

COLLEGE OF BUSINESS AND ENTREPRENEURIAL TECHNOLOGY

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT MANAGEMENT

**EFFECTIVE IMPLEMENTATION OF THE DIFFERENT HUMAN RESOURCE
PROGRAM POLICIES AT TOYOTA OTIS INC.**

An Undergraduate Thesis
Presented to the Faculty of the
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In Partial Fulfillment
Of the Requirements for the Degree
Bachelor of Science in Business Administration
Major in Human Resource Development Management

By

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ABSTRACT

This study aimed to present the relationship of human resource policy among profile variables.

The researchers made use of questionnaire as an instrument for gathering data. The researchers used the descriptive method of research to describe the importance of research by word and to be easily understood by the future researchers. Quota Sampling was used because the researchers want to ensure that sample group represents certain characteristics of the population chosen by the researchers. The questionnaires are distributed to 100 employees in the company. The responses of the respondents were computed with the use of weighted mean to determine the average of all the scores and the distributions.

The researchers found out that based on the findings, the majority of the respondents were aged 24 to 29 years old, female, and working for 1 month to 3 years that there is significance difference between human resource policies among profile variables.

It is recommended that the company must customize benefits and work expectations for male employees' as much as possible, offer trainings and development, especially to those employees serving the company for many years.

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	<div data-bbox="812 386 997 420" data-label="Section-Header">CHAPTER I</div> <div data-bbox="591 459 1214 495" data-label="Section-Header">THE PROBLEM AND ITS BACKGROUND</div> <div data-bbox="289 560 487 596" data-label="Section-Header">Introduction</div> <div data-bbox="289 655 1446 1428" data-label="Text"><p>Human resource policies are the formal rules and guidelines that businesses put in place to hire, train, assess, and reward their employees for their workforce. These policies, when organized and disseminated in an easily used form, can serve to pre-empt many misunderstandings between employees and employers about their rights and obligations in the business place. Human resource management policies are continuing a guideline, on the approach the organization intends to adopt in managing its people and defines the philosophies and values of the organization on how people should be treated, from which are derived principles upon which managers are expected to act when dealing with human resource matters. They serve as reference points when employment practices are being made about people.</p></div> <div data-bbox="289 1486 1446 1820" data-label="Text"><p>Continual change in human resource practices and human resource practitioner's roles human resource experts are expected to introduce changes in policies that will bring positive changes to the organization with respect to its profitability as well as employee work-life balance. Ultimately employees are concerned with having both a good job and a life beyond work.</p></div>	

