

Human Resource Management Practices of Local Government Units

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Abstract. *This study was pursued to determine the human resource management practices of local government units of Pangasinan.*

The study was conducted based on the income classification of the following municipalities as of the year 2012 by National Statistical Coordination Board: 1st class: malasiqui and Bayambang, 2nd class: Asingan and Bugallon, 3rd class: Alcala and Mapandan, 4th class: Bautista and Basista and 5th class: Sto. Tomas.

A survey through a questionnaire was floated to the different department heads of the abovementioned local government units.

Since humans are the lifeblood of an organization. It is considered the most important M among the five (5) Ms in human resource management which include money, machinery, method and materials.

Based on the findings of the study, the following conclusions were drawn:

1. Respondents are dominated by females. They are college degree holders, married and have permanent status of appointment.

2. Majority of human resource management practices were perceived by the respondents as “moderately practiced” except on recruitment and placement which was perceived as “highly practiced”.

3. There is no significant difference in the human resource management practices of the department heads when grouped according to sex.

4. There is a significant difference in all the areas of human resource management practices such as recruitment and placement, training and development, performance appraisal, compensation and benefits and employee relation when it comes to age.

5. No significant difference exists in human resource management practice of the department heads of the local government units across civil status. On the other hand, there is a significant positive relationship between the human resource management practices and length of service.

Keywords-resource, human, management, practices, local government units.

INTRODUCTION

The most important and vital factor in the success or failure of an organization is the human resource. Among the six m's (man, money, machines, materials and methods) in management, man is the most important because without it, the organization cannot function. Indeed, the determination of the organization's success lies on the availability and utilization of all above-mentioned elements which are all people caused.

Meanwhile, the world is no longer what it used to be. It is changing fast and the world is no longer what it used to be. It is changing fast and the world of economics, business and academe keep pace. All organizational change and success rest on its human resource. Human Resource Management plays a vital role as organizations come to meet varied challenges confronting them. The onset of globalization and technology has prompted Human Resource Management (HRM) to redefine its strategies to make it more responsive to the changing times. Balatbat, 2010 [1].

OBJECTIVES OF THE STUDY

It is worthwhile to note the main objective of this study was to determine the human resource management practices of local government units in Pangasinan. It will also validate whether these practices are evident among the local governments units.

MATERIALS AND METHODOLOGY

The study aimed to determine the human resource management practices of the local government units in Pangasinan towards more effective and efficient and efficient management and governance. The aim of the study calls for the descriptive-evaluative method of research. Accordingly, the Descriptive-Evaluative by Ariola 2006 [2] judges the goodness of an existing program. It is directed to whether or not a particular program achieved its goal. This type of research could simply seek to find out whether a certain criterion was met or not. The study was conducted to grouped of municipalities based on the income classification specified by the National Statistics Coordination Board: 1st class: Malasiqui and Bayambang;

2nd class: Asingan and Bugallon; 3rd class: alcala and Mapandan; 4th class: Bautista and Basista and 5th class: Sto. Tomas. A survey through a questionnaire adopted from the study of Balatbat 2010 [1] was floated to the different department heads of the abovementioned local government units.

Sampling Scheme

The researcher used convenience sampling for the nine (9) municipalities mentioned. The respondents were automatically chosen since there are all department heads of the local government units. In convenience sampling, the researcher takes the closest persons as respondents, continue the process until the sample reaches a predetermined size. Depending on purpose and awareness of the crudity of this type of sampling, convenience sampling may be appropriate to some demanding kinds of data collection.

**Table 1
Distribution of Respondents according to Income
Classification of Municipalities**

Municipality	Income Classification	Number of Respondents
1. Malasiqui	1 st Class Municipality	14
2. Bayambang	1 st Class Municipality	13
3. Asingan	2 nd Class Municipality	13
4. Bugallon	2 nd Class Municipality	13
5. Alcala	3 rd Class Municipality	13
6. Mapandan	3 rd Class Municipality	13
7. Basista	4 th Class Municipality	13
8. Bautista	4 th Class Municipality	13
9. Sto. Tomas	5 th Class Municipality	12
Total		117

Data Gathering Instrument

The researcher formulated a set of questions adopted from the study of Balatabat 2010 [3]. The questionnaire was distributed and answered by the respondents.

The questionnaire was divided into two (2) parts:
Part I Profile of the respondents; and

Part II Extent of Human Resource Management practices among the local government units of Pangasinan.

Statistical Treatment of Data

In determining the profile of the respondents, frequency counts and percentages were used. Weighted Mean was used in determining the extent of Human Resource Management Practices in Problem Number 2.

Weighted Mean (WM) was used in determining the extent of Human Resource Management Practices in Problem Number 2.

The formula of calculating the Weighted Mean is shown.

$$WM = \frac{\sum fx}{N}$$

Where:

f = frequency

x = weight of each score

fx = sum of the all the products of f and x

N = Total Number of Responsibilities

To interpret the weighted mean for Problem No. 2, a five- point scale was used.

Value	Weighted Mean	Verbal Interpretation
5	4.21-5.00	Highly Practiced
4	3.41-4.20	Moderately Practiced
3	2.61-3.40	Fairly Practiced
2	1.81-2.60	Seldom Practiced
1	1.00-1.80	Poorly Practiced

To establish whether there is significant difference in the extent of human resource management practices across the selected profile variables in problem number 3, T-test and ANOVA (Analysis of Variance) were used.

To establish whether there is a significant relationship between the extent of human resource management practices and selected profile variables in problem number 4, Pearson-r and Chi-square test were used.

RESULTS AND DISCUSSIONS

Most of the respondents belonged to age bracket of 41-50 and they are dominated by females. In terms of educational attainment and civil status, most of the respondents are college degree holders and majority of them are married.

In terms of years of service in the government those who rendered 11-15 years in the service has got the highest number.

When it comes to their status of appointment, all the respondents are on permanent status.

In human resource management practices, respondents perceived them as “moderately practiced”

except recruitment which was perceived as “Highly Practiced”. When it comes to test of significance which is lower than .05. This means that the null hypothesis which states that there is no significant difference in the human resource management practices of the department heads across age is rejected. The significance value for age between 30-40 and 50-60; 41-50 and 51-60 are less than .05 level. These indicate significant differences in all areas of human resource management practices such as recruitment and placement, training and development, performance appraisal, compensation and benefits and employee relations as indicated by the F-value with a significance which is lesser than .05 level.

There is no significant difference in the human resource management practice of the department heads when group according to sex which means male and female department heads have comparable management practices.

The null hypothesis reveals that there is no significant difference in the human management practice across educational attainment is likewise accepted.

There is no significant difference exists in human resource management practices of the department heads of the Local Government Units across civil status.

The null hypothesis is rejected on the overall human resource management practices of the department heads across length of service. In terms of age, the null hypothesis is also rejected. There is also a significant positive relationship between the human resource management practices and length of service as indicated by the r-value.

CONCLUSIONS

Based from the findings of the study, the following conclusions were drawn:

1. Respondents are dominated by females. They are college degree holders, married and have permanent status of appointment. Therefore, to be a head of a certain department, sex is not an issue to lead a quality service to the colleagues and constituents.

2. Majority of human resource management practices were perceived by the respondents as “Moderately Practiced” except on recruitment and placement which was perceived as “Highly Practiced”.

3. There is no significant difference in the human resource management practice of the department heads when grouped according to the sex.

4. There is a significant difference in all the areas of human resource management practices such as recruitment and placement, training and development, performance appraisal, compensation and benefits and employee relation when it comes to age.

5. There is no significant difference that exists in human resource management practice of the department

heads of the local government units across civil status. On the other hand, there is a significant positive relationship between the human resource management practices and length of service. Experience wise, the longer the better.

RECOMMENDATIONS

The following are recommended to improve further the different human resource management practices of the local governments:

1. Local government officials may continue hiring or choosing female department heads to maintain equal gender opportunity particularly in the government;

2. The local government units and its officials should exert all efforts such as improving other categories of human resource management practices to attain better governance and service to the public;

3. The local government officials should consider other factors such as age and length of services as barometer in choosing or hiring heads of offices or departments;

4. Civil status is also not an issue in hiring department heads. Local governments may hire department heads whether they are single, married, separated or widow/widower; and

5. It is recommended that local government units should devise a Human Resource Development Program to further strengthen the implementation of human resource management practices. Therefore, a Human Resource Development Program is hereby proposed by the researcher.

REFERENCES

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