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STRATEGIC HUMAN RESOURCE PLANNING OF COMMERCIAL ESTABLISHMENTS: BASIS FOR A PROPOSED ACTION PLAN

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ABSTRACT

Strategy requires a significant asset in the workforce of the company. Commercial Business Establishments depend on how their human resources select the current role and potential employment requirements. The innovation driving this paper is to look at the human resource planning of business institutions by analyzing and separating the human workforce's single data profile on supply and supply (work publicity) and in favor of efficiency approaches and procedures. This paper examined the Peso Provincial Office's consolidated report's secondary data and the different documents obtained through the investigation and meeting. The results showed the consolidated profile for the 2019 PESO report of the requested (needed), registered (applied), and placed (hired) human resource workforce. In the research, through the survey questionnaire checklist, forty-eight establishments were employed. Most are single males, high school graduates, 20-24 years of age, and dominated by a factory worker, and it was gleaned. In addition, the requested profile showed a high amount or percentage of demand/need, whereas the placement obtained a limited amount or percentage of supply. Policies and processes are applied as it takes a simple job to meet the industry's capabilities. Based on the results, the researcher formulated a proposed action plan for commercial institutions, PESOs and schools, colleges, and universities, to offer interventions to strengthen and develop its objectives.

INTRODUCTION

The Human Resource framework involves taking the industry's main priorities and objectives and translating them through a predictable, coordinated, complementary structure of initiatives and employee supervision strategies. The positioning of human assets entails taking on potential market and natural factors in the industry. It also generates and deals with requests for human assets as needed and as specified by conditions.

Business establishments consider the impact of their conditional courses of action on the kind and kinds of individuals they can use and the essential skills and training they need. Similarly to the supply from outside, it must determine the existing stack of individuals. Human resource planning's critical task enables the partnership to spend time in a limited capacity and the future. Thus it is seen that the chiefs could end up being valuable in dealing with their human capital, which can render the relationship to the hero of the resistance winning on the market, those members who consider human resource planning as the crucial and necessary component of their human resources. The planning and anticipation of what may happen in the various areas of the organization's internal and external circumstances are establishing plans and delivering these incidents to changes in the organization's business, commercial center, economy, society, and creative world.

Business establishments consider the complications of its feasible arrangements on the essence and styles of persons to be used and the fundamental skills and planning. The company needs to assess its existing employee load as well as the availability of business at all. A must is human resource planning. Therefore, executives could end up being exceptionally useful in managing their human resources in those industries that regard human resource planning as an essential and fundamental piece of their human asset. Addressing an organization's workers as investments involves developing an effective and integrated approach to human resources management compatible with its strategy.

The primary motive behind the placement of human assets is to ensure that employees have the highest degree of relation to their occupations. Similarly, this placement method asserts that there is neither an overflow of labor nor a shortfall in the right number of employees as needed, for instance. The three key elements of human asset placement include:

1. The position's figure.
2. Supervising the interest of members and accessible business inventory.
3. Preserving the balance between the forecasts of the organic job market.

The researcher-led this to analyze the human asset profile to the degree that the premium/deftness of the work/workforce of business establishments as the Head of the Human Resource Management Program would allow us to be logically responsive to the business requirements that are central to redesigning, enhancing course responsibilities to meet the needs of the industry.

Literature review

The twenty-first century sees the heated global competition and intertwined, cluttered, and complicated ecological forces and impacts that make it inevitable to stay away from dangers and take advantage of lucky breaks, given the growing number of alliances multifaceted existence of organizations. To deal with their inner assets and, at the same time, their external situation, business associations must shift from traditional reasoning and day-to-day administration to critical reasoning and key administration (Wheelen and Hunger, 2008). The key arrangement is the cornerstone of the key administration mechanism and an administrative tool that empowers associations to efficiently and

effectively handle future occasions, giving them more notable control over their properties and reaction to natural change (Floris and Yilmaz, 2010).

Also, Price (2009) revealed that while most companies realize the benefits of strategic planning, only about half are pleased with the current processes. Researchers have concluded that achieving success in meeting organizational goals requires a highly motivated workforce (Dunn, 2014). The efficiency of HR workers contributes significantly to overall HR effectiveness assessments. Leaders are responsible for making decisions on outsourcing and considering running costs as a primary reason for adopting strategies for outsourcing (Hanafizadeh & Ravasan, 2017).

The mission, vision, and priorities of an organization are central to its organizational success. When these guiding principles are communicated on the corporate ladder at every level, they will be adopted by an engaged workforce. Organizational alignment is then created, which will make the ability to maximize organizational efficiency. Therefore, this study seeks to describe the effect of strategic HR preparation on Jordan's public shareholding companies' performance.

The main component of hierarchical implementation and objective achievement in partnerships is HR. There is an increased need for the essential arrangement of HR to assist associations with meeting these difficulties due to the rapid changes and challenges facing associations. HRP incorporates how the association's HR needs are broken down and differentiated (Kattab, 2003). For example, organizing, record-continuing, enlisting, collecting, planning, representing relationships, and paying regular exercises to incorporate HR projects. Lucier (2009) argues that the HRM technique requires attracting, producing, and retaining staff. "Bratton and Gold (2007) describe HRP as a precise anticipatory mechanism linked to the potential interest of employees and gracefully as the dispersion of their skills within the association's vital goals." Werner and DeSimone (2006) note that HRP can allow organizations to anticipate how developments will 223 Issues and Viewpoints in Management, Volume 18, Issue 1, 2020 <http://dxxx> It is particularly important to coordinate the workforce needs of every company, thinking about the rapid shifts in external business needs. In this way, both quantitative and subjective, the criteria of an association's HR methodology must be tailored to what is available right now and later (Bhatia, 2007).

Vital HRP plays an essential role in defining expectations of execution and outcomes, so it must be contrasted with the norm so that HR leaders can understand how their field of specialization moves towards their and the association's goals. This way, by critical exercises, HR administrators must exhibit quantifiable benefit from managers (Sullivan and Richardson, 2011). Effective organization of the workforce allows committees to identify and prepare how the existing and potential workforce's concerns and needs are handled. Also, it provides a sound system for setting up a sustainable approach for the workforce. The workforce structure needs to advance procedures to satisfy these criteria, separating potential operations to attract and maintain the necessary number and type of employees required for the association (Sloan, 2010). HR workers should refer to the endorsed workforce arrangement framework when getting ready for interest in HR advancement and execution to collect data on the workforce's normal development or whether employee professional enhancement opportunities are limited. The association should look for methodologies planned to keep employees along these lines, particularly if they are experiencing moderate growth. Staff execution assessment is performed for evaluations in a functional environment identified with the subject plan, which frames the rational justification for the association's day-to-day work.

They developed an effective framework for dealing with human capital, treating employees as investments. The policies and values of HR are aligned with the general policy of the company. For a long time, Human Resources has been debated in different

HRM environments. HR planning was an imperative aspect of occupation evaluations from the outset. It was used reliably to select characteristics and absences among the members and build up the limits and skills they required. As individual calling plans gained a reputation, affiliations continuously began to provide more insight into the unique abilities and limitations among single specialists to adjust and manage associations' creation.

You choose among them to fill accessible positions when your recruiting efforts create a pool of promising job competitors. When you pick the right people for the right job, you get new contracts, finish the job all the more quickly, and face fewer problems. Speculation on human resources proposes that individuals and society gain money-related benefits through individual premiums (Zula and Chermack, 2007). This initiative's primary guideline is to examine human asset speculations for the business association, just the same as system venture, apparatus, programming, and so on without handling the scrambled policy for estimating the rate of profitability (ROI) on human resources. Zula and Chermack (2007) expressed that the theory of human capital involves putting resources into procured instruction/tutoring, hands-on preparation and development, and other knowledge that positively affects profitability and wages. These metrics are used in the human resource model to maximize productivity and benefits, much like wages and salaries. Noe et al. (2004) expressed that the HR leader completed three fundamental capacities and their specialization. First, in their unit, the chief applies line expert and proposed authority elsewhere in the association. The person in question uses coordination capacity to ensure that the association's HR priorities and approaches are facilitated and enforced. The individual in question also provides numerous personnel administrations to line the board, such as the HR director or division assisting employees at all levels to contract, plan, review, fulfill, advance, and train. The accompanying highlights that will make HR promote a strong authoritative culture were distinguished by Mello (2006). These are as follows: 1. Permeability. Percentage. This alludes to how visible and noticeable HR rehearsals are. The members should be exposed to HR procedures. They may make the HR rehearsals cause-impact attributions. 2. Comprehensibility. It refers to how the HR rehearsals are exposed to the participants, leaving no misinterpretations and miscommunication 3. The authenticity of authority. This alludes to the reputation of the person conveying the resulting HR agreements and the beneficiaries' association. 4. Relevance. individual goals and hierarchical goals must be modified. For example, suppose the association has a critical client assistance target, and a worker's appreciation increases. In that case, administration-based incentives can increase the significance and encourage the individual and association to achieve their goals. 5. Instrumentalism. This alludes to the ample momentum associated with the desired model of conduct being performed. 6. Legitimacy. Justice. They mean to do, and what they do all HRM activities should be reliable to help create a stable situation. In organizations, the selection and screening forms must be valid to accomplish this if they need to obtain certified members. 7. Steady messages from HRM. Messages sent by HRM should be identical and have power. The agreed and assumed qualities should be steady. 8. Understanding basic leadership among HRM heads. On the off chance that officials would " see " that the chief's consent to their decisions, staff approval may be effectively obtained. 9. Decency. Science. This relates to the adherence of HRM activities to transmitting three equity components: distributive, procedural, and interactional. Distributive equity means the law of " balance" in which all obtain a similar outcome or in which subsets of members obtain different amounts based on substantial contrasts, such as in a legitimacy pay system or a " singular need" rule, such as flexible working hours in exceptional circumstances for single parents. Employees are granted a say in procedural equity in determining the methods by which decisions are made. Interactional equity requires the open and deferential disclosure to administrators of the reasons for choices and outcome distribution.

Be sure to evaluate employee engagement to create sound investment choices. Choose and adapt the organization's regular interaction survey that supports the business plan. Managers must ensure that all units implement their action plans for engagement and track the enhancement efforts continuously through strategies and procedures as required. The primary significance of the role of job examination and competence is based on their importance as efficient techniques that provide a standard framework to assemble an intelligible way of dealing with HR supervision. During critical times of transition, this task of demonstrating capabilities turns out to be especially noticeable when occupations in an association are likely to be modified all of a sudden. Regular HRM rehearsals, such as job frameworks, HR sources, rewards, and worker effects, must be paid to be compatible with the company's innovative technology to supervise imaginative employees efficiently. HRM creation looks for a model that focuses on the vibrant personality of various types of advances in associations, not just cost reduction or efficiency, but by a traditional advancement-arranged methodology upheld at all appropriate levels by deliberately selected (HRM) strategies and practices.

The research carried out by Pareek and Rao (2007) on the execution evaluation system on Larsen, and Toubro shows that labor positioning, option, development, formulation, feedback, and so on are a sure link with competence and adequacy.

Bains (2007) found an arrangement of open and private component partnerships for immediate human asset improvement and followed that there must be an appealing hierarchical culture. He assumed that the private area built an organized human asset structure, especially in comparison to the open segment organizations.

Vazirani (2007) analyzed benchmarking of human asset rehearsals in selected pharmaceutical organizations and found that each of the organizations studied had an exhibition of the board system, which therefore differentiates between planning representative needs and advances in improving basic leadership ability, profession placing discipline. The human capital of an association is so costly. The new role rising for HR work power is workforce orchestrating (tallying organizing movement). The new HRP is excellent. It revolves around the future, equipping the company with judicious knowledge and rehearsing on design review. This new emphasis, totally results-oriented, is expressed in this multi-week workshop. We will likewise highlight the value of HR the board in adventure masterminding in giving explanations about the possibility of HR critical organizing. The division is considered dumb and set up to move the laborers around like pawns on a chessboard by numerous delegates who have been setbacks of downsizing in the ongoing past. If the typical strategist makes a move off-kilter, the board will be expelled as a superfluous thing by then. This, figuratively speaking, is true given that reduction is an outcome of collapsed business frameworks, and agents have seen reductions as integral parts of such bombarded structures. That was a boring time before, in any case, and procedures were instructed. HR bosses are directly reliant on planning means of HR operation to assist the organization's business method. To do this, the HR board should arrange its HR key by the technique in a similar way. That way, as HR, delegates have a fair understanding of the goals they are relying on to achieve. In pursuing a common purpose for the entire membership, they would have the consistency of understanding regarding their work. In his report, Arya (2017) pointed out that one of the Human Asset Office's main tasks is to constantly manage the association's current and desired HR needs by coordinating human assets. The minute a negative hole is in place, the association will be under pressure. In addition to the convenient based survey method, a sound Human Resource Planning (HRP) will allow partnerships to improve their show. The paper covers an understanding of some key points of view that have been considered by HRP. Even though the substantial increase in HRP can be comprehensively defined in two groups, one manages numerical and another managing non-scientific progress in this field; for investigation, the systematic methodology was used. Aburawi (2013), who suggested a dynamic system model respond to the lack of knowledge and attempts to

address any barrier between the administration level's needs and the accessibility of the right capabilities, has again shown this. The structure that works for HRP was fired by Døving and Nordhaug (2010). The two main factors driving the business's HRP rehearsals were systematic HRM techniques and dissecting KSA's improvement needs as found by them. Results show that these human asset arrangement courses' key determinants are assets like size, HRM division, corporate partnership, and somewhat money-saving advantage considerations. It has been explained by HR Preparation work in institutional development (Eldridge, 1998). As he suggested, HRP is related to illuminating an association learning mechanism and is also about an age of data important to the executive's basic leadership in staffing-based properties. Shen's (2005) research blends HR technology with HR preparation when handling main combinations. The board was also calculated as a critical human asset variable (Koch and McGrath, 1996; Schuler and Jackson, 1987). Although previous reviews have helped understand the concept, either the studies are numerical model-situated (focusing on building model for request estimation and making scientific conditions to solve the request and supply problems) or contacting HRP with the relevant topics. Aslam (2013) Considered the board's first and necessary human asset act; human assets' arrangement holds a tremendous task to perform. The importance of HR arrangement, its essential aims, and motivating factors are all templates and informs the procedures for retaining and propelling the association's staff. The techniques of representing the activity, limit, and strategy of Human Resource Management (HRM) within a complex and defective condition are persistent for quite a while in a quickly engaged business situation. Given its different origins and consequences, HRM covers key aspects of the relationship, such as solitary practice, insightful theory, social and legitimate cerebral study, human science, current relationships, and radical speculation (Soderlund and Bredin, 2005)..... Human Resource orchestration has been inspected for quite a while in various HRM settings (Wren, 1994). From the outset, HR orchestration was a huge piece of occupation examinations. It was used now and again as a basis for selecting features and weaknesses among staff and improving the strengths and skills they needed (Gallagher, 2000). As individual occupation plans gained the reputation, associations began to give more thought little by little to solitary workers' unique skills and abilities to alter and cope with the organizing movement of associations (people create Kuratko and Morris (2002). Comparative people are the most important resource in the relationship, the most important resource in the relationship. To achieve a tip-top standard, there must be a genuine use of human capital in affiliations (Lunenburg, 2012). All the objectives of the affiliation are practiced by fair human resource orchestration of fruitful human resource organization is a segment for building long stretch capacity to address the challenges of the workforce (Choudhury, 2007), hence the human resource planning is a practice that places a partnership in a rational position by providing the right number and human resources available to fulfill the motivation that drives the affiliation (Jahanian, 2009). The demand for work from Gauging involves evaluating the amount and form of human resources needed at various levels in an affiliation in different divisions (Pradeesh, 2011). Katua et al. (2014) discovered that human resource masterminding systems can revamp the show of an organization; that associations can develop and document philosophies for managing human resources to enhance both worker and different levels of execution.

An investigation by Cakar (2012) found that one of the significances of human asset arrangement is that compelling human resource arrangement meets the association criteria for a quality workforce, that by preserving a balance between interest for and supply of the human asset, a significant human asset plan generously decreases job costs. In his research into the effect of labor arrangement on hierarchical execution, Arsad (2012) found a positive correlation between labor arrangement and authoritative performance. Anya, Umoh, and Worlu (2017) considered human assets' arrangement and the execution of associations in Port Harcourt, Nigeria's oil and gas companies. She discovered that the human assets' arrangements hierarchical execution determine the company's future interest and situation that supervises human assets' request as necessary.

In view of how showed on the competitive market interest of labor, it is clear that the importance of human assets in the association cannot be overlooked as the association's foundation lies in powerful human assets. It is prescribed that human asset chiefs should continue to respect and rehearse the arrangement of human assets in their partner human assets' arrangement efficiently and achievement of hierarchical results. Lee (2005) pointed out that it is essential to reduce the organization of the choice procedure, ensure that there is one count essential who can respond competently to candidate inquiries about all aspects of the procurement process, including position vacancies, necessities, choice process, scheduling, and so on to increase a potent edge in the educator enrollment process. The above literature is incredibly concentrated and thoroughly confirms its mindset that the executives' sole point of human asset is to ensure that the company's human capital is used in full to deliver the best partnership outcomes that meet the company's demands.

On the side of the study Republic Act No. 8759 An act institutionalizing a national facilitation service network by setting up a public jobs service office in each province, main city, and other strategic areas throughout the country as announced as a policy to encourage complete work and business correspondence open doors for all and for this purpose to improve and extend A Public Employment Service Office, hereinafter referred to as "PESO," which will be network-based and maintained to a large extent by neighborhood government units (LGUs) and various non-governmental associations (NGOs) or network-based associations (CBOs) and s, will be formed in each capital city of territories, key urban communities and other critical zones to enforce the strategy mentioned above. The PESOs will be related to the provincial workplaces for coordination and specialized supervision of the Department of Labor and Jobs (DOLE) and the DOLE focal office to establish business administration's national organization.

Advancement has dramatically affected the load up (HR) periods and human resources activities in the past, an unusually long period. For example, development, particularly the World Wide Web, has altered various HR steps, including orchestrating human resources, enlistment, assurance, board execution, job cycle, and compensation. These new systems have made it possible for HR specialists to offer better assistance to all their accomplices (e.g., up-and-comers, staff, chiefs) to the table and reduce the sector's administrative burden. There has been a bewildering lack of speculation and inquiry on the subject, despite the extensive use of these mechanisms. The motivation behind this interesting problem is, therefore, to a) advance human resource head systems (HRMS) and electronic, human resource board (eHRM) theory and evaluation, (b) give new research orientation on the subject, and (c) strengthen the adequacy of these frameworks in affiliations. This article reviews the progress of HRMS and eHRM as appropriate, provides a brief audit of the current composition, and presents the articles in the outstanding question.

Numerous studies indicate that the board's additional human resource evaluation is most grounded when HRM choices align with the different leveled approach. There is minimal traditional research on how main thoughts affect complex e-HRM cycles. Subsequently, the motivation behind this review is:

To look at how key thoughts affect the dynamic cycle around implementing e-HRM applications in three logical exams.

1. To present recommendations for additional study.
2. To give suggestions on the ideal route to all the more likely to remember imperative considerations for the dynamic cycle.

Three related analyses of the implementation of e-HRM by associations were carried out using a model of the e-HRM approach plan (Marler, 2009). Logical examinations show

that when unambiguous market drivers are absent from the complex loop, e-critical HRM's task is to equip an enterprise focusing on hindering anger. Altogether, the company and HRM should be balanced for e-HRM to be used more importantly.

We give scholastics research suggestions considering this growing area of interconnections between the board's scheme, human resource, and IT structures in view of the disclosures. Also, we provide HR experts with guidance on the most capable technique for redesigning the business-HRM match.

Republic Act No. 10691 An Act establishing the role of the Department of Labor and Employment (DOLE), Local Government Units (LGUs) and Approved Non-Governmental Organizations (NGOs) in the establishment and operation of the Public Employment Service Office (PESO) and in the process of the Educational Institutions Employment Office (ELS), amending sections 3, 5, 6, 7 and 9 of the PESO for Sections 3, 5, 6 and 9.

Urdaneta (2016) The so-called future jobs, triggered by rapid technological advances and rapid advancement of the industry and the overall working environment, play an enormous role in the prevailing mismatch between the nation's employment requirement and job supply. Present and future capabilities must be closely monitored and predicted to resolve this. In addition to this, it is essential to use and incorporate concrete measures in the form of legislation, services, and initiatives to maneuver the future of employment. The challenge is to define the number of demands for a particular occupation or skill. Employers have no say in our consultations. They know they lack this and that, but they can't tell us how many. They should have the courage to say to us: Dominique Tutay's manager, DOLE BLE.

Problem statement

This study aimed to determine the Strategic Human Resource Planning of the Commercial Establishments in terms of the human workforce profile in terms of age, sex, civil status, educational qualifications and positions, implementation of policies and procedures of the commercial establishments. It proposed action plans for the industry, PESO, and schools, colleges, and universities.

Conceptual framework

A structure was used to explain the conceptual model that directed the researcher to perform this study to understand the study.

The conceptual model of the strategic human resource planning of commercial establishments in Rizal's first district is illustrated in Figure 1.

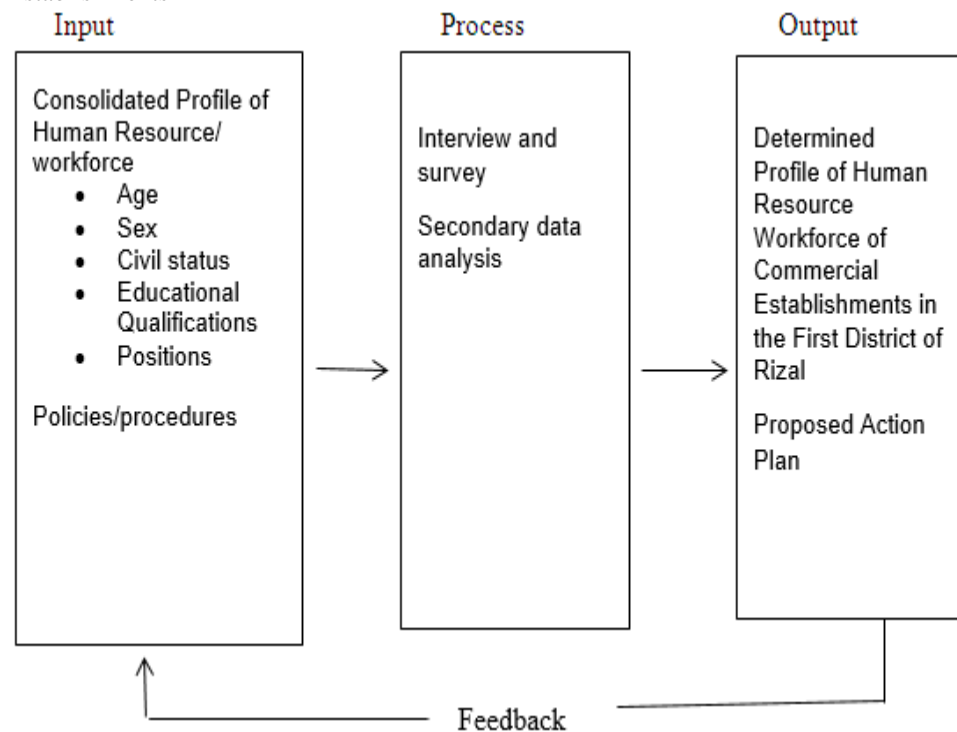
The first frame, input, refer to human resource workforce profile data.

The second picture, the method, illustrates data collection procedures through interviews, review of records, and evaluation of data collected through statistical tools.

The third production frame refers to the established human resource profile of commercial premises in the first district of Rizal and the proposed program for commercial premises, schools, and the Peso Office.

The connection between input, method, and output is shown by the arrows connecting the three frames. The feedback also indicates that each one contributes significantly to each other.

Figure 1: Conceptual Model showing the Human Resource Planning of Commercial Establishments



METHODS

The study analyses the secondary data are to assess the strategic human resource planning of commercial establishments and the strategies and procedures. This enables the researcher to create a proposed action plan to develop strategies to meet the workforce's demand and supply requirements, including determining potential measures to select the necessary number and type of employees required by commercial establishments.

RESULTS AND DISCUSSION

This section includes the human workforce profile in terms of sex, civil status, educational qualification, age, and position—policies and procedures implemented by commercial establishments.

Table 1 revealed as to the presentation and analysis of data male-dominated in terms of sex with solicited of 1441, registered of 967 or 67.11 percent and placed 869 or 89.87 percent; civil status dominated by single with solicited of 7748, registered of 1304 or 16.83 percent and placed 1,122 or 86.04 percent; educational qualification dominated by high school graduate with solicited of 3927, registered 469 or 11.03 percent, placed of 433 or 92.32 percent, an age dominated by 20-24 years old solicited of 1021, registered 560 or 54.84 percent and placed 537 or 95.89 percent; as to position it is dominated by factory worker solicited 400, registered 201 or 50.25 percent placed 174 or 86.56 for male; and female 134 registered or 29.85, placed 120 or 89.55 percent.

Given that the criticality of association culture affects virtually all aspects of the association, be it members, communication processes, or organizations, it is vital to understand the concept and how it impacts associations' main human asset rehearsals. In Cartwright and Cooper (1992), the questions about the influence of association culture were first concentrated in an investigation to determine the devotion it can make to understand the merger marvels, both in terms of their impact on authoritative exhibition

and the directors and representatives involved. As per Needle (2004), hierarchical culture speaks to the collective qualities, opinions, and standards of authoritative individuals and results from history, commodity, industry, creativity, technique, form of members, board style, and national culture. The vision, principles, norms, frameworks, pictures, vocabulary, suspicions, convictions, and propensities of the organization are incorporated into the culture.

In developing the authoritative society, the human labor force, the management, and procedures expect a significant task. Numerous tests involve the noteworthiness of critical HRM-identified activities that could upgrade representative trust and assemble a trust and progress culture along these lines. An ongoing study by Vanhala and Ritala (2016) shows that convincing HRM rehearsals enable authoritative imagination. This effect is, in part, affected by the lack of confidence in the association.

Table 1: Profile of Human Workforce

Sex	Registered		Placed		Rank
	Frequency	Percentage	Frequency	Percentage	
Male	967	67.11	869	89.87	1
Female	558	30.95	395	70.79	2
Civil Status					
Single	1304	124.23	1122	86.47	1
Married	230		192	83.47	2
Educational Qualifications					
Elem. Level	19	52.63	17	89.47	2
Elem. Grad.	21	8.67	17	80.95	4
High School Graduate	469	11.94	433	92.32	1
Vocational	305	49.75	264	88.19	3
College Level	221	53.07	172	77.82	5
College Graduate	424	18.92	310	73.11	6
Age					
15-19	79	92.34	58	73.41	5
20-24	560		537	95.89	1
25-30	429	56.44	372	86.71	3
31-34	127		111	87.4	2
35 above	174		227	76.65	4
Positions					
Factory Worker	375	93.75	313	83.46	1
Cashier	48	9.35	34	70.83	3
Waiter/waitress	36	3	29	80.55	2
Stock Clerk	154	49.67	12	12.83	4

Table 2: Profile of the Human Workforce Solicited/Registered/Placed

	Solicited	Registered		Placed	
Sex	8307	1902	22.89	1264	66.45
	8307				15.21
Civil Status	7748	1534	19.79	1314	85.65
	7748				16.95
Educational Qualification	8296	14.59	17.58	1216	83.34
					14.65
Age	8316	1369	16.46	1305	95.32
					15.69
Positions	5428	961	17.7	10.55	59.62
					10.55

Regarding sex, civil status with 7748 or 16.95 percent, educational qualification with 8296 or 14.65 percent, age 813 or 15.69 percent and positions 5428 or 10.55 percent, Table 2 showed the demanded put a profile of the human workforce of 8307 or 15.21 percent.

Ranked 1' Company implements all forms of employment contracts concerning the policies and procedures enforced, such as permanent, conditional, temporary or part-time 48 or 84.2 percent and least implemented, Company carries out succession planning to ensure that employees are eligible to fill vacancies in key executive roles 14 or 24.5 percent.

HRP was recognized by Kinicki and Williams (2006) as the road to creating a systematic system to perceive the HR needs of affiliation and gauge potential needs. Greer and Plunkett (2007) agree that the main course of action 221 Problems and Viewpoints in Management, Volume 18, Issue 1, 2020 is a major commitment [http://dx.doi.org/10.21511/ppm.18\(1\).2020.19](http://dx.doi.org/10.21511/ppm.18(1).2020.19). HRP leads to the achievement of affiliation to the degree of desirable circumstances. The orchestration and execution of imperative heads by HR the Chiefs (HRM) prompts enhanced human cutoff. The relation between HRM preparation and various levels of execution and organization of the workforce and legitimate execution is crucial and positive (Abdallah and Phan, 2007; AlFrijawy, 2019). Also, HRP allows HR to assign HR to the affiliation's operations, monitor expenses, and construct the foundation of other HR plans and structures, such as decision-making, enlistment, preparation, execution evaluation, and pay (Daft, 2008). The impact of the division of fundamental HRM among jobs was shown by Schmidt, Willness, Jones, and Bourdage (2018) and found that less enthusiasm for the HR system prompts higher turnover and lower legal citizenship among agents.

Table 3: Policies and Procedures

Human Resource Policies and Procedures	
The Company...	Rank
1 Conducts job hiring per schedule as needed to meet the needs on manpower.	2
2. Indicates human resource requirements which are systematically ascertained and provides an appropriate plan as formulated for satisfying the requirements .	3
3. Gives all major jobs that are subject to formal job analysis.	5
4. Applies all the type of employee contracts such as Permanent , Contractual , Temporary and Part-time.	1
5. Provides importance to the following issues relating to work flows in the organization Efficiency , Innovation & Creativity, Flexibility and Detailed work planning.	13
6. Provides usage of the following in the context of employee selection like Psychological tests , Performance tests , Realistic job previews , Trainability and Team-based selection	12
7. Uses network of computerized human resource information system.	4
8. Provides the following types of employee training such as Supervisory/Management skills , Communication skills Technical/Knowledge skills ,New equipment/method , safety ,Productivity enhancement , Customer service ,Product knowledge, Career planning/personal growth , Employee motivation , Data processing/information management , Team building, Time , Health promotion	25
9. Sets performance standards which are carefully developed on the basis of employees' opinion.	17
10. Gives performance appraisal system which is extended to all members of the organization.	22
11. Provides a formal policy on career planning and development.	24
12. Sets a distinct career paths and internal promotion norms within the organization.	16
13. Follows a formal procedure of potential appraisal.	23
14. Utilizes the assessment center/development center for identification and development of management potential.	21
15. Carries out succession planning in order to ensure that executives are available to fill gaps in key managerial positions.	15
17. Provides reward relevant to your organization both Financial and Non-financial reward	6
18. Gives employees access to profit sharing/gain sharing/employee share ownership plan.	18
19. Sets a structured policy for management of attrition and turnover.	9
20. Conducts exit interviews.	19
21. Encourages employees to suggest product/process improvement.	11
22. Sets provision for employee recognition programmes and awards.	20
23. Sets provision for negotiation, administration and interpretation of written agreement between employees and	7
24. Uses the following approaches that reflect the attitude of management and employees of the organization in the context of grievance procedure like Labour contract (Legalistic) and Human Relations	10
25. Manages change by integrating the HR issues with the business strategies and the strategic change process.	8

In terms of employee contracts, the rules and procedures are implemented/observed by commercial establishments, include a structured plan for human resource needs, and address adjustments by incorporating HR problems.

A proposed action plan for Commercial Establishments, PESO, and for schools, colleges and universities were created by the researcher, whose main objective is to provide interventions for the advancement and growth of Strategic Human Resource Planning.

CONCLUSIONS

The research findings showed that men dominate the human workforce profile in terms of sex, single graduate, high school graduate, 20-24 years of age, and factory workers. There are various requested numbers (need/demand). Still, low/small numbers are put (hired) in the human workforce profile in terms of gender, civil status, educational qualifications, and age. At the same time, it revealed that the most requested are factory workers, cashier, waiter/waitresses, and stock clerks in terms of positions.

In terms of employee contracts, commercial establishments in Rizal implement/observe the policies and procedures, have a systematic strategy for human resource needs, and handle adjustments by incorporating HR problems.

Commercial establishments are more likely to hire both sexes in Rizal's first district, but there were only restricted applicants who applied and qualified. Remarkably, there are already many graduates and professionals in the areas of Rizal. Secondly, for single and young people, work is favorable. For high school graduates, work requirements and skills, abilities, and qualities are planned. Contracts and agreements are significant for organizations considering this one of the Philippines' most divisive labor practices. Consolidated data from the Peso office must be checked to ensure that the figure given for document analysis is consistent.

RECOMMENDATIONS

Based on the findings of the study, the following are recommended:

This investigation aims to determine and acknowledge in depth the particular occupation, duties, and necessities, lead the work plan, and adapt the planned members to the business foundations' requested target. A precise process aimed at determining the overall value of its activity starts at that point. Upgrade the accuracy, transparency, and quality of information/data in the profiling database to generate more important information. Offer activities that build up the skills and abilities about the industry's foundations' interests—coordinate learning activities in the school and colleges' curricular programs between top and bottom network augmentation administrations. In general, coordination with minor and senior high school undergraduate studies is shut down. There must be a usual framework search of candidates and bury company partnership with the PESO workplaces.

Human Resource Heads Systems (HRMS) promote human resources and the knowledge mechanisms of affiliation. One of the modules of an Endeavor Resource Organizing Structure (ERP) is also discussed by an HRMS. ERPs are business-managing information systems that provide composite programming applications such as client relationships and the board, selection, recording, and HR deftly chained. ERP execution stretches with high frustration rates a significant part of the time; irrespective of how evaluation has explored various segments of success and disillusionment rates, minimal thinking has been composed about the usage meetings and how to make them all the more remarkable. In this paper, we are battling that a daily authority discusses a suitable method to handle improving the functioning of ERP usage gatherings. A simple practice examines a gathering organization in which the partners engage in power rehearsals rather than just a single gathering pioneer. Although the common authority has received comprehensive

investigation thinking over the previous decade, the motivation guiding this article has not been extended to ERP execution meetings and along these lines. To this end, we delineate issues related to the execution, meetings, and shared organization of ERP and HRMS, review theoretical and trial composition, present an integrative system, and represent the use of shared roles for the benefit of ERP and HRMS.

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