

**Creating an Online Teacher Transfer System for Sri Lankan Education Sector:
A Collaborative Action Research Based on *Sipthathu* Education Management
Information System (SEMIS)**

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This collaborative action research study explores the online teacher transfer mechanism developed by the Provincial Department of Education, Sabaragamuwa under the *Sipthathu* Education Management Information System. The study reveals that this online teacher transfer mechanism as a fast, reliable and cost-effective method to manage the human resource in the province, since it benefits students, teachers, principals and education administrators in Sabaragamuwa in multiple ways. Nearly 200 teacher transfers have been successfully completed with the newly developed online teacher transfer system, making it convenient for the teachers to get appointments in the nearest school possible, principals to manage schools effectively, and students to learn from teachers who are stress-free and mentally healthy because of working in a school near their homes. Teacher transfers done under the traditional manual teacher transfer mechanism consume a huge amount of money, time and physical effort. We have provided pragmatic solutions through the online teacher transfer system to address this key limitation by facilitating fast and cost-free teacher transfers within the province using the online teacher database in the *Sipthathu* Education Management Information System. The data were collected by conducting semi-structured interviews with a sample of 30 professionals including teachers, principals, and education administrators in Sabaragamuwa, selected using the purposive sampling method. The findings analyzed thematically revealed that the newly developed online teacher transfer system is highly perceived among the personnel engaged in the educational field and has contributed to manage and distribute the human resource in the education sector of the province conveniently and efficiently. This study will positively impact the Sri Lankan school education sector by encouraging the system developers working in the educational field in the other provinces of the country to ensure accurate and efficient teacher deployment via online mode.

Keywords: Teacher transfers, Education Management Information System, Human resource management, Cost-effective method