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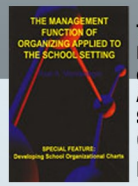

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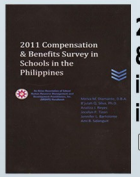

2011 Compensation & Benefits Survey in Schools in the Philippines
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An Educational Institutional Culture Manual
Php 600

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Asian Association of School Human Resource Management and Development Practitioners, Inc. (AASHPI)

The Asian Association Committed to Build People and Institutions

VISION

The Asian Association of School Human Resource Management and Development Practitioners, Inc. (AASHPI) is propelled by its vision of becoming a leading organization committed to excellence in people management and development, organizational productivity, technological and career systems advancement and institutional culture building.

MISSION

AASHPI's mission is to enhance and advance the science, art, and best practices in human resource management and development in the Philippines and in Asia for greater institutional effectiveness and efficiency, and for a more enhanced personal quality of life.

SPECIFIC OBJECTIVES

The association aims to:

1. provide a forum for conceptualizing and testing theories, and exchanging ideas and notes of experiences related to employee benefits and morale, employee relations, human resource staffing, selection and retention, productivity and quality improvement programs, training and development, talent and career management, organizational development, human resource technology management and other human resource processes, systems and strategies in the academic milieu;
2. respond to human resource concerns of schools at various academic levels;
3. advocate a fair, relevant, and responsive stand on human resource management issues affecting schools by influencing the appropriate government agencies and the concerned people;
4. improve human resource systems, conduct research and upgrade the profession of Human Resource Management and Development (HRMD);
5. design and run training programs that can equip HRMD practitioners with the knowledge, competencies, and skills necessary to become effective HRMD practitioners;
6. set exemplary standards in the practice of HRMD; and
7. network, collaborate, and develop collegial relations in the pursuit of institutional, professional, and personal excellence in the practice of HRMD.

WHY JOIN AASHPI?

1. Get timely and firsthand information through learning sessions and publications that will tackle emerging HRMD issues in schools;
2. Develop professional competencies and skills in organizational development, people management, career systems and human resource training and development;
3. Provide a forum where views and insights regarding HRMD emerging concerns that affect educational institutions are heard;
4. Draw support and inspiration from other school HRMD practitioners in the Philippines and in Asia;
5. Avail of discounts from learning sessions and conventions;
6. Serve as consultative body when an educational institution has human resource concerns; and
7. Avail of free two-week job posting in the website. Posting is on a first-come, first-served basis due to limited slots.

How to Join AASHPI as ...

AN INSTITUTIONAL MEMBER

Eligibility

1. Any educational institution in good standing, duly licensed and registered by national or international accrediting bodies.
2. The school commits to support the activities of AASHPI through its duly designated representatives.
3. The school shall designate a regular and an alternate representative from the institution with the following qualifications: the **REGULAR REPRESENTATIVE** must preferably be the Chief Executive Officer (CEO), Chief Operations Officer (COO) or President, Principal, Director or Personnel/HR Practitioner or one who is holding a managerial or administrative or supervisory position in the school, and the **ALTERNATE REPRESENTATIVE** must be anyone designated by the school as its alternate member.

AN INDIVIDUAL MEMBER

Eligibility

1. The applicant should be of good moral standing in the community and in an educational institution that is duly licensed and registered by national or international accrediting bodies.
2. He/ She is interested in the area of HRMD.
3. He/ She commits to support the activities of AASHPI through his/ her direct participation.

AN AFFILIATE MEMBER

Eligibility

1. An Affiliate Member could either be an institutional or individual who is interested in the area of HRMD.
2. The AFFILIATE INSTITUTIONAL/INDIVIDUAL member applicant is from a non-educational organization that is of good standing, and duly registered by national or international accrediting bodies.
3. The member applicant commits to support the activities of AASHPI through its duly designated representatives.
4. An AFFILIATE INSTITUTIONAL member applicant shall designate a regular and an alternate representative from the institution with the following qualifications: the **REGULAR REPRESENTATIVE** must preferably be the Chief Executive Officer (CEO), Chief Operations Officer (COO) or President, Principal, Director or Personnel/HR Practitioner or one who is holding a managerial or administrative or supervisory position in the institution, and the **ALTERNATE REPRESENTATIVE** must be anyone designated by the institution as its alternate member.

JUNIOR AFFILIATE

Eligibility

1. The Junior Affiliate Individual Member applicant must be currently enrolled in any human resource subject in an undergraduate course.

PROCEDURES IN FILING AN APPLICATION

1. Accomplish AASHPI Membership Application Form.
2. Remit annual membership fee.
3. Submit proof of payment along with accomplished AASHPI application form and required documents to AASHPI National Office Secretariat.
4. You may e-mail scanned copy to aashpi.org@gmail.com; send to telefax no. (02) 825-3985 or mail to AASHPI National Office c/o Southville International School & Colleges, 1281 Tropical Avenue cor. Luxembourg St., BF International, Las Piñas City.

Please refer to *AASHPI Application Form* for more details.