**CHAPTER I**

**THE PROBLEM AND ITS BACKGROUND**

This chapter includes the introduction, background of the study, statement of the problem, significance of the study, scope and delimitation and the definition of terms used.

**INTRODUCTION**

The aim of this research paper is to develop an efficient inventory system for HRM tools and equipment. Inventory systems play a crucial role in maintaining accurate stock records and preventing shortages. Implementing an inventory system offers significant benefits, such as cost savings by eliminating the need to purchase duplicate tools and equipment. It serves as a vital tool for monitoring the availability and quantity of tools and equipment, whether there are shortages or overstocks. By avoiding the need for cycle counting, an inventory system streamlines inventory management processes.

Integrating a systematic software-based inventory management system can greatly enhance the overall management, monitoring, and tracking of HRM tools and equipment. The introduction of an inventory system allows for easy location and retrieval of equipment, resulting in improved efficiency within HRM operations. Additionally, the utilization of an inventory system provides transparency and accountability through accurate and up-to-date records.

By establishing an inventory system for HRM tools and equipment, the potential impact on productivity is substantial. The system's ability to provide real-time data on equipment availability enables timely decision-making and efficient resource allocation. Furthermore, the comprehensive and transparent records generated by the inventory system contribute to effective planning, maintenance, and budgeting for HRM departments.

In conclusion, the implementation of an inventory system for HRM tools and equipment offers numerous advantages, including cost savings, improved inventory management, enhanced productivity, and transparent record-keeping. This research paper seeks to develop a robust inventory system that will empower HRM professionals to efficiently manage their tools and equipment, leading to optimized operations and increased organizational effectiveness.

**STATEMENT OF THE PROBLEM**

This study aims to develop a system which includes of tools and equipment inventory system for HRM for the monitoring, managing every tools and equipment easily.

Specifically, the study enables to figure out the answer of the following:

1. To what extent are you familiar with the Inventory System?
2. Do you encounter difficulties when searching for information on tools and equipment or determining the stock level of your equipment using paper-based methods?
3. Would you be willing to consider enhancing the inventory management system employed by the school?
4. Have you had prior experience utilizing an inventory system?
5. In what ways do you believe the implementation of an inventory system could potentially benefit both yourself and the school?
6. In your expert opinion, to what extent do you believe an Inventory System would be a viable for effectively managing the entire tools and equipment utilized by the school?

**SIGNIFICANCE OF THE STUDY**

The study focused to develop an inventory system of tools and equipment for HRM. Moreover, the result of the study will be beneficial of the following:

**RESPONDENTS**. The respondents will have an awareness on the importance of the study and implement inventory system and its role on the improvement of the management.

**STUDENTS**. The study will be great help for students especially to the TVL-HE students to view their tools and equipment if there is a damage or need to replace by new one before they use it for academic activities. This can help them be more inspired and participative in school activities and discovery new learning styles that could lead to higher academic performance.

**SCHOOL**. The result of the study will help the school of Golden Minds Colleges for it can further improve their inventory management, save money for purchasing duplicate equipment or materials because of this study of automation inventory system they can monitor the entire tools and equipment easily and figure out and/or aid the problem such as overstock and outages of tools and equipment.

**STAKEHOLDER/STAFF.** This can also a huge help to the stakeholder and/or staff to monitor and manage the entire tools and equipment easily since the study aimed to replace manual inventory to systematically and computerized way.

**FUTURE RESEARCHERS.** The findings of the study will serve as a reference material and guide for the future researchers who wish to conduct the experimental study or any study related to inventory system.

**SCOPE AND DELIMITATION**

This study focused on inventory system for HRM tools and equipment and aims to help monitor and manage the entire tools and equipment and provides dynamics report and transparent record. (Daněk and Plevný 2005) having this study, controlling the list of tools and equipment to be precise, including real-time data of inventory status.

Creating a system software will be a difficult and crucial because it is the core to support the study conducted (Daněk and Plevný 2005). The study of inventory system will assist organized management, increasing efficiency and productivity, saving time and money, improving accuracy record and report of tools and equipment. The system was future made using the programming language technology (e.g., HTML, CSS, JS, Framework [Bootstrap & JQuery ], PHP and MySQL for database) that will be accessible on Windows 7 to 11 version, and the database consist of list of items of tools and equipment, users information, barrow and return item and category that will generate reports of storage or equipment status available.

The study will be limited at the scope of the inventory system for HRM tools and equipment of other corporation because the study aims to develop and help a specific organization (e.g., Golden Minds Colleges of Sta. Maria, Bulacan) and different strategies to cope the problem.

The said system does not cover the other process such as payroll expenses, etc. The system provided information for HRM and monitoring of inventory system of tools and equipment. Time and money constraints were major limitation of the study with no formal budget over the period month.

**CHAPTER II**

**REVIEW OF RELATED LITERATURE AND STUDIES**

This chapter presents the summary of inventory system researchers conducted by local and foreign sectors which helps the study designing a conceptualized industry creating a guide for future researching. The information indicated are gathered from internet studies, journals and various books related to the research topic.

**LOCAL** **LITERATURE**

According to Moday (2016) that the Sales and Inventory System is concern with the processing of the transactions of the customers and owner and saving the sales records at the same time. These saved records area filed and stored for future use. This computerized system is important to a company because through it, the owner can easily assist the customers and store data safely. And also monitoring of stocks is the most important part of this system.

According to the research of Magat (2002) that the Inventory System of the vital to any institution, agency, or department. The proper safekeeping, processing and disposal of records play important roles in the efficient, effective and smooth operation that eventually would lead to the success attainment of the goal and objectives of institution concern.

Janes (2001) stated that computers were extremely reliable device and very powerful calculators with some great accessory applications like word processing problem for all of business activities, regardless of size, computers have three advantages over other type of office equipment that process information because computer are faster, more accurate more economical.

Sander (2002) explained that computers were an intelligence amplifier that can free human to use their time effectively. Because a computer is a fast and accurate electronic symbol or data manipulating system that design automatically accept and store input data process and procedure output results under the direction of the stored program or instruction.

The summary of the study was using computerized inventory system helps dramatically the business activity due to fast and accurate data. Manipulating system will be easier by adding, editing, and deleting input data.

**FOREIGN LITERATURE**

According to U.S Small Business Administration (2003) The U.S describes what constitute successful inventory management balancing cost versus benefits of inventory, including; Maintaining a wide assortment without sacrificing service; Keeping stock low without sacrificing performance; Obtaining lower prices by making volume purchases; and maintaining an adequate inventory without an excess of absolute items.

Inventory management systems were established to assist dealerships in Implementing, maintaining, and fine-tuning their inventory plans, according to Zierden (2009). Dealers who use inventory management systems have faster vehicle turnover and a higher return on investment than those who don’t. Choosing the right system can make a big difference in your inventory management efforts. This strategy can really help you come up with a good result.

According to the Nicole Fallon (2013), investors in uncertain, rapidly changing product markets like consumer electronics react more strongly to customer satisfaction. Nokia, for example, saw a rise in its American Customer Satisfaction Index (ASCI) figure in May, followed by reports of increased interest from large institutional investors.

Based on Cashman book “System Analysis and Design” (2011) that data created by day-to- day company operations in the transaction processing system to protect data integrity, transaction processing systems process a group of transaction-related commands rather than individually. However, TP systems ensure that if any single element of a transaction fails, the system does not process the next transaction.

The summary of the study, inventory management has a huge impact to business in order to avoid sacrifices and understanding the realities inside the circle of the management. Making decisions and controlling the inventory is a vital to any types of industries to come up with a good result. A programed system will help to minimize the work and make inventory managing easier than before.

**LOCAL STUDY**

In the study from Averion et al. (2009) entitled “Monitoring and inventory for discovery”, it stated that it will minimize the difficulty of the manager in processing inventory because physical counting products, stocks and computing inventory summary will be the system job. It will monitor the availability of products, items to prevent under stocking, over stocking and running out of stocks. The system will also simplify the transaction between dealer and supplier relationship because of the updated supplier information and price list of items will correspond to collaboration with supplier.

According to Dayday et al. (2013) that the inventory systems play a vital role in a business setting because it lessens the time and burden in performing inventory of products. They save businesses from data inconsistencies and more importantly, prevent profit loss. The job of monitoring and recording stocks is considered to be a strenuous activity, by which computer and software come in order to alleviate the work.

According to Abacahin, et al. (2012) that the marketing currently does its sales and inventory manually. As such, it takes time to locate certain files for reports and the entries in the monitoring sheet are not clear, thus, creating confusion. The project is an automated Sales and Inventory System which has an array of functions involving sales and inventory that can be of very big help to the company. It aims to make files updated and easy to locate, hence, data and information become accurate and orderly which may provide a faster alternative or means in doing the inventory. The system inventory may also be harder to cheat because the coming in and going out of stocks is recorded in the system. The warehouse personnel more

accurate in their reports and can save more time by using the system.

In conclusion of the study, managing inventory will be less problematic by creating an application that can write, edit and delete a data, making it automatically generates the list of information to the user. Products can be handled and it will be on point. Therefore, preventing loss inside the business can be helped by computer software.

**FOREIGN STUDY**

According to the United States Department of State, Small BusinessAdministration, “Inventory refers to stocks of anything necessary to do business” (US Small Business Administration, 2010). The publication describes what constitutes successful inventory management, including maintaining a wide assortment without spreading the rapidly moving items too thin, increasing inventory turnover without sacrificing service, and keeping stock low without sacrificing service.

According to Bose (2006) that Inventory control is vitally important to almost any type of industry, whether product or service- oriented. Investments in raw materials, spare parts, work-in-progress and finished products are all critical costs of operations which if not controlled can lead to high capital costs, high operating costs, and decreased production efficiency.

On report of Muller, (2019) that inventory management is about more than counting what you’ve got. It’s about understanding business realities and making decisions that balance current demand with future needs.

In conclusion, inventory management maintains a wide assortment without sacrificing service which is vital to almost any type of industry to balance the current demand with future needs of the management. Working with inventory management will control the cost of operations.

**THEOROTICAL FRAMEWORK**

The study was entitled Theory of the Inventory Management founded by (Daněk and Plevný 2005), the main objective of the inventory management is to stay one step ahead of the competitors and a great emphasis is also put on the information involving demand (the number of items sold, seller`s expectations, predicting customers’ behavior, various marketing actions, competition). An important role of the inventory theory is to satisfy the demand and determine its further development as well as to ensure an adequate quantity of the goods.

Inventory management is essential role to achieve successful business, individual company and supply chain has a huge impact in shifting demand and market development to increase efficiency of business activity. Using modern information technology would be useful to optimize the challenges faced at the inventory management, utilizing a method of analysis and synthesis relating to controlling inventory. In general, building an application will be applicable to cope the problems at the managing inventory.

Since the 20th century, in line with (Daněk and Plevný 2005), an emphasis has been put on continuous increase in efficiency of business activities. The development of operational research methods and their implementation with the use of modern information technologies has contributed to reducing corporate costs. One of the ways of how to achieve their reduction is the optimization of logistics activities, which also includes inventory management theory. Implementing modern technology into a continuous increase of business activity would greatly reduce the time and money cost within the field of inventory management. A systemized inventory management will make data listing of products, orders, costumers, and users accurately.

**CONCEPTUAL FRAMEWORK**

The purpose of this system is to convert the manual process of inventory into an automated system. Paradigm below indicates how system works. Monitoring at stock, data of user, and transaction process.

|  |
| --- |
| **Input**  Stock in Tools and Equipment Information.  Get User Information |

|  |
| --- |
| **Output**  Updates Stocks Generate Report  Account Receivable Report |

|  |
| --- |
| **Process**  Verify and Confirm Tools and Equipment  Tools and Equipment Transaction  (Barrowing and Returning Function ) |

Figure 1.1 The inventory process is represented in the conceptual paradigm above.

This study aims to create automated inventory system for detailed and accurate monitoring and transaction of the tools and equipment for HRM. Therefore, input, process, and output model will be essential, Input: It captures the data or items e.g., tools and equipment that will be registered first in database, it is the process of accepting data or information, by using input the computer can do a data manipulation process. Process: It is the process to convert the input into output. It includes the barrow and return of the equipment and also the CRUD or Create, read, update and delete functionality of the equipment associated with database. Output: It is the display or output of result from processing.

**INPUT:**

**User Perspective.** The user must input the data to record their information and also the information of tools and equipment in order to display the status.

**System Input.** The system uses a functional computer device that capable to access the application. The computer will be used in order to send information of the tools and equipment and transaction into database.

**PROCESS:**

The user inputted data will pass to a system; the information will be stored on the database and allowing the data list display to have a real time transmission. Verify and confirm the inputted data and also perform tools and equipment transaction.

**OUTPUT:**

The result of the process will fall in to output, which display the data on list coherently and organized. The user’s application will consist a data list and status showing the current stocks of tools and equipment , and the textbox of the application which is Tools and Equipment id, name, quantity, description and category. And also generate the receivable report regarding of the status of tools and equipment.

**DEFINITION OF TERMS**

Below are terms that may need clarifications:

**A**.

**Automation** – is the technique of making a process of creating software or system to replace repeatable process and reduce manual intervention and operate automatically.

**D**.

**Data** – is information processed or stored in computer or in specified system this includes the describing quantity, quality, statistic and list of tools and equipment.

**Database** – a database is an organized collection of structured information or data, typically stored electronically in a computer or specified system. Database is usually controlled by database management system.

**M**.

**Modules** – a module is an extension to main program or system dedicated to a specific function which usually plays as features of a specified system.

**S**.

**Software** – is a set of instructions, data or program used to operate computers or system and execute specific task.

**System** – a general term for a computer or other piece of technology and all of its dependencies.

**CHAPTER III**

**RESEARCH METHODOLOGY**

In this chapter, the research methodology will discuss the type of research or our study, how the data collected, material and tools used in the research, and the rationale for choosing the specific method. Allowing readers to evaluate the reliability and validity of the study.

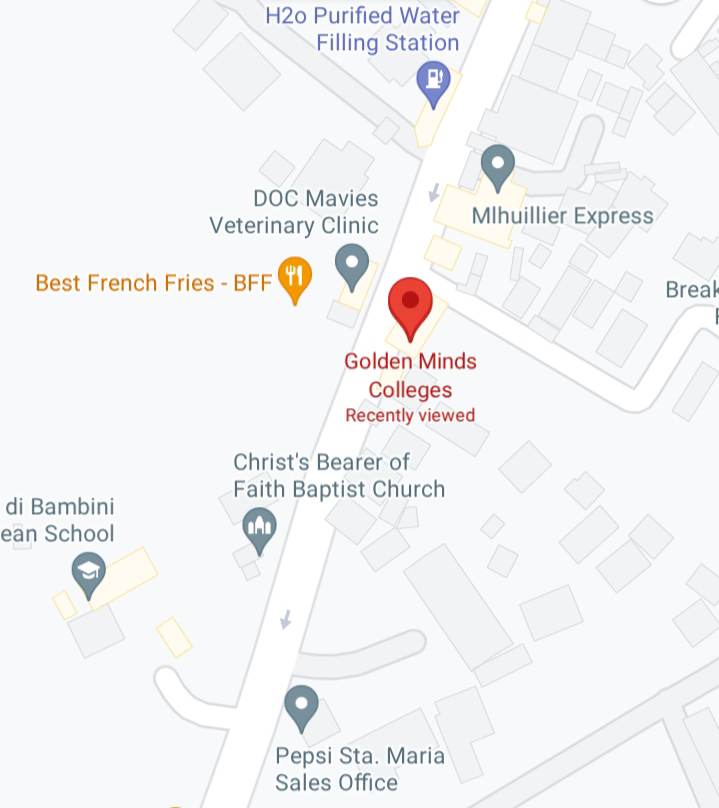
**RESEARCH DESIGN**

In this part of the study, it aims to describe the research mode and specific research type, which refers to the overall strategy that will be used to form the different section of the study in a way of being logical and consistent. This study is more on side of systematic and scientific experimental research approach in which the researcher manipulates one or more variables, and control measure any change in other variables, which focus to generalize the report by collecting true experimental data.

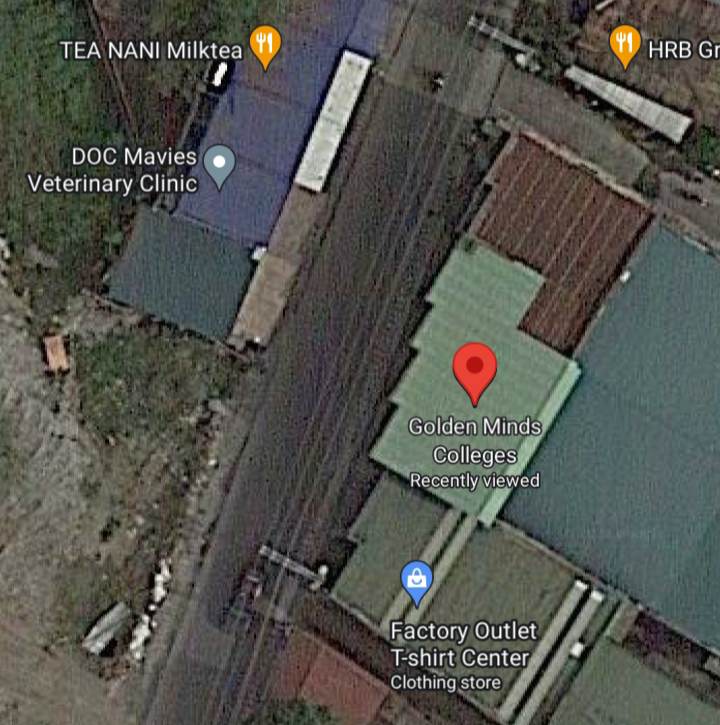
Experimental research is a study that strictly adheres to a scientific research design. It includes a hypothesis, a variable that can be manipulated by the researcher, and variables that can be measured, calculated and compared. Most importantly, experimental research is completed in a controlled environment. The researcher collects data and results will either support or reject the hypothesis. This method of research is referred to a hypothesis testing or a deductive research method.

A cross-sectional study looks at data from a population and numbers of tools and equipment at one specific point in time. The participant in this type of study is selected based on their interest and relation in a particular set of variable.

**RESEARCH LOCALE**

****The study was conducted at Golden Minds Colleges located at 728 Paso St. Bagbaguin, Sta. Maria, and Bulacan. Currently, the Golden Minds Colleges has two branches (e.g., Sta. Maria and Balagtas) but this study will be focus at Golden Minds Colleges of Sta. Maria- Branch.

***Figure 3.1 (A map location of Golden Minds Colleges Sta. Maria, Bulacan)***



***Figure 3.2 (Aerial view of Golden Minds Colleges Sta. Maria, Bulacan)***

**RESPONDENTS OF THE STUDY**

Golden Minds Colleges had a plenty number of tools and equipment inside the inventory, in finding the sample size. This study conducted to all population count of tools and equipment, students in Grade 12 TVL-HE and administrator who were responsible in the inventory management which was focused on the Golden Minds Colleges Sta. Maria. Using a Convenience sampling, it was the most compatible sampling in order to select a sample size.

Convenience sampling is one of Non-Probability Sampling Methods, which is one of easiest sampling method, due to the reason that the respondents were chose by availability and willingness to take part of the study. To achieve the research study, the researchers must have respondents that provide the data to be analyzed. They can be of any age and must have consent in participating in the said activity (Allen, 2018).

The total target sample of the study is 18 for Grade 12 TVL-HE and 1 administrator who is responsible to managing inventory of Golden Minds Colleges. With is count of respondents, it will be enough to create a solution from the challenges faced, monitoring and gives dynamics report from the Golden Minds Colleges by conducting a questionnaire that could help to draw the hypothesis.

**RESEARCH INSTRUMENT**

In this study, the following instrument utilized by the researcher is a data collection method and techniques. The most reliable method for this study is traditional phone survey that will help to gather data needed to answer the specified problems within the study. Using traditional phone survey is a unique way of gathering information, the advantages of this instrument are data can be collected quickly because phone interviews are immediate, and skilled interviewers can complete a large number of surveys in a single day of work.

Since most of the people have a smartphone, it will be easier to reach the respondents, participants, and audience to gather data from them to support this study which gives the survey a higher response rate. Due to Christmas coming and still pandemic, interviewing respondents is going to be a hard time, applying this method will greatly reduce the money and time consumption, at the same time filling the needs of the study to build a concrete data list.

The method used by the researcher is qualitative method. The fundamental types of interview in research that researchers used is semi-structure interview to gather information from the respondents that will allow the researcher to have a solid base of the study by conducting the interview intended for the grade 12 TVL-HE students and inventory staff of Golden Minds Colleges. Therefore, the researcher forms a set of question for the respondents on how they monitor their tools and equipment, stocks, the importance of inventory system, the question are as follows:

• How do you monitor the data list of tools and equipment, stock of inventory?

• How do you handle transaction (barrow and return) of tools and equipment?

• Does Inventory System helps you?

The staffs of inventory will be the vital for this study to fulfill the needs of the Golden Minds Colleges by asking the question above which helps the study sturdy to have a solid system. Also collecting their suggestions will be considered to help the system by summarizing the ideas of individual staffs to add features for the system.

**DATA GATHERING PROCEDURE**

In order to analyze the problem, the researcher conducted a phone interview to ask the respondents regarding with the common problem faced in inventory. The data gathered will be used to know the significance of the study entitled “Inventory System for HRM Tools and Equipment”. In this study, the data were collected from 19 respondents, 18 for TVL-HE students and 1 from the staffs involved on the field of managing inventory through traditional phone call.

To begin, the researcher asked consent at TVL-HE students and also the inventory staff to conduct a phone call interview that involved with inventory management, in order for the respondents to understand what, where and how the data will be collected. The researcher prepared questionnaire that will be conducted through phone call interview. After collecting data, the distribution of interview response will be used for data analysis, this study will apply the experimental statistical tool in order to decode and formulate a solution through the gathered data.

**CHAPTER IV**

**PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA**

This chapter presents the results, the analysis and interpretation of data gathered from the answers to the questionnaires distributed to the field. The said data were presented in tabular form in accordance with the specific questions posited on the statement of the problem. It also includes the main objectives of the study and reason why the specified system is made.

**Profile of the Respondents**

**Table 1**

**Distribution of Respondents by Age**

|  |  |  |  |
| --- | --- | --- | --- |
| **Age** | **Frequency** | **Percentage** | **Rank** |
| 25 and above | 1 | 5**.**00 | 2 |
| 21-24 years old | 1 | 5**.**00 | 2 |
| 16-20 years old | 17 | 90.00 | 1 |
| **Total** | **19** | **100.00** |  |

**Figure 4.1 Age of respondents in percentages**

According to Table 1 and to Figure 4.1, most of the respondents 90% were between 16-20 years old, with only one respondent in each of other two age categories. The table also provided the frequency and percentage of respondents in each age category, as well as the total frequency and percentage for all respondents. Therefore, most of our respondents came from 16-20 years old and answered our questionnaire.

**Table 2  
Distribution of Respondents by Gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Frequency** | **Percentage** | **Rank** |
| Male | 6 | 32.00 | 2 |
| Female | 13 | 68.00 | 1 |
| **Total** | **19** | **100.00** |  |

**Figure 4.2 Gender of respondents in percentages**

Table 2 and Figure 4.2 show the gender distribution of respondents in a study. 68% of the respondents are female, and 32% are male. The table provided the frequency and percentage of respondents in each gender category, as well as the total frequency and percentage for all respondents. Therefore, majority of our respondents are female because it has 68**%.**

**Table 3**

**Distribution of Respondents Who Are Students vs. Staff**

|  |  |  |  |
| --- | --- | --- | --- |
| **Respondents** | **Frequency** | **Percentage** | **Rank** |
| Student | 18 | 95.00 | 1 |
| Staff | 1 | 5.00 | 2 |
| **Total** | **19** | **100.00** |  |

**Figure 4.3 Survey respondents who are students vs. staff in percentages**

As shown from the table 3 and Figure 4.3, 95% of the respondents were students, and (5%) are staff. The table provides the frequency and percentage of respondents in each respondent category, as well as the total frequency and percentage for all respondents. Therefore, most of our respondents came from students and answered our questionnaire.

**Research questions data presentation, analysis and interpretation**

In order to answer research questions for the study at hand descriptive statistics were carried out and analysis based on mean was done. This required the researcher to determine means measuring scale as detailed in the subsequent paragraphs.

The items of the questionnaire were measured by the three point Likert Scales which entailed to agree to disagree, an arrangement which made the analysis easier and quick. The scale of interpretation of the mean was demonstrated in the following illustration.

|  |  |
| --- | --- |
| **Mean Score** | **Mean Score Interpretation** |
| 1.00 – 2.33 | Disagree |
| 2.34 | Neutral |
| 3.65 – 5.00 | Agree |

Source: Jamil (2002)

**Research question one:** To what extent are you familiar with the Inventory System?

**Table 4  
Awareness of Respondents about Inventory System**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 4.22 | 2.11 | 15 | 79 | 1 |
| Neutral | 0 | 0 | 0 | 0 | 3 |
| Disagree | 1.33 | 0.23 | 4 | 21 | 2 |
| **Total** | **1.85** | **0.78** | **19** | **100** |  |

Figure 4.4 Awareness of respondent about inventory system in percentages

Table 4 and Figure 4.4 reveal that among the 19 respondents surveyed, a significant majority of 79% (15 respondents) exhibited familiarity with inventory system, while a smaller minority of 21% (4 respondents) demonstrated a lack of familiarity with the same. This finding carried valuable implications, leading the researchers to conclude that the proposed system was highly likely to be adopted or serve as an improvement to the current inventory management system in use.

**Research question two:** Do you encounter difficulties when searching for information on tools and equipment or determining the stock level of your equipment using paper-based methods?

**Table 5  
Respondents’ Reported Frequency of Inventory System Usage**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 4.62 | 2.52 | 17 | 89 | 1 |
| Neutral | 0 | 0 | 0 | 0 | 3 |
| Disagree | 1.24 | 0.23 | 2 | 11 | 2 |
| **Total** | **1.95** | **0.92** | **19** | **100** |  |

**Figure 4.5 Reported Frequency of Inventory System Usage in percentages**

The findings presented in Table 5 and Figure 4.5 indicates that the majority of the respondents, specifically 89% (17 respondents), and encountered difficulties while performing paper-based methods to search for information on tools and equipment and to determine the number of available equipment in inventory. Conversely, only 11% (2 respondents) reported no difficulties in performing such tasks using paper-based methods. Based on these results, it was inferred that the implementation of the proposed system is highly feasible.

**Research question three:** Would you be willing to consider enhancing the inventory management system employed by the school?

**Table 6**

**Willingness of Respondents to Consider Enhancing School’s Inventory System**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 5.00 | 3.33 | 19 | 100 | 1 |
| Neutral | 0 | 0 | 0 | 0 | 2 |
| Disagree | 0 | 0 | 0 | 0 | 3 |
| **Total** | **1.67** | **1.11** | **19** | **100** |  |

**Figure 4.6 Willingness of Respondents to Enhance School’s Inventory System in percentages**

Table 6 and Figure 4.6 reveal that out of the 19 respondents surveyed, a significant majority of 100% (19 respondents) agree to enhance and/or improve the current inventory system that the schools have. The proponents conclude that the proposed system is highly likely to be adopted or serve as an improvement to the current inventory management system in use.

**Research question four:** Have you had prior experience utilizing an inventory system?

Table 7  
Prevalence of Prior Experience with Inventory Systems among Survey Respondents

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 2.89 | 0.49 | 6 | 32 | 2 |
| Neutral | 0 | 0 | 0 | 0 | 3 |
| Disagree | 3.21 | 0.97 | 13 | 68 | 1 |
| **Total** | **2.03** | **0.49** | **19** | **100** |  |

**Figure 4.7 Prevalence of Prior Experience with Inventory**

**Systems in percentages**

The data illustrated in Table 7 and Figure 4.7 reveal that a majority of the survey respondents, precisely 68% (13 respondents), have not utilized an inventory system in the past. Out of these 13 respondents, all of them were aware of the inventory system, however, none of them had any practical experience utilizing it. In contrast, a smaller proportion of 32% (6 respondents) reported having prior experience using inventory systems.

**Research question five:** In what ways do you believe the implementation of an inventory system could potentially benefit both yourself and the school?

Table 8  
**Perceived Benefits of Implementing an Inventory System for both Individual and Institutional Gains**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 4.86 | 2.67 | 17 | 89 | 1 |
| Neutral | 1.24 | 0.26 | 2 | 11 | 2 |
| Disagree | 0 | 0 | 0 | 0 | 3 |
| **Total** | **2.03** | **0.98** | **19** | **100** |  |

**Figure 4.8 Perceived Benefits of Implementing an Inventory**

**System in percentages**

Based on the analysis presented in Table 8 and Figure 4.8, it can be inferred that a notable proportion of the surveyed individuals, precisely 89% (17 respondents), expressed agreement that the implementation of an inventory system has the potential to benefit both themselves and the school. A relatively smaller percentage of 11% (2 respondents) provided a neutral response, whereas 0% (0 respondents) selected the option of disagreement regarding the potential benefits of an inventory system for both individual and institutional gains.  
**Research question six:** In your expert opinion, to what extent do you believe an Inventory System would be a viable solution for effectively managing the entire tools and equipment utilized by the school?

**Table 9  
Assessing the Feasibility of Inventory Systems for Efficient Management of School Equipment**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Verbal Interpretation** | **Mean Score** | **Standard Deviation** | **F** | **%** | **Rank** |
| Agree | 5.00 | 3.33 | 19 | 100 |  |
| Neutral | 0 | 0 | 0 | 0 |  |
| Disagree | 0 | 0 | 0 | 0 |  |
| **Total** | **1.67** | **1.11** | **19** | **100** |  |

**Figure 4.9 Assessing the Feasibility of Inventory Systems for Efficient Management of School Equipment in percentages**

Table 9 and Figure 4.9 reveal that out of the 19 respondents surveyed, a significant majority of 100% (19 respondents) agreed that inventory system would be a viable solution for effectively managing the entire tools and equipment, with only zero respondents in each of other two Interpretation categories believe that it will not be an effective tool.

**CHAPTER V**

**SUMMARY, CONLUSIONS AND RECOMENDATIONS**

This chapter presents the summary of the study, findings, the conclusions drawn from the findings, and recommendations made regarding from the study entitled the Inventory System for HRM Tools and Equipment for actions and further research.

**Summary of research findings**

The study utilized a sample size of 19 respondents who completed and returned the survey questionnaires for analysis. A descriptive research design was employed for data analysis. The findings were derived from an analysis and interpretation of the data collected from the survey questionnaires and software evaluation.

1. A significant majority of 79% (15 respondents) exhibited familiarity with inventory system, while a smaller minority of 21% (4 respondents) demonstrated a lack of familiarity with the same. This finding carried valuable implications, leading the researchers to conclude that the proposed system was highly likely to be adopted or serve as an improvement to the current inventory management system in use.
2. The majority of the respondents, specifically 89% (17 respondents), and encountered difficulties while performing paper-based methods to search for information on tools and equipment and to determine the number of available equipment in inventory. Conversely, only 11% (2 respondents) reported no difficulties in performing such tasks using paper-based methods. Based on these results, it was inferred that the implementation of the proposed system is highly feasible.
3. A significant majority of 100% (19 respondents) agree to enhance and/or improve the current inventory system that the schools have. The proponents conclude that the proposed system is highly likely to be adopted or serve as an improvement to the current inventory management system in use.
4. A majority of the survey respondents, precisely 68% (13 respondents), have not utilized an inventory system in the past. Out of these 13 respondents, all of them were aware of the inventory system, however, none of them had any practical experience utilizing it. In contrast, a smaller proportion of 32% (6 respondents) reported having prior experience using inventory systems.
5. The implementation of an inventory system has the potential to benefit both themselves and the school. A relatively smaller percentage of 11% (2 respondents) provided a neutral response, whereas 0% (0 respondents) selected the option of disagreement regarding the potential benefits of an inventory system for both individual and institutional gains.
6. A significant majority of 100% (19 respondents) agreed that inventory system would be a viable solution for effectively managing the entire tools and equipment, with only zero respondents in each of other two Interpretation categories believe that it will not be an effective tool.

**CONCLUSIONS**

The survey conducted by the proponents revealed that the majority of the respondents agree that the development of an Inventory System has a very good interpretation. Based on the findings presented in Tables 4 to 9 and Figures 4.4 to 4.9, it can be concluded that the proposed inventory management system is highly feasible and likely to be adopted or serve as an improvement to the current inventory management system in use. Specifically, the majority of the respondents exhibited familiarity with inventory systems, encountered difficulties while performing paper-based inventory management, and agreed to enhance or improve the current inventory system.

Additionally, the respondents agreed that an inventory system has the potential to benefit both themselves and the school, and would be a viable solution for effectively managing tools and equipment.

Therefore, the proponents conclude the proposed inventory management system is a promising solution for Golden Minds Colleges to improve its inventory management practices in order to store data securely and manage tools and equipment more efficiently.

**RECOMMENDATION**

This study revealed the development of Inventory System for HRM Tools and Equipment. The following recommendations are hereby presented:

Future researchers may consider conducting a more extensive study with a larger sample size and broader scope to further validate the feasibility and effectiveness of the proposed inventory management system. Moreover, future research can explore the potential barriers to the adoption and implementation of an inventory system in schools, as well as investigate the specific features and functionalities that schools consider important in an inventory system.

Schools can consider adopting an inventory management system to improve their inventory management practices and streamline their operations. To ensure successful implementation, schools should engage relevant stakeholders in the decision-making process and provide sufficient training and support for users. Additionally, schools should continuously monitor and evaluate the performance of the inventory system to identify areas for improvement and ensure its sustainability over time.

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