training Attended. The subject's in-service training programs attended were classified into three types, namely: International, National, and Local.

Their training was further categorized into division, districts, secondary and elementary, and were grouped into Muslims and non-Muslims.

Out of the 37 employees in the division office of Maguindanao from the Muslim group, seventeen, being the highest total number were noted that their training was in the local level and two employees were trained in the international level. However, the findings in the non-Muslim group shows that ten (10) division office employees, the highest total number among the groups were trained in the national venues and only four (4) employees were trained in the international venues. Obviously, it could be observed that there are those manpower employees in the division office who have not undergone any training even if they have been in the service for a long time. These employees who were not trained are the first level employees, like the utility workers, driver, etc.

The district level employees' training attended were also assessed. It was found out that 37 employees, having obtained the highest number, were trained in the national levels and 16 employees under the Muslim group were not sent in any training program. In the same manner, 22 employees being the highest total number in the non-Muslim group were trained locally, while nine (9) were not trained. No employee for both the Muslim and non-Muslim groups did ever had attended any international training. The non-attendance of the district offices' manpower could possibly be due to lack of available of funds that could be used for a very costly international training.

In the Muslim group, the highest total number of 154 employees were trained in the local levels but 42 employees were trained in national levels.

In the non-Muslim group, the 124 employees were also trained in the local levels while 44 employees were trained in the national level. There were employees in the secondary schools who are not trained, and no employee was given the chance to undergo international training. Some probable reasons that they were not trained in the international, national, and even in the local levels for those mentioned employees could be due to lack of available funds. Perhaps, this could possibly support their training expenses. Unless they will be the one to spend for the said training to be attended by them, indeed they could not gain any exposure to in-service training.

Manpower's Eligibilities. Different types of eligibilities were possessed by the DECS Maguindanao educational manpower for the Muslim and non-Muslim groups. Some of the most common types are the Civil Service Examination for teachers, Professional Board Examination for Teachers (PBET), Licensure Examination for Teachers (LET), Civil Service Professional and Sub-professional Examination, Security License Examination, and toher eligibilities granted through length of service rendered.

The findings reveal that the PBET eligibility was dominantly possessed by five (5) division office employees in the Muslim group and six (6) employees in the non-Muslim group. Other eligibilities were possessed by some few employees. However, majority of the employees had not acquired their eligibility and could be attributed on the nature of work that they were employed. Example of these are the utility workers, drivers, and other third level positions which do not need an eligibility record.

The results reflect the PBET eligibilities dominantly possessed by 27 employees in the Muslim group and 15 employees in the non-Muslim group. Other eligibilities like the Teacher's Examination, RA 6850 and RA 4670 were acquired by some employees through passing the examination or qualifying based on the length of service rendered by a certain employee. Still, there were employees who have no eligibility acquired. The acquired eligibility of an applicant to be hired as an educational manpower in the DECS agency is the major requirement needed for the second and third level positions. Thus, the non-eligibles noted in the findings must have to pass the examination for other needed requirements, like the length of service needed to be continuously and permanently be appointed in the service.

Of the different eligibilities noted, 109 employees in the Muslim group have the PBET eligibilities and have the highest total number of eligibles while there were still 20 employees who have no eligibility.

Findings in the non-Muslim group likewise indicate the 131 employees having the PBET eligibilities and nine (9) employees having found non-eligibles. These findings were similarly observed existing and dominating in both division and district offices of Maguindanao. However, other eligibilities noted were the bases for some non-teaching position's requirements to be permanent in the service.

PBET eligibility appeared to be possessed dominantly by both 341 elementary school employees under the Muslim and non-Muslim groups. There were still non-eligible employees in the elementary schools of Maguindanao Division. Notably, these non-eligible personnel were hired temporarily as school board or PTA paid teachers, school janitors and security guards. The non-eligible teachers were further noted to have been hired as kindergarten mentors, elementary classroom, or Arabic teachers.

Manpower's Professional Services. The professional services of the subject were classified by position and cultural group. They have rendered their professional services as consultants, resource speaker, trainers, and part-time teachers.

Out of 15 employees from the division office under the Muslim group who have rendered their professional services, six of them acted as resource speakers, four were consultants, and another five were trainers. Not one of them had engaged as part-time teacher in the undergraduate or graduate schools. In the same vein, six of the non-Muslim group employees were resource speakers, five were consultants, and five were trainers in their positions for the professional service they have rendered. Likewise, not one of the 16 employees had rendered any part-time teaching job.

The district office manpower in the Muslim group with 20 out of the 27 employees were resource speakers six were consultants and one was a trainer, but no one had rendered as a part time teacher. Six employees in the non-Muslim group were able to act resource speaker (3), consultants (2), and trainer (1), while no one had been a part-time teacher.

These findings made for the secondary level manpower show that 14 employees in the Muslim group were utilized as resource speakers, nine as consultants, and six as trainers but two out of 28 had served as part-time teachers.

Based on the result further presented for the non-Muslim group secondary schools manpower, it is likewise noted that nine were resource speakers, five were consultants, six were trainer, and not even one had served as part-time teacher.

It clearly indicates that the professional services rendered by some elementary school's manpower in the Muslim group were dominated by the 75-resource speaker. Other employees were tasked as trainers (9) and part-time teacher (1) but not one had tapped as consultant.

The non-Muslim group employees' professional services rendered was similarly dominated by the 30 resource speakers and was followed by the ten trainers. The consultant and part-time teacher positions were not found as professional services rendered by the elementary school's manpower.

The overall findings imply that very few employees of the DECS Maguindanao division have experienced professional services serving as consultants, resource speakers, trainers, and even part-time teachers. There is a need to strengthen the expertise of some more employees of the above-mentioned division who could be considered probable professional services contributors.

THE TRAINING NEEDS OF DEDCS EDUCATIONAL MANPOWER RELATED TP THEIR WORK ASSIGNMENTS

The training needs of the educational manpower being identified and solicited through the perception of the different educational manpower by levels who were given questionnaires for their answers. The answers in said instruments were eventually counterchecked through an interview conducted by the researcher.

Division Office. Based on the Muslim and non-Muslim group respondents coming from the division office employees, like the division superintendents, education supervisors, and other first level positions, they all believed that their attendance in the local, national, and even in the international training/scholarship programs, seminars, or workshop had helped them very much in improving their jobs. Such training was focused on educational planning, different subject area training, specifically on Mathematics, Science, English, and Music.

Despite the training/ scholarship programs, seminars, or workshops on the different areas of concerns just mentioned. Still the above respondents subjectively rated their local, national, or international for technical skills in their work, new management skills, modern techniques of teaching the different subject areas and computer operations. Accordingly, these

are very much needed by them in order that their skills could be honed and that they will be globally competitive.

District Offices. The findings on the perception of some district office employees plus their answers on the interview questions conducted from them disclosed that administrative and supervisory functions were already much attended by the Muslim and even the non-Muslim group manpower.

Secondary Schools. Both Muslim and non-Muslim employees of the different secondary schools responded that they have attended very much the local sports on physical fitness training and some teaching strategies in Mathematics and Science subjects. They rated Values Education, Practical Work Approach (PWA) in Mathematics and Science as well as computer skills as their very much needed training. The knowledge that they will learn from these training could strengthen their teaching capabilities and could also help in improving the teaching and learning competencies of their peers and students.

Elementary Schools. Some selected elementary school's manpower from the Muslim and non-Muslim groups believed that they have attended the local and national training very much. These were the PRODED training, sports, and different teaching strategies in Mathematics and Science including short-term scholarship in English.

The Muslim employees rated the training on the Arabic teaching strategies and Values Education as seriously needed by them. On the other hand, the non-Muslim employees in the Elementary schools of Maguindanao asserted the computer and typing skills workshops, teaching methods, and evaluation seminars, and scholarship programs for teaching English and in SPED are significantly needed by them.

The findings on the educational manpower's less exposure with the international and national in-service training would suggest more chances for them to be well-trained on the much-needed training they wish to acquire.

4. MAJOR FINDINGS

The findings of this study are summarized in response to the general and four specific problems formulated under the statement problem.

With respect to problem no. 1, the following details are the answers:

- 1.1. In the Division Office, the educational manpower resources are composed of 63.79 percent Muslim and 36.21 percent non-Muslim.
- 1.2. In the District offices, the educational manpower resources are composed of 66.10 percent Muslim and 33.90 percent non-Muslim.
- 1.3. In the Secondary schools, the educational manpower resources are composed of 58.71 percent Muslim and 41.29 percent non-Muslim.
- 1.4. In the Elementary schools, the educational manpower resources are composed of 49.44 percent Muslim and 50.56 percent non-Muslim. It is the only level dominated by the non-Muslim group.

With respect to problem no. 2, the following details are the answers:

- 2.1. In the Division Office and District Offices, both the Muslim and non-Muslim employees are majority classed into the middle career age, is 36-55 years old, equivalent to 55.71 and 68.84 percent, respectively.
- 2.2. In the secondary and elementary schools, both the Muslim and non-Muslim employees mostly belong to the middle career age equivalent to 69.03 and 60.85 percent, respectively.
- 2.3. In the Division Office, the Muslim female employees (46.76 percent) are a bit more than their male counterparts (43.24 percent), while the non-Muslim employees are two-thirds female (66.67 percent) and one-third male (33.33 percent).
- 2.4. In the District Offices, the Muslim employees are two-third female (66.67 percent) and one-third male (33.33 percent). In contrast, the non-Muslim group composes mainly of 67.50 percent female and minority of 32.50 percent male personnel.
- 2.5. In the secondary schools, Muslim female employees are a bit majority over the male employees, that is 53.85 percent as against to 46.15 percent. For non-

- Muslims, almost three-fourths (74.48 percent) are female while approximately one-fourth (25.52 percent) are male.
- 2.6. In the elementary schools, the Muslim employees are 70.64 percent female and 29.36 percent male. Likewise, the non-Muslim group is composed largely of 89.02 percent female and barely 10.98 percent male employees.
 - 2.7. With regards to the civil status, the Division Office employees regardless of cultural group are mostly married (62.07 percent) while the rest (37.93 percent) are either single, widower, or separated.
 - 2.8. In the District Offices, 83.05 percent of both the Muslim and non-Muslim employees are married and only 16.95 percent are classified single, widower, or separated.
 - 2.9. In the Secondary schools, there are 82.37 percent married Muslim and non-Muslim employees while the rest are single, widower, and separated.
 - 2.10. In the Elementary schools, both Muslims and non-Muslim employees are largely married (67.46 percent). Prominently, there are about 29.33 percent single personnel in this level.
 - 2.11. Among the Muslim employees in the Division Office, the Maguindanaon tribe (39.66 percent) dominates over the Tausug (24.14 percent) in terms of number while the Ilonggos (22.41 percent) exceed the Ilocanos (13.79 percent) in the non-Muslim group.

5. CONCLUSION

Based on the findings, the following conclusions are drawn:

1. The educational manpower resources of the Department of Education, Culture and, Sports in Maguindanao are dominantly Muslim in various levels, like the Division Office, District Offices, and Secondary schools except only in the Elementary schools where non-Muslim employees exceed a small margin. In general, Muslim group dominates the non-Muslim group in terms of number.
2. In terms of age, most of the educational manpower resources of DECS Maguindanao at all levels regardless of cultural groups fall on the middle career age. At this age, the employees are regarded to be at the peak of their professional exposures, hence optimum performance are indeed expected from them.
3. At all investigated levels, most of the educational manpower resources of DECS Maguindanao Division are married in status. Employees with single status tend to follow closely yet limited alone in the three levels counting out the District Offices.
4. In terms of ethnic classification, the Maguindanao tribe in the Muslim group predominates over the others while the Ilonggo tribe in the non-Muslim group stands as the majority at all levels.
5. In terms of designations, Muslim employees occupied mostly the top or key positions in almost four levels in the entire Division. This attributed, perhaps, by the large number they maintain against the non-Muslim employees.
6. The length of service of both the Muslim and non-Muslim employees in the DECS Maguindanao Division is concentrated primarily between 6 and 25 years.
7. Unquestionably, the educational manpower resources of Maguindanao Division had been exposed to numerous in-service trainings at the local, national, and even international levels. Despite that, there are also reasonable numbers of employee who have not even attended a single in-service training program in any level.

Recommendations

Based on the foregoing findings and conclusions, the following recommendations are hereby suggested:

1. As found out, DECS Maguindanao Division is evidently a Muslim-dominated province. However, it does not follow that non-Muslim tribes will not be given due preference in terms of hiring prospective employees. It is then recommended that recruitment and hiring procedures, if possible, should exclude in all respect's cultural biases.
2. It is true that majority of the educational manpower resources fall within the middle career age. Despite the proper DECS officials should keep on tracking the

performance of these personnel even with their wide exposure and varied experiences in government service. In some cases, the age does not guarantee an excellent performance or perfection or work. Thus, a continuous and innovative evaluation scheme is still valuable and recommended to avoid misdirection among these people.

3. Since female employees are many compared to male ones, it is recommended that DECS officials in Maguindanao Division should encourage more men to join the service. More feasible is that male applicants should be given more preference in hiring new employees to compensate the prevailing imbalance. To

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