"DISCRIMINANT FACTOR OF SCHOOL BACKGROUND ON A RECRUITMENT POLICY IN HIRING EMPLOYEES: AN ASSESSMENT"

A Thesis presented to the Faculty of
Bulacan State University
Sarmiento Campus

In Partial Fulfillment of the Requirements for the
Degree Bachelor of Science in Business Administration
Major in Management

By:

Castanares, Judy Ann M.
Morales, Felieta S.
Nalang, Jenelyn B.
Pizarra, Dolly Ann M.

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ABSTRACT

This paper is all about **Discriminant Factor of School Background on a Recruitment Policy in Hiring Employees: An Assessment**, to minimize the discrimination in hiring.

Discrimination is a bias or prejudice resulting in denial of opportunity, or unfair treatment regarding selection, promotion, or transfer. Discrimination is practiced commonly on the grounds of age, disability, ethnicity, origin, political belief, race, religion, and sex, etc. factors which are irrelevant to a person's competence or suitability.

In School background discrimination in hiring employee is an example. They believe that graduates of exclusive schools perform better than those coming from the other schools. Paying jobs are usually taken by graduates of exclusive schools. On the other hand, the rank and file positions are reserved for their non-exclusive counterparts.
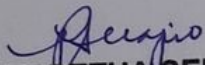
We choose this topic to know the different factors of discrimination in hiring employees. The study made use of descriptive method by utilizing questionnaires as an instrument to gathered data and accomplished by a total of 60 respondents recruited to take part in the study who were currently working in San Jose Cooperative at the time of the study. The study showed the factors of discrimination in hiring employees to help to minimize the discrimination. The researcher used Respondent's Scale (Pre-arranged system) in organizing the responses of interviewee and then measure it using central tendency which is called **LIKERT SCALE**.
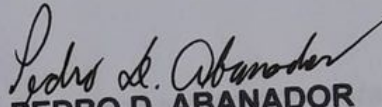
Base on the data gathered, we therefore conclude that the Educational Background and Grades of Applicant are the Discriminant Factors of School Background in Hiring Employees it's because these two show what the applicants are incapable of.

Academe, the researchers recommend to the students not to bother in finding job after graduate, though they came from the not well-known school. Keep on pushing and study well because hiring is not just based on the applicants' school background but on the knowledge and skills they have.
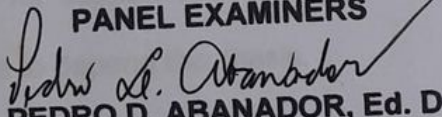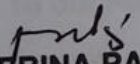
APPROVAL SHEET

This thesis entitled, **DISCRIMINANT FACTOR OF SCHOOL BACKGROUND ON A RECRUITMENT POLICY IN HIRING EMPLOYEES: AN ASSESSMENT** prepared by Judy Ann M. Castanares, Felieta S. Morales, Jenelyn B. Nalang, and Dolly Ann M. Pizarra in Partial fulfillment of the requirements for Mgt 413c Management Research has been submitted for oral examination on September 27, 2015.
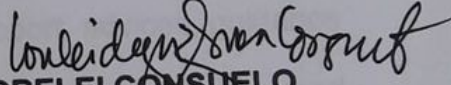
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