

TEACHER MAPPING SYSTEM FOR DEPLOYMENT, REPLACEMENT AND RECRUITMENT

A.S.P. Arachchi

Postgraduate Institute of Science, University of Peradeniya, Peradeniya Sri Lanka

One of the core functions of MOE is about assigning the right people to the right post. With changing organization and personal needs as time goes by, teachers local of personal can be on going exercises in an organization. In Sri Lanka, teacher and school are parts of the public service.

With centralized administration and life-long employment, matching organization needs with personal requirements through requirement, deployment and transfer is a challenge. For education, matching teachers with the right academic qualification and subjects taught is vital to ensure quality education in school.

The zonal education office plays a vital role in matching available teacher resources with subject- teacher vacancies available in schools. The zonal education office needs to ensure that schools have enough teachers with the right options, but at the same time take care of the welfare of teachers by placing them in their preferred school.

The two requirements were satisfied through two separate, but mutually influencing processes. The purpose of this system is to discuss the use of decision model and IT to facilitate the matching process. This compare the use of weighting methods, sequential elimination by conjunctive constraints and sequential and in making decision.