ENHANCING WORKFORCE MANAGEMENT: IMPLEMENTING A DATA ANALYTICS DRIVEN EMPLOYMENT SYSTEM FOR PESO IMUS

Undergraduate Thesis
Submitted to the Faculty of the
Department of Computer Studies
Cavite State University - Imus Campus
City of Imus, Cavite

In partial fulfillment of the
Requirements for the degree
Bachelor Science in Computer Science

ABUT, RENZ MARK
ESPINEA, PAUL CHRISTIAN
NEBRES, JOHN MICHAEL
September 2024

ABSTRACT

Renz Mark Z. Abut, Paul Christian L. Espineda, Michael John T. Nebres Enhancing Workforce Management: Implementing A Data Analytics Driven Employment System for PESO Imus. Bachelor of Science in Computer Science. Cavite State University – Imus Campus, Imus, Cavite. July 2024. Adviser: Prof. Mildred T. Apostol.

The Public Employment Service Office (PESO) ensures the prompt, timely, and efficient delivery of employment services and the provision of information on the other DOLE programs. This study, "Enhancing Workforce Management: Implementing A Data Analytics Driven Employment System for PESO Imus," aims to address the challenges faced by the Public Employment Service Office (PESO) in Imus by developing a web-based application to streamline jobseeker registration and data management.

Mixed-methods approach combining qualitative and quantitative research was employed. Qualitative data were gathered through interviews with PESO staff to identify existing problems, while quantitative data were collected and analyzed to develop and enhance the system.

The developed system was evaluated by PESO Imus employees, jobseekers, and IT professionals using Google Forms, focusing on functionality, usability, reliability, efficiency, and portability. Results indicated a high overall user satisfaction rating of 3.52, demonstrating the system's effectiveness in delivering jobseeker registration and data management. The web-based application significantly reduces applicant wait times and enhances data management for PESO Imus employees.

ENHANCING WORKFORCE MANAGEMENT: IMPLEMENTING A DATA ANALYTICS DRIVEN EMPLOYMENT SYSTEM FOR PESO IMUS

ABUT, RENZ MARK
ESPINEA, PAUL CHRISTIAN
NEBRES, JOHN MICHAEL

INTRODUCTION

The Department of Labor and Employment (DOLE) initiated a program called the National Skills Registration Program (NSRP) with the main objective of maintaining a continuing nationwide skills registry through its Skills Registry System (SRS) database. It is the employment facilitation machinery of the Department of Labor and Employment (DOLE), which aims to cover all the cities and municipalities with operating Public Employment Service Offices (PESO's).

Under the Department of Labor and Employment (DOLE), there are public employment service offices (PESOs) that operate in local areas like cities and municipalities. The Public Employment Service Office (PESO) is a non-free-charging multi-employment service facility or entity established or accredited pursuant to Republic Act No. 8759, otherwise known as the PESO Act of 1999.

The Public Employment Service Office (PESO) commits to full employment and equality of employment opportunities for all, and for this purpose, it will strengthen and expand the existing employment facilitation service machinery of the government, particularly at the local level, which shall be established in all capital towns of provinces, key cities, and other strategic areas. The Public Employment Service Office (PESO) ensures the prompt, timely, and efficient delivery of employment services and the provision of information on the other DOLE programs.

The collected data from the National Skills Registration Program (NSRP) is merged together to create overall data statistics and analytics, which are used to see if there are more employed and job seekers in the country. These data are divided into different categories that can be sorted (i.e., name, gender, region, and status). Implementing data analytics will help to improve the success rate of being employed and conclude all of the information gathered.