



# **Strategies for Resource Management in the Department of Education: A Systematic Review of Efficiency and Effectiveness**

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## **Authors' contributions**

*This work was carried out in collaboration among all authors. All authors read and approved the final manuscript.*

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## **ABSTRACT**

This systematic review examines the efficiency and effectiveness of the Department of Education's resource management strategies, with an emphasis on budgetary planning, technological integration, and policy implementation at the elementary, secondary, and higher education levels. Using the PICOS paradigm, the study critically evaluates 39 papers published between 2019 and 2024 that were chosen based on precise inclusion criteria outlined in the report. Efficiency is defined as the ideal allocation and utilization of resources to achieve desired results with little waste, as opposed to effectiveness, which assesses the impact of these strategies on educational quality and stakeholder satisfaction. The analysis focuses on significant results on how strategic

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resource allocation improves institutional sustainability and academic achievement. This assessment intends to recommend to policymakers, school leaders, and teachers to maximize resource management strategies to accomplish educational goals while improving operational efficiency.

*Keywords: Resource management; budgetary planning; technological integration; policy implementation.*

## 1. INTRODUCTION

### 1.1 Background of the Study

Effective resource management is essential to the operational success and educational achievements of institutions within the Department of Education. Resource management refers to the strategic allocation and use of financial resources and technology infrastructure, both of which are necessary for achieving educational goals and improving overall institutional effectiveness. Educational institutions rely heavily on financial resources to fund programs, maintain facilities, and support administrative duties Vicente [1]. Well-managed financial methods not only provide financial sustainability but also promote equitable resource distribution across varied educational contexts, resulting in higher educational quality and student results.

Policy and governance structures play an essential role in resource management, guaranteeing alignment with educational goals and effective execution Hempel [2]. Clear policies and strong leadership are necessary for effective resource management methods Nasim (2019). Regardless of current information in these areas, the Department of Education requires a full systematic study that synthesizes strategies and assesses their efficiency and effectiveness.

Technological resources have become increasingly important in modern education, enabling digital learning environments, designed learning experiences, and improved access to instructional materials Eggers [3]. Effective technology management entails not only obtaining and integrating relevant technologies but also ensuring that they are used optimally to support teaching, learning, and administration. According to research, effective technology integration and management can improve educational outcomes, student engagement, and administrative efficiency Nasim (2019).

Despite the widely acknowledged importance of resource management in education, the Department of Education requires a comprehensive synthesis and analysis of existing methodologies. Kazu and Kuvvetli [4] discussed the issues of education management and recommended effective strategies for increasing student outcomes. A thorough assessment is necessary to incorporate current information, identify best practices, and close gaps in the literature on the efficiency and effectiveness of resource management systems. This review will provide an in-depth analysis at the primary, secondary, and higher education levels, examining how various resource management approaches affect educational institutions.

The systematic review's analysis will be structured using the Population, Intervention, Comparison, Outcomes, and Study (PICOS) framework, as proposed by Amir-Behghadami and Janati [5] for developing eligibility criteria in systematic reviews. This framework consists of participants (educational institutions), interventions (resource management techniques), comparisons (many strategies), outcomes (efficiency and effectiveness), and study design (qualitative, quantitative, and mixed-method approaches). By systematically examining several studies, the review provides evidence-based insights that can be utilized to guide policy formation, administrative decision-making, and educational practice within the Department of Education.

A variety of studies have investigated the efficiency and effectiveness of resource management systems in education. Beñalet [1] emphasizes the need for a broader international perspective in educational strategic management. Islamiyah [6] emphasizes the importance of university strategic management in achieving institutional goals. Nursaid (2024) advocates for more research on resource management practices in education, particularly in Southeast Asia. These studies highlight the importance of strategic management and resource management in meeting educational

objectives and improving institutional performance.

The purpose of this systematic review is to assess the efficiency and effectiveness of resource management strategies within the Department of Education, with a particular emphasis on financial planning, technological resource integration, and policy implementation at the primary, secondary, and higher education levels. The study seeks to find best practices and areas for development by comparing various tactics and measuring outcomes such as cost-effectiveness, increased educational achievement, equitable resource allocation, and stakeholder satisfaction. This review aims to give complete insights for policymakers, administrators, and educators to improve resource management in the education sector by conducting a systematic analysis of qualitative, quantitative, and mixed-method research Afriadi [7].

## 1.2 Research Questions

This systematic review focused on the following research questions:

1. What are the most effective resource management strategies employed in educational institutions under the Department of Education to enhance efficiency in financial planning and budget allocation?
2. How do different technological resource integration strategies impact educational outcomes and administrative efficiency in primary, secondary, and higher education settings within the Department of Education?
3. What are the comparative effectiveness and efficiency outcomes of various policy implementation strategies aimed at improving resource allocation equity and educational quality across different academic levels under the Department of Education?

## 2. METHODS

This section describes the systematic approach that the Department of Education takes when evaluating resource management techniques. The review examines literature on essential subjects such as financial planning, budget allocation, technological integration, and policy execution at the elementary, secondary, and

higher education levels. The PICOS (Population, Intervention, Comparison, Outcome, Study Design) framework directed the categorization and evaluation of studies based on their efficiency and effectiveness in improving educational results.

Studies included in this study had to focus on resource management practices in educational institutions overseen by the Department of Education. Financial planning, budget allocation, technological integration, and policy implementation were among the interventions that met the eligibility criteria. Qualitative and quantitative studies published between 2019 and 2024 in peer-reviewed journals, conference proceedings, and credible grey literature were examined.

Comprehensive searches were undertaken in electronic databases such as Google Scholar, ERIC, PubMed, and others, using controlled vocabulary and keywords related to resource management in education. Additional sources were discovered by manual searches of reference lists and conversations with specialists in the subject to ensure that all relevant literature was included.

The initial screening process includes reviewing the title and abstract against predetermined inclusion criteria. To determine ultimate inclusion, possible eligible studies were subjected to full-text review. Disagreements were settled by consensus or consulting with a third reviewer.

The included studies were carefully evaluated for risk of bias using suitable tools according to study design (e.g., the Cochrane Risk of Bias Tool for randomized controlled trials, ROBINS-I for non-randomized studies). This critical appraisal guaranteed that only studies of high methodological quality and low bias contributed to the synthesis of findings.

Data synthesis used thematic analysis to uncover common themes and patterns in research. Meta-analysis and meta-synthesis approaches were used when needed to statistically and qualitatively synthesize data, offering a thorough perspective of how various resource management strategies affect educational outcomes and institutional sustainability.

### 2.1 Inclusion and Exclusion Criteria

This systematic review examines resource management practices in educational institutions

managed by the Department of Education. The inclusion criteria were set to ensure consistency, validity, and relevance when assessing the impact of these initiatives on educational outcomes and institutional sustainability. This study comprises a diverse group of school leaders, teachers, administrative personnel, and students from educational institutions around the world, including Nigeria, Indonesia, Ethiopia, Ukraine, and the Philippines. This criterion ensures that the findings are applicable across a range of educational settings.

The study examines research that addresses important resource management tactics such as financial planning, budget allocation, technological integration, and policy execution. Taner's (2023) study on the distribution of Maintenance and Other Operating Expenses (MOOE) in Philippine public schools, and Carpio's (2022) study on the effectiveness of school principals in resource management in the MIMAROPA region, are considered significant because they focus on these procedures. Included studies must compare different resource management strategies or have a control/comparison group to assess their efficiency, ensuring that the review captures comparative insights into the effectiveness of diverse strategies.

Furthermore, studies must provide findings on operational efficiency, financial transparency, academic performance, personnel productivity, stakeholder satisfaction, and other indicators. Studies such as Ecija (2021) on MOOE implementation in Samar Island secondary schools and Rico (2021) on financial resource distribution at Esperanza National High School have been included since they are relevant to the outcomes. The review encompasses qualitative, quantitative, and mixed-method approaches published between 2019 and 2024 in peer-reviewed journals, conference proceedings, or trustworthy grey literature to ensure that recent and methodologically rigorous research was considered.

Studies primarily utilizing non-empirical research, reviews, or meta-analysis were excluded because the focus of this review was on synthesizing empirical evidence to analyze the direct consequences of resource management techniques on educational results and institutional sustainability. To ensure consistency and quality in synthesizing findings, studies published outside of the given timeframe, not

written in English, or without obvious methodological consistency were also omitted. These criteria are compatible with acknowledged standards in systematic reviews of educational resource management, enabling a focused analysis of primary research that directly contributes towards comprehending the effectiveness of resource management practices in schools.

Comprehensive searches were conducted in electronic databases such as Google Scholar, ERIC, PubMed, Scopus, and JSTOR, utilizing controlled vocabulary and keywords relating to resource management in schools. Additional sources were located through manual searches of reference lists and conversations with subject matter experts to ensure that all relevant literature was included. Non-relevant databases, such as those that focus solely on other subjects (e.g., pure sciences, unrelated social sciences), were excluded to keep the focus on relevant literature.

Efficiency is defined as the optimal allocation and utilization of resources to achieve desired results while generating the least waste. Efficiency evaluates a strategy's potential influence under ideal conditions, whereas effectiveness evaluates its actual impact in real-world settings. This review distinguishes between these categories to provide a more comprehensive understanding of how resource management techniques influence educational results and institutional sustainability.

## 2.2 Search Strategy

Based on the systematic review method, 197 documents were first identified via Google Scholar searches, with a focus on resource management practices in educational institutions supervised by the Department of Education. This search was limited to 106 entries published between 2019 and 2024. After deleting duplicates, 45 unique records remained. As a result, two records were eliminated during the screening step because they were irrelevant to resource management strategies. The remaining 43 records were checked for language eligibility, and all were found to be published in English. One more record was excluded during the eligibility phase due to a lack of accessibility. Finally, 42 records met the inclusion requirements due to their publishing status, which comprised peer-reviewed journals, conference proceedings, and credible grey literature.

**Table 1. Inclusion and exclusion criteria of the systematic review**

<b>Criteria</b>	<b>Inclusion</b>	<b>Exclusion</b>
Publication Date	Studies published between 2019 to 2024	Studies published before 2019-2024
Study Settings	Educational institutions managed by the Department of Education and CHED	Educational settings not managed by the Department of Education or CHED
Interventions	Research on resource management strategies	Studies not focusing on resource management strategies
Types of Studies	Qualitative, quantitative, mixed-method approaches	Non-empirical studies, reviews, meta-analyses
Publication Types	Peer-reviewed journals, conference proceedings, respectable grey literature	Books, dissertations, theses, opinion pieces
Language	Studies published in English or with translation available	Studies published in languages that cannot be translated or not in English
Electronic Databases	Relevant databases from ERIC, Google Scholar, PubMed	Databases not relevant to educational research
Outcome Measures	Studies reporting on resource management efficiency and effectiveness	Studies with unclear outcomes or unrelated to resource management

These 42 studies take a variety of methodological methods, including qualitative, quantitative, and mixed-method approaches, and offer insights into financial planning, budget allocation, technological integration, and policy implementation in educational settings. Each study adds vital insights into resource management efficiency and effectiveness, emphasizing their impact on academic institutions' sustainability and resilience. Among this research, 39 were chosen for their methodological accuracy and applicability to the study's objectives. These studies were incorporated into the systematic review to provide a thorough examination of resource management techniques in educational settings overseen by the Department of Education. The inclusion of this research expands the review's ability to investigate various perspectives and results related to resource management, enriching our understanding of techniques that promote educational sustainability and resilience.

The search method employed a combination of keywords and controlled language about resource management in education. Full search strategies for each database are given, including filters and restrictions. In education, keywords such as "resource management," "financial planning," "budget allocation," "technological integration," and "policy implementation" were used. Filters were used to focus on peer-

reviewed journals, conference proceedings, and respected grey literature, ensuring that the sources were relevant and high-quality.

### 3. ETHICAL CONSIDERATIONS

Throughout the study process for this systematic review of resource management practices in educational institutions, ethical considerations were strictly adhered to. Specifically, for the use of secondary data from online published journals, all sources were accessed by copyright and license requirements. Permission to access was obtained legally, ensuring compliance with licensing agreements or open-access regulations where appropriate. Each source utilized in the study was properly mentioned by APA criteria, including precise author attribution, publication dates, and other specific details required for accurate referencing.

To protect data privacy and confidentiality, particularly sensitive information contained in secondary data, steps were made to anonymize or handle such data by ethical norms. This technique not only maintained the research's integrity but also honored the privacy rights of individuals whose information may have been included in the literature review. The methodology section emphasizes transparency in research techniques by disclosing the criteria and processes used to select and analyze secondary data sources.

In addition, the study followed institutional procedures and ethical standards applicable to educational research. Although no human participants were directly involved in this systematic review, the ethical standards guiding research integrity, data handling, and compliance with institutional policies were strictly followed throughout the study. Any potential conflicts of interest were declared to ensure transparency and reduce biases that could impair the findings' objectivity. By adhering to these ethical principles, this study aims to provide trustworthy and ethical insights into resource management practices in educational contexts.

### 3.1 Data Extraction

This systematic review aimed to find and analyze studies on human resource management techniques in educational settings that were entirely sourced from a Scholarly database. Initially, a broad search generated 197 items, which were reduced to 106 publications spanning the years between 2019–2024. After removing duplicates, 45 unique studies remained, 43 of which were evaluated for language eligibility, and all were found to be published in English. One study was omitted owing to inaccessibility, and three were removed due to study methodology, resulting in a final set of 39 records that matched the inclusion criteria.

Table 2 presents a thorough overview of the examined papers on resource management strategies in educational institutions. It focuses on significant concerns such as resource

management techniques, including sustainable support systems and crisis management, financial resource management, educational resource usage, maintenance and other operating expenses (MOOE), and strategic planning and coordination.

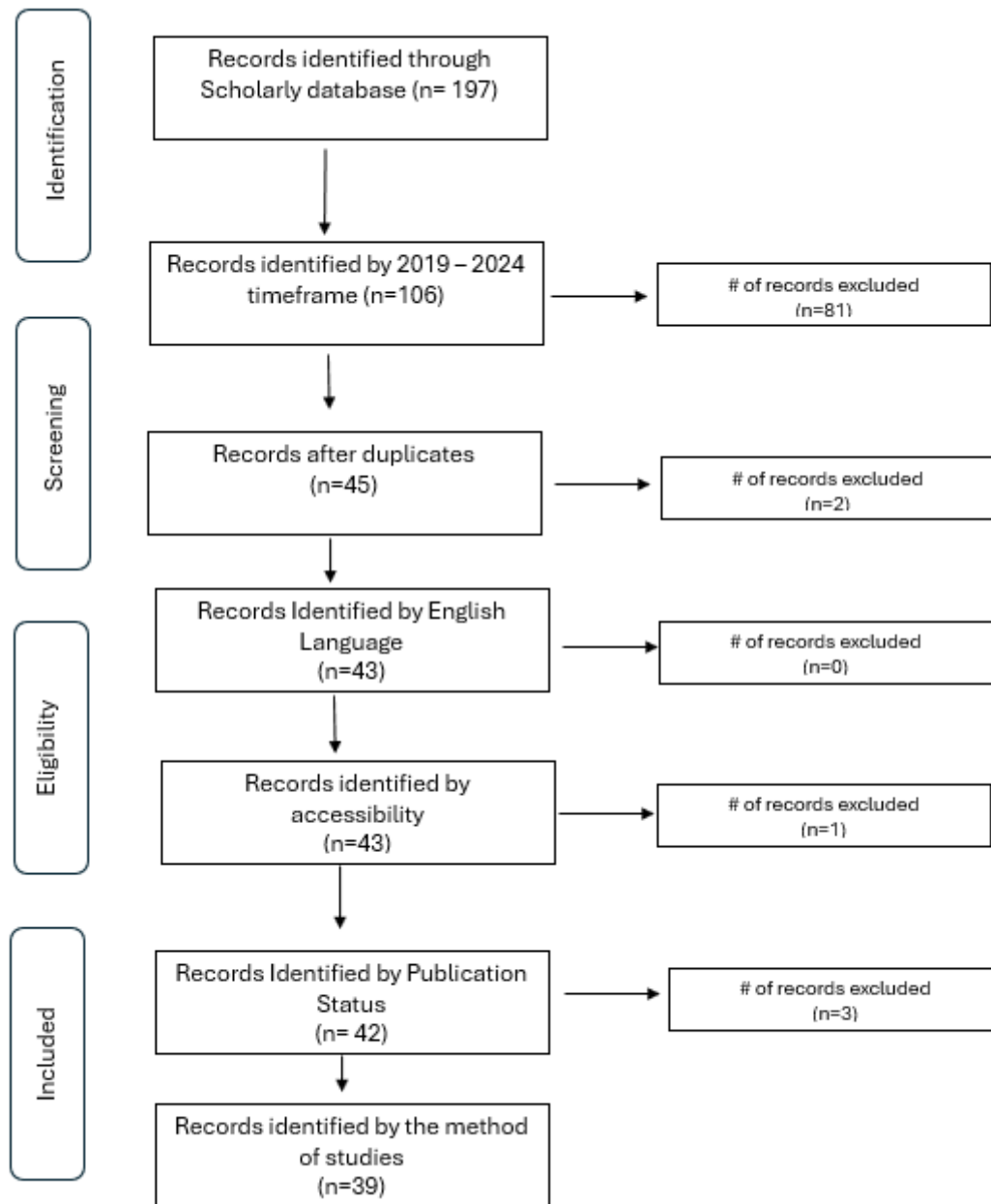
Each study used a different methodology, including qualitative, quantitative, and mixed-method approaches, to investigate resource management strategies. The topics covered were financial resource management, material resource management for effective teaching and learning, and educational strategies for achieving sustainable development goals. These studies' findings provide useful insights into improving resource efficiency and effectiveness in academic institutions, with an emphasis on the implications for sustainability and resilience.

### 3.2 Data Analysis

The data analysis focused on 39 carefully chosen references that matched the accurate criteria outlined in the systematic review (SR) process. These studies were conducted in a variety of geographical locales, including Nigeria, Indonesia, Ethiopia, Ukraine, and the Philippines, covering disciplines such as educational management, tertiary education, early childhood education, crisis management education, and financial resource management. The research used a variety of methodological approaches, including qualitative, quantitative, and mixed-method approaches, to investigate different elements of resource management in educational institutions.

**Table 2. Summary of Reviewed Studies on Resource Management Strategies in Educational Institutions**

Resource Management Strategy	Research Emphasis	Number of Studies
Sustainable Support Systems and Crisis Management	Adaptable and sustainable resource management practices during crises such as the COVID-19 pandemic	6
Financial Resource Management	Efficient financial resource management, integrated and systematic approaches in education	8
Educational Resource Utilization	Effective utilization of educational resources impacting teaching, learning, and educational outcomes	7
Maintenance and Operating Expenses (MOOE)	Disbursement, utilization, and impact of MOOE on school-based management, teacher productivity, and student outcomes	13
Strategic Planning and Coordination	Strategic planning, transparent resource coordination, and enhancing leadership and management efficiency	5



**Fig. 1. PRISMA flow diagram of the systematic review**

The utilization of financial resources has become a hot topic in many studies. The two main issues were financial transparency and budget efficiency. Ecija (2021) looked at the relationship between Samar Island secondary schools' performance in terms of school-based management (SBM) and maintenance and other operating expenses (MOOE). The study's findings, which highlight the significance of financial resources in school leadership, showed that SBM performance was significantly enhanced by the proper use of MOOE funding.

Taner (2023) offered details on how MOOE funds are applied and distributed in Philippine public schools. This study emphasized that to prevent fund misallocation, budget criteria must be followed. It has been discovered that efficient financial resource management improves both operational effectiveness and academic results. In the same way, Carpio (2022) evaluated how well MIMAROPA region school leaders allocate funding. The study's significant findings about the connections between administrative practices and resource management results highlight how crucial it is to give school leaders thorough

resource management training to make the most use of their resources.

Material resource management was researched to see how it affected teaching and learning results in early childhood and higher education settings. Kononets, Ilchenko, and Mokliak [8] investigated resource-based learning methods for prospective teachers at higher education institutions in Poltava, Ukraine. Their findings showed that good material resource management improves educational results by providing the resources required for effective teaching and learning. Rico (2021) investigated the allocation of financial resources as well as the development of school buildings and services at Esperanza National High School in the Philippines. The study discovered that well-implemented resource management resulted in significant improvements in school buildings and services, benefiting pupils as well as teachers. The successful utilization of MOOE money promoted favourable impressions of the welfare and development of school buildings and services, resulting in improved academic achievement and school performance indicators.

The review highlighted best practices for crisis resource management, with a focus on resilience and adaptability during educational emergencies. Borabo (2024) studied the impact of utilizing a learning management system to establish distance learning in secondary schools in the Philippines between 2019 and 2023. The study focused on how schools efficiently modified their resources to ensure educational continuity during the COVID-19 epidemic, demonstrating the value of strategic planning and resource flexibility in crises. Oliva (2024) concentrated on strategic planning for managing and deploying Maintenance and Other Operating Expenses (MOOE) money among school leaders in the Aroroy East District of the Philippines. Their findings underscored the need to have a well-developed strategic plan to improve resources used, especially during crises, to promote resilience and continuity in educational operations.

Several researchers used qualitative methods to get an in-depth understanding of resource management strategies. Malvar and Pascual (2024) conducted qualitative interviews to evaluate the dual responsibilities of teachers in charge in Quezon's third congressional district.

Their research focused on the challenges and techniques involved in managing both classroom and administrative tasks, providing in-depth insights into the practical aspects of school resource management.

Quantitative methods were widely employed to analyze survey data and use statistical tools. Perez (2021) used descriptive statistics and inferential tests to assess the disbursement and use of MOOE money in selected schools in the Division of Palawan, Philippines. The study found substantial links between successful resource management and improved school operations, emphasizing the necessity of quantitative analysis in understanding resource management strategies. Mixed-method approaches used both qualitative and quantitative methodologies to give complete insights. Principe (2024) investigated MOOE budget utilization practices and their impact on staff productivity at the Lumban Sub-Office. The study employed questionnaires and interviews to connect better resource management to higher productivity among school staff, providing a comprehensive picture of the relationship between resource use and personnel outcomes.

#### 4. RESULTS AND DISCUSSION

This section presents the results of a systematic review of resource management strategies used in various educational settings and geographical areas. The analysis classifies studies by nation, educational level, and type of study to provide insight into the various approaches used in educational resource management.

The research identified 39 studies from various nations, with an emphasis on Nigeria and Indonesia. In Nigeria, most studies focused on resource management strategies in secondary school, with considerable contributions also seen in tertiary education settings. Indonesia had a balanced distribution of studies at the basic and secondary education levels, with an emphasis on quantitative research methods. Studies from Ethiopia and Southeast Asia provided useful perspectives, primarily at the secondary and higher education levels, respectively.

Global perspectives featured studies from different foreign nations, demonstrating a broad methodological environment, notably in mixed-methods research that combined qualitative and quantitative analysis.



**Table 3. Summary of Reviewed Studies by Country, Educational Level, and Type of Study**

Country	Education Level			Type of Study		
	Primary Education	Secondary Education	Tertiary Education	Quantitative	Qualitative	Mixed-Methods
Philippines		2				
Nigeria	1	20	7	8	9	3
Ethiopia		4				
Indonesia	2			1	1	
Southeast Asia				1		
Global				1	1	3

#### 4.1 Effective Resource Management Strategies in Educational Institutions

Efficient resource management is essential for educational institutions under the Department of Education to preserve financial stability, promote operational efficiency, and improve academic performance. This section examines important strategies found through a systematic review contributing to effective resource management in these institutions. It provides insights into how educational officials and legislators can effectively allocate resources to promote academic goals, focusing on *transparent budget processes, technological integration, and effective policy implementation*. *Transparent Budget Processes* are essential for guaranteeing financial accountability and efficiency in educational institutions. According to studies, precise resource management reporting and auditing systems are significant for optimizing resource allocation [9]. Institutions with transparent budget frameworks demonstrate more fiscal discipline and smart financial planning, promoting the efficient use of given funds to support academic programs and infrastructure. This transparency fosters stakeholder's confidence and allows for more informed judgments about resource priorities. Additionally, studies from Indonesia highlight how open financial processes help to reduce financial mismanagement and improve overall institutional performance Cuadrado-Ballesteros and Bisogno [10]. This conclusion emphasizes the necessity of establishing open budget processes as a foundation for efficient resource management strategies, which connect financial decisions with educational goals and maximize the effectiveness of available resources.

*Technological integration* has an important role in increasing administrative efficiency and maximizing resource use in educational settings.

Southeast Asian studies frequently highlighted the benefits of using digital tools to improve administrative processes and lower operational expenses. For example, implementing digital resource management systems in schools has been demonstrated to enhance financial transparency and accountability Consoli (2023). Automating budget tracking and spending reporting allows educational institutions to reduce financial risks and deploy resources more wisely. Likewise, digital platforms provide real-time data analysis, allowing administrators to make data-driven decisions about resource allocation to maximize educational impact.

In addition, research highlights technology's revolutionary impact on educational management in a variety of scenarios. Miller and Miller (2019) demonstrate how investments in technological infrastructure result in considerable gains in resource management practices and overall institutional efficiency. This approach is consistent with results that emphasize the significance of technology in increasing efficiency and improving resource allocation processes in educational institutions. Such improvements help to achieve academic goals through innovative resource management strategies, emphasizing the need for technological integration in educational environments.

*Policy Implementation* Effective policy implementation is required to match resource allocation with educational priorities and promote equal distribution of resources among academic institutions. Studies from Ethiopia, the Philippines, and Indonesia underlined the importance of well-defined policies in guiding resource management methods and reducing educational inequality. In Ethiopia, policies that prioritize resource allocation based on academic requirements have helped to improve access to quality education in underprivileged areas. Similarly, the Philippines has developed

regulations to reduce imbalances in resource allocation among schools, ensuring that all pupils have access to basic educational resources.

In Indonesia, educational policy implementation has been widely investigated, with a focus on the relevance of decision-making processes in educational budgeting for successful resource management Amir [11]. Implementing such policies allows educational leaders to create a fair and inclusive learning environment while maximizing resource allocation to enhance educational achievement. Also, legislative frameworks that promote transparency and accountability in resource management help to build institutional resilience and sustainability, establishing the groundwork for long-term academic achievement.

#### **4.2 Impact of Technological Resource Integration Strategies in Educational Settings**

The *integration of technological resources* in educational settings has a substantial impact on academic outcomes as well as *administrative efficiency*. Institutions can improve operational efficiency and financial transparency by implementing digital tools such as resource management systems and data analytics platforms. This integration promotes informed decision-making and administrative efficiency, resulting in improved resource allocation and management. Furthermore, technological solutions provide designed learning experiences that meet the different requirements of students, optimize educational results, and drive overall excellence in education.

*Integration of Technological Resources*  
Technological integration, such as the use of learning management systems (LMS), digital content platforms, and interactive teaching technologies, improves educational outcomes. Studies from numerous countries show that student involvement, academic achievement, and learning effectiveness have improved. In the Philippines, the use of LMS in secondary education has been associated with higher student participation and academic success Furqon [12]. Similarly, digital content platforms in Nigeria's higher education settings have enabled more fitted learning experiences, resulting in greater student retention and graduation rates Dambo [13]. These technological tools not only accommodate different learning styles but also enable instructors to convey content more

effectively, hence improving overall educational quality and student achievement.

*Administrative efficiency* in addition to improving educational outcomes, technological integration plays an important role in improving administrative efficiency among academic institutions. Data analytics for decision-making and administrative automation tools help to streamline procedures such as student enrollment, resource allocation, and staff management. For example, studies have shown that using administrative automation systems, such as the E-Santren App System at Pondok Pesantren Nuha (2024), improves efficiency in managing administrative duties within certain educational contexts. Furthermore, in the context of Bangladesh's higher education institutions, the implementation of Fintech solutions has been shown to contribute to long-term administrative efficiency, allowing for streamlined resource management and operational operations Uddin (2024). These developments not only cut paperwork and administrative overhead but also promote a more flexible and responsive teaching environment.

#### **4.3 Comparative Effectiveness and Efficiency Outcomes of Policy Implementation Strategies in Educational Setting**

Policy implementation in educational settings is essential to ensure equitable resource allocation, improve educational quality, and optimize resource use. This section examines the comparative effectiveness and efficiency outcomes of various policy implementation strategies across different educational levels within the Department of Education. It explores three major themes: the importance of policy frameworks in ensuring equitable resource distribution, the impact of these policies on improving educational quality, and their contribution to promoting resource efficiency and effectiveness. This conversation provides detailed insights into how policy interventions promote equitable access to education, increase educational quality, and assure long-term resource management across varied educational settings.

Effective policy frameworks are important for ensuring equitable resource allocation across educational levels. Research from Ethiopia and Nigeria demonstrates the importance of well-defined solutions in managing resource

inequities. Ethiopia's policies focus on resource distribution based on educational requirements, resulting in greatly increased access to quality education in underserved areas Eyasu and Berhanu [14]. Similarly, Nigeria's measures to strengthen resource management competencies have proven crucial during problems such as the COVID-19 pandemic, ensuring that schools make appropriate use of limited resources Anyanwu [15]. These policy initiatives not only promote fairness but also help to improve educational performance by providing equitable assistance to all schools.

The implementation of good policy solutions is directly linked to higher educational quality. Studies from the Philippines, Indonesia, and other countries show that focused policy interventions improve educational outcomes. In the Philippines, programs targeted at minimizing resource gaps among schools have resulted in significant gains in academic success and student involvement Acido and Kilongkilong [16]. Similarly, strategic policy frameworks in

Indonesia have prioritized improving primary education quality through better resource management methods Purba and Asy'ari, (2024). These efforts highlight the critical importance of well-crafted policies in raising educational standards by ensuring that resources are allocated and used effectively.

Efficiency and effectiveness in resource allocation are essential components of successful policy implementation. Efficiency is defined as optimizing the use of resources to obtain maximum output with minimum input, with an emphasis on operational procedures and cost-effectiveness. Global research shows that transparent and responsible resource management practices improve institutional resilience and sustainability Faubert (2019). Effective resource allocation strategies, such as data-driven decision-making in secondary schools, have been demonstrated to improve educational outcomes by increasing the effect of available resources Shanka and Adebola (2021).

**Table 4. Effective resource management strategies in educational institutions**

Theme	Key Strategies	Studies
Transparent Budget Processes	Financial accountability mechanisms	Nigeria: Transparent reporting and auditing processes ensure optimal use of allocated funds.
		Indonesia: Clear budgetary frameworks enhance financial oversight and accountability.
Technological Integration	Digital tools for administrative efficiency	Southeast Asia: Integration of technology reduces operational costs and enhances financial transparency.
Policy Implementation	Equitable resource distribution	Ethiopia: Policies ensure fair allocation of resources across educational institutions.
	Alignment of resource allocation with educational goals	Philippines: Policies prioritize resource allocation to address educational disparities.

**Table 5. Selected studies on technological resource integration**

Country	Educational Level	Technological Integration Type	Outcome Measures
Philippines	Secondary	Learning Management System	Student engagement, academic performance
Nigeria	Higher Education	Digital Content Platform	Student retention, graduation rates
Indonesia	Primary	Interactive Educational Tools	Administrative efficiency, learning outcomes
Global	Secondary	Data Analytics	Decision-making, operational efficiency

**Table 6. Comparative effectiveness and efficiency outcomes of policy implementation strategies in educational setting**

Country	Educational Level	Policy Implementation Strategies	Effectiveness Outcomes	Efficiency Outcomes
Ethiopia	Secondary Education	Equity-based resource allocation	Improved access to education	Enhanced resource utilization
Nigeria	Secondary Education	Transparent budget processes	Enhanced school effectiveness	Optimal resource allocation
Philippines	Primary Education	Reducing resource disparities	Improved educational access	Efficient resource distribution
Indonesia	Primary Education	Integrated resource management	Enhanced education quality	Effective resource management
Global	Tertiary Education	Accountability frameworks	Academic excellence	Sustainable resource use

Effectiveness, on the other hand, pertains to how policy interventions achieve the desired objectives and goals. Policies that improve educational quality and student achievements are highly beneficial. Interventions that increase teaching quality through targeted resource allocations and professional development programs are considered effective Nuha (2024). By focusing on both efficiency and effectiveness, school leaders may ensure that resources are not only used optimally but also significantly contribute to the achievement of targeted educational outcomes.

## 5. CONCLUSION

This systematic review emphasizes the importance of good resource management in improving operational efficiency and educational performance at Department of Education facilities. The study underlines the need for transparent budgeting processes, strategic technological integration, and strong policy frameworks in optimizing resource allocation and promoting academic performance. Institutions that practice good resource management display greater fiscal discipline and strategic planning, resulting in more efficient and equitable resource distribution.

Technological integration has emerged as an essential component in increasing administrative efficiency and enabling innovative educational methods. Studies from a diversity of contexts, including Nigeria, Ethiopia, Indonesia, and others, show that digital resource management systems improved transparency and accountability Hameed [9]. By automating budget tracking and spending reporting, educational institutions reduce financial risks and better

distribute resources to achieve academic goals.

Policy and governance frameworks play an important role in connecting resource management techniques with educational goals. Effective policy implementation enhances institutional resilience while also ensuring equitable resource allocation. Research findings from Ethiopia, the Philippines, and Indonesia indicate the relevance of policies that prioritize resource distribution based on educational needs and eliminate gaps between schools Amir [11].

The systematic review highlights various excellent practices, such as encouraging financial openness, utilizing technology for effective resource management, and connecting regulatory frameworks with academic objectives. These behaviours are essential for building sustainable and resilient educational institutions that successfully promote academic excellence.

Acido and Kilongkilong [17] demonstrate excellent resource management methods in a public higher education institution in the Philippines, demonstrating how these practices contribute to improved operational efficiency.

Akpan [18] discusses the ability of resource management to produce outstanding business educators, highlighting the significance of strategic resource management in tertiary institutions. Amie-Ogan and Osazuwa [19] show how important managing material resources is for effective teaching and learning in early childhood education. Bastas and Altınay [20]

investigate the impact of human resource management on providing quality education for students with disabilities in higher education institutions. Ebirim [21] investigates the scope of educational resource management in Imo State, Nigeria, and its consequences for meeting tertiary educational objectives. Fadilla and Sopia [22] undertake a thorough review of human resource management in teacher recruitment, emphasizing its impact on educational outcomes. Groenewald [23] conducts a thorough literature analysis on improving resource management techniques in Southeast Asia's public schools, providing insights into regional best practices. Hendri [24] discusses the use of educational resources to improve the quality of education in elementary schools, highlighting the need for strategic planning and resource allocation. Iloh [25] emphasizes the importance of resource management as a critical component of educational management and advocates for more effective resource allocation strategies. Klassen [26] investigates teacher recruitment tactics in England, demonstrating the value of good resource management in attracting and maintaining talented educators. Leal [27] compares resource management at public and private institutions in Ciudad Victoria, Tamaulipas, Mexico, demonstrating the variations and implications of resource distribution systems. Machado [28] presents a case study from the Azores on regional resource management, which provides a unique viewpoint on managing educational resources in distinct geographical circumstances. Martins and Canário [29] investigate the potential of human resource management to improve organizational performance in higher education institutions, connecting resource management to institutional effectiveness. Maulan and Budiman [30] examine integrated resource planning systems for improving student accomplishment, emphasizing the value of coordinated resource management. Mei [31] investigates how higher education management affects educational quality in Taiwan, highlighting the need for competent resource management in improving educational outcomes. Memon [32] discusses techniques for improving school efficiency through resource management, offering practical insights into successful resource utilization. Michael and Borbora [33] use GIS technology to evaluate educational resources in secondary schools, demonstrating the value of technological integration in resource management. Okeke [34] conducts a literature analysis on integrated

resource planning in Nigerian school management, highlighting the need for strategic resource allocation. Sánchez [35] investigates the integration of resource management and higher education, arguing that effective resource management can improve institutional performance. Simanjuntak [36] emphasizes the importance of educational resource management in fostering innovation in higher education, connecting resource management to institutional innovation capacities. Singh and Verma [37] address effective human resource management strategies for achieving school success, highlighting the need for well-managed educational resources. Singh and Singh [38] present a case study from India on teaching and learning during a pandemic, emphasizing the need for resource management to ensure academic continuity. Singh [39] investigates the impact of information technology on rural human resource management and the transmission of knowledge in modern secondary schools, highlighting the advantages of digital resource management. Stamati and Ha [40] undertake a thorough review of ICT adoption in educational resource management, providing insights into technical advances in the sector. Udeh [41] examines how to manage educational resources for excellence when executing Nigerian educational policy, emphasizing the necessity of resource management in policy execution. Umukoro [42] investigates time and human resource management in secondary schools in Warri Metropolis, Delta State, and offers practical insights into efficient resource allocation. Usman [43] conducts a comparative examination of human resource management tactics for academic and non-academic workers at Nigerian universities, emphasizing the importance of personalized resource management approaches. Valk and Jones [44] explore resource management with a systematic literature review that summarizes significant trends and best practices in the area. Yusuf and Akinbode [45] explore financial resource management in primary schools, emphasizing solutions for better resource allocation.

Future research should focus on the increasing challenges and opportunities in resource management in educational contexts. Policymakers and educational leaders are encouraged to use these findings to improve the efficiency and effectiveness of resource management strategies, ultimately helping to achieve the aim of providing high-quality education to all students.

## 6. RECOMMENDATION

Based on the systematic review of resource management practices within the Department of Education, several major recommendations arise for improving efficiency and effectiveness throughout educational institutions. To begin, improving transparency in budgetary processes is essential. Using clear and responsible budget frameworks promotes fiscal discipline and effective financial planning. This transparency not only fosters confidence among stakeholders but also guarantees that resources are used effectively to support educational programs and infrastructure needs.

Second, enhancing technological integration can considerably improve administrative efficiency and financial transparency. Adopting digital resource management solutions provides for real-time budget and expense tracking, lowering financial risks and enabling data-driven resource allocation decisions. These technological technologies enable educational leaders to improve resource utilization and operational efficiency.

Third, improving policy implementation is essential for aligning resource allocation with educational priorities. Well-defined policies promote equal resource distribution among schools while also meeting the requirements of varied student populations. By strictly enforcing these principles, educational institutions can reduce gaps in educational outcomes and provide a positive learning environment for all students.

Additionally, investing in ongoing professional development for school leaders is important. Ongoing training provides stakeholders with the skills and information required to traverse complicated financial landscapes and adopt good resource management strategies. This investment in human capital ensures that institutions can adapt to changing educational needs while also making long-term improvements in resource allocation.

Furthermore, creating strong monitoring and evaluation procedures is necessary for determining the influence of resource management techniques on educational results. Regular assessments help institutions to identify areas for improvement and fine-tune policies to boost academic achievement and institutional sustainability.

Finally, promoting collaboration and knowledge sharing across educational stakeholders facilitates the interchange of best practices and new solutions. Collaboration across institutions, policymakers, and academics can drive continual improvement in resource management practices, resulting in more efficient resource allocation and improved educational outcomes across a wide range of educational contexts.

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## COMPETING INTERESTS

Authors have declared that no competing interests exist.

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