The literature and studies cited in this chapter tackle the different concepts, understanding, and ideas, generalizations or conclusions and different developments related to study from the past up to the present which serve as the researchers’ guide in developing the project. Those that were also included in this chapter help in familiarizing information that are relevant and similar to the present study.

The UNITED NAITONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION (UNESCO) made a case study on the status of Philippine education in 2009. The study shows that a growing number of school-age Filipinos are out of school. This was backed up by Australian Council for Educational Research (ACER) who also did a study to highlight the importance of preschool education…

The report revealed that students who attended preschool performed better than those who do not. These studies show that there is a need of updating and innovating the Philippine Learning Center processes.

Sheridan et al stated in her book “Professional Development in Early Childhood Programs: Process Issues and Research Needs”, that the knowledge, skills and practice of early childhood educators are important factors in child’s progress. Therefore, the quality of educators is critical to children’s learning. This conclusion has led to more studies on educator development and training.

On the employment side of things, some studies have focused on the efficiency and simplification of hiring process of employees. Big companies are looking for ways to modernize recruiting efforts.

Buckley et al studies on the advancement of human resource systems which are administered using various forms of computer technologies. The analyses showed conservative savings due to reduced employee turnover, reduced staffing costs and increased hiring process efficiencies.

Reija Oksanen, faculty member of the University of Tampere in Finland, studied deeply on the automation of hiring processes by the use of AI. Numerous opportunities and risks were identified when utilizing new technologies in recruiting. Among other things, accelerating the recruitment process, automation of routine tasks and increasing objectivity were seen as opportunities. The risk of discrimination, data distortion, and invasion of privacy were considered as risks, among others.