COLLEGE OF BUSINESS AND ENTREPRENEURIAL TECHNOLOGY

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT MANAGEMENT

HUMAN RESOURCE PLANNING AS BASIS FOR EFFECTIVE RECRUITMENT AND SELECTION IN ACCORDANCE TO DEMOGRAPHIC PROFILE

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ABSTRACT

This research is about the Human Resource Planning as basis for Effective Recruitment and Selection in Accordance to Demographic Profile. The main purpose of this study is to know how effective and efficient is the Human Resource Planning based on recruitment and selection in accordance to Demographic Profile in Philippine Duplicators Inc. We conducted a survey through questionnaires to prove the effectiveness of Human resource planning in recruitment and selection. It is a research instrument consisting of a series of questions and other prompts for the purpose of gathering information from the respondents. Our respondents are from Philippine Duplicators Inc. In addition, the sampling method used was purposive sampling because we wanted to gather the needed data for our study that who are knowledgeable and capable to answer the questions. To answer our problem we targeted those supervisory and managerial who have the capacity to recruit applicants. Throughout the study, some of our respondent agreed that the Human resource planning is also helpful in their recruiting plan for the organization however, the result of our computed chi square was reject our null hypothesis and accept our alternative hypothesis that there is a significant relationship to the Demographic Profile and Human Resource Planning.

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The relevance of this study are we will able to know how effective is Human resource planning in accordance to demographic profile, also to identify those factors that can be possible solutions for the organization.

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CHAPTER I

THE PROBLEM AND ITS BACKGROUND

Introduction

"Great vision without great people is irrelevant". Choosing the right person for the company is not that easy for the Human Resource Department to do, there are lots of things to consider knowing that a particular is fit for the job, but sometimes we also have to consider the right amount of employees that we will put on a certain position to avoid redundancy of works.

As the organization build their own uniqueness of productivity, their also making their strategy to fulfill all the needs, wants and the satisfaction of their client and customers. Human Resource Planning or Manpower Planning strategized all for providing it well by planning and maintaining the goals and objectives of their organization. Manpower Planning is important to the organizational strategy of itself.

According to Vetter (2013) the process by which management determines how the organization should move from its current manpower position to its desired manpower position. Through planning, management strives to have the right number and the right kinds of people, at the right

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places, at the right time, doing things which result in both the organization and the individual receiving maximum long-run benefit.

Anticipating manpower problems by projecting present resources into the future and comparing them with the forecast of requirements to determine their adequacy, both quantitatively and qualitatively. Planning the necessary programmer of requirement, selection, training, development, utilization, transfer, promotion, motivation and compensation to ensure that future manpower requirements are properly met. Use of this research helps also future researchers to determine the importance of human resource planning. Recruitment may define as choosing the right person for the right position but recruiting a wrong person may cause a problem in the company, recruitment is also concerned with identifying the right candidate for it, to fulfil the vacancies in this research, future researcher will know or acknowledge the importance of the right recruitment planning inside the company.

Background of the Study

Through planning organizational goals and objectives determined. The resources available must be strategic to achieve the goals and objectives. Manpower Planning which is also called as human resource planning consists of putting right number of people, right kind of people at the right place, right time, doing the right things for which they are suited for the achievement of goals of the organization. To ensure sufficient workforce in the organization management must plan properly, proper planning in this involves accurate projection of future. Human Resource Planning is also the process that attempt to provide adequate HR to achieve future organizational objectives. It includes forecasting future needs for employees of various types, comparing their needs with the present workforce and determining the numbers and types of employees to be recruited or phase out of the organizations employment group this research study concentrates on the possible effect of human resource planning in the organization basis of recruitment selection. The Human Resource means he human that are in the organization without them there will be no production, so there is need for the organization to plan well their human resource planning.