

**Job Performance of Psychology and Non-Psychology Graduates
in Human Resource Department among
Companies in Metro Manila**

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ABSTRACT

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Objectives:

The study aimed to evaluate the level of Job Performance of Psychology and Non-psychology Graduates who are the respondents of they study as they perform the Human Resource Function among selected Companies in Metro Manila.

Specific Objectives:

The research was all about finding the answer to the following statement of the problem:

1. What is the demographic profile of the Human Resource employees in terms of
 - a. Age
 - b. Sex
 - c. Civil Status
 - d. Years in the Company
2. What is the Job Performance level of the Psychology graduates in Recruitment, Selection and Placement?
3. What is the Job Performance level of the Non-Psychology graduates in Recruitment, Selection and Placement?
4. Is there a significant difference between the Job Performance of Psychology and Non-Psychology Graduates?
5. What are the possible implications of the two groups of respondents' level of Job Performance to Recruitment, Selection and Placement among companies in Metro Manila?

Scope and Limitation

This study was focused on determining the Job Performance of the two groups of respondents which are Psychology and Non-Psychology graduates working in Recruitment, Selection and Placement of companies in Metro, Manila. Non-Psychology Graduates pertained to graduates of courses other than Bachelor of Arts and Bachelor of Science in

Psychology. This study was concentrated on their Job Performance regardless of how they were hired or promoted by the company. In line with their demographic profile such as age, sex, civil status and length of stay in their respective companies, their function as a Recruitment Personnel was the highlight of this study.

Among many Industries in the Philippines, this study gathered data within Metro Manila companies only due to being known as a business center in the Philippines.

Research Methodology

The research methods used in the study is a combination of Descriptive more specifically a questionnaire-based survey. They came up with a Rating Form that evaluates the level of Job Performance of both Psychology and Non-psychology. They also made use of the Comparative type to explore the differences of the two groups of respondents.

In answering the statement of the problem aforementioned, they used descriptive statistical tools which are Mean, Percentage and Frequency. They also used inferential statistics chi-square for more thorough search of the answer to the specific questions in the study.

The Conclusions

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

1.A Psychology Graduate Employee in Human Resource Department

Considering the demographic profile, most of the Psychology Graduates' age falls on 20's. Majority of them are female and single. And a significant part of them are working two years and below in their respective companies.

In terms of their average job performance, the highest scorers are those who are 35 years old, male, single and have been in the company for more than three (3) years.

1.B Non-Psychology Graduate Employee in the Human Resource Department

Those who are in the 30's are the majority of Non-Psychology Graduates in terms of Age. Most of them are female, single and have been working in the company for more than three (3) years.

In view of their average job performance, the highest scorers are those who are 47 years old, male, married and have been in the company for more than three (3) years.

2. Psychology Graduates' Mean is higher than that of Non-Psychology.
3. Non-Psychology Graduates' Mean is lower than that of Psychology.
4. There is a significant relationship between the Job Performance of Psychology and Non-Psychology Graduates in Human Resource Department among Companies in Metro Manila.

5. In terms of Communication skills, both Psychology and Non-Psychology Graduates can perform on average level in the Human Resource Department.

In terms of Interpersonal skills, Psychology Graduates can perform more than an average level in the Human Resource Department whereas Non-Psychology Graduates can perform only on an average level.

In the area of Change Mastery, Psychology Graduates also performed more than an average level in the Human Resource Department while Non-Psychology Graduates performed on an average level.

Taking into consideration Human Resource Mastery Area, Psychology Graduate Employees performed more than an average level. On the other hand, Non-Psychology Graduates can only reach an average level.

Considering the area of Work Ethics, Psychology Graduates performed more than an average level than that of the Non-Psychology Graduate Employees in the Human Resource Department.

Recommendations

Based from the findings and conclusions, the researchers would like to recommend the following:

1. Companies in Metro Manila may consider the results the researchers have obtained (in view of the demographic profile Age, Sex, Civil Status and Years in the Company) in hiring or promoting the right people for the right position within Human Resource Department.
2. The HR Managers and specialists may consider the educational attainment of individuals applying or working in the company.
3. For those who are looking forward to becoming Human Resource personnel, taking into account the curriculum of the course they will take and to what school or university they will obtain it is essential
4. Utilizing this study will help Psychology Departments of various universities to determine what to include in the curriculum.
5. Future researchers may utilize this study as their reference.

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