

**ASSESSMENT OF THE HUMAN RESOURCE MANAGEMENT PRACTICES  
OF A PRIVATE HIGHER EDUCATION INSTITUTION IN ILOILO  
CITY FOR THE ACADEMIC YEAR 2018-2019**

**A Special Paper Presented to the Faculty of the Graduate School  
Central Philippine University  
Jaro, Iloilo City**

**In Partial Fulfillment of the Requirements for the Degree  
Masters of Business Administration**

**by**

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**April 2, 2019**

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ABSTRACT

This study was conducted to determine the rank and file faculty and staff' assessment of the human resource management (HRM) practices of a private higher education institution in Iloilo City and determine if the respondents' assessment of the institution's HRM practices significantly differ according to selected characteristics of the respondents. The respondents of the study were 115 rank and file employees hired during the last five years (2013-2018). This study is a descriptive study that used the one-shot survey design. Data were collected using a self-administered questionnaire. The findings of the study show that majority of the respondents were 26 to 35 years old, female, single, holder of a bachelor's degree and receiving a monthly salary of 10,000 to 15,000 and have had served the university for one to two years as office workers.

Majority of the respondents learned about the job opening in the university through word of mouth. Among the documents they when they applied for their were an application letter and

a resume (bio-data). Only a few submitted a certificate of employment from their former employer. When they started working in the university, they were formally introduced to the HR department and other top officials of the university. The majority of the respondents also reported that the Vision and Mission statement of the university were also presented to them.

More than two-thirds of the respondents also shared that that they received their salary according to the contract they had signed, received their increase through job evaluation and re-ranking. Majority of the respondents believed that the administration was open to discussing issues and there is an open line of communication between the employer and the employees, but cooperation between the two parties was least practiced. In general the respondents' participation in the union general assembly meetings and spiritual convocations was were ranked first, while the least attended activities were general assembly and fora.

The respondent's assessment of the prevalent human resource management practices in terms of recruitment, placement and training and development yielded a mean score of 1.6, which means that they were moderately practiced. Extent of practice of all the other HRM functions were rated as slightly practiced, except by those who were 36-45 years old and those receiving a salary of 10,000 and below who assessed them as moderately practiced.

Compensation and benefits and employer-employee relations were assessed as strongly practiced, with a mean of 2.6. The respondents were also satisfied and contented with the HRM practices of the university..

The inferential statistics revealed no significant differences in the assessment of the HRM practices according to the respondents' personal characteristics. The null hypotheses therefore could not be rejected. Their assessment indicated that the various HR functions were strongly practiced except for placement.

