



Manpower Resources of the Manufacturing Establishments  
in CEPZ: Their Implications to the Degree  
and Non-degree Programs of De La  
Salle University-Aguinaldo,  
School Year 1994-1995

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**ABSTRACT**

**Name of Institution:** De La Salle University-Aguinaldo

**Address:** Bagong Bayan, Dasmariñas, Cavite

**TITLE:** Manpower Resources of the Manufacturing Establishments in Cavite Export Processing Zone: Their implications to the Degree and Non-degree Programs of De La Salle University-Aguinaldo, School Year 1994-1995.

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**OBJECTIVE OF THE STUDY:**

**A. GENERAL:**

1. To investigate the manpower resources of the manufacturing establishments in Cavite Export Processing Zone (CEPZ) and to determine their implications to the degree and non-degree programs of De La Salle University-Aguinaldo (DLSU-A) as of school year 1994-1995.

**B. SPECIFIC:**

1. To find out the profile of the manpower resources of manufacturing establishments in CEPZ in terms of type of employees.

2. To find out the different job items for each type of employees in the manufacturing establishments in CEPZ.



3. To determine the educational qualifications for the job items in the manufacturing establishments in CEPZ.

4. To find out the degree and non-degree programs in DLSU-A as of school year 1994-1995.

5. To determine the implications of the findings on the manpower resources of the establishments in CEPZ to the degree and non-degree programs of DLSU-A.

#### SCOPE AND COVERAGE

This study involved 54 manufacturing establishments in CEPZ. The respondents were either personnel managers or branch managers of the company.

#### METHODOLOGY:

The descriptive-survey type of research was used in this study.

#### MAJOR FINDINGS:

1. The fifty four (54) surveyed manufacturing establishments in CEPZ employed a total of 21,277 workers. Of these employees, there were 672 or 3.16% professionals, 818 or 3.84% technicians, 850 or 3.99% clerks, and 4566 or 21.48% skilled workers.

2. The surveyed establishments had 22 job items for professionals and associated technicians, five job items for clerks, and three job items for skilled workers.

3. The job items for professionals and associated



technicians required graduates of courses which include the following: BSBA in Accounting, BSBA in Marketing, BS in Computer Science, Computer Programming, BS Computer Engineering, BS Nursing, AB Psychology, BS Psychology, BS Pharmacy, BS Secretarial Administration, BS Industrial Engineering, BS Mechanical Engineering, BS Electrical Engineering, BS Chemical Engineering, Mechanical Technology, CPA and MBA.

The job items for clerks required graduates of courses which include: BSBA Accounting, BS in Secretarial Administration and BSBA of any major.

The job items for skilled workers required the following courses: Mechanical Technology, Electrical technology, and two-year Electronics.

4. As of school-year 1994-1995, DLSU-A had 35 degree and non-degree programs which include courses in business administration, education, social sciences, secretarial administration, mathematics and computer science, police science and criminology, nursing and midwifery and technology or vocational courses.

5. Nine degree programs and two non-degree programs in DLSU-A were relevant to the manpower needs of the manufacturing establishments in CEPZ. DLSU-A did not offer courses in engineering and technology which are relevant



to the needs of the establishments in CEPZ.

**CONCLUSIONS:**

1. The employees of the manufacturing establishments in CEPZ were mostly unskilled workers, semi-skilled and skilled workers. But there was a considerable number of job items for professionals and associated technicians and clerks.

2. There were different job items for professionals and associated technicians, clerks and skilled workers which demanded high levels of knowledge and skills.

3. The educational programs that were most relevant to the manpower needs in CEPZ include courses in business administration, secretarial administration, computer science, nursing, engineering, behavioral science and technology.

4. Some degree and non-degree programs in DLSU-A were relevant to the manpower needs in CEPZ.

5. DLSU-A did not offer the courses in engineering and technology which were needed in the manufacturing establishments.

**RECOMMENDATIONS:**

1. Educational institution in Cavite, especially the De La Salle University-Aguinaldo should take into consideration the findings of this study on the manpower



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### GRADUATE PROGRAM

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resources of the manufacturing establishments in order to be able to offer relevant programs for students.

2. De La Salle University-Aguinaldo should establish linkages with the manufacturing establishments in CEPZ. The institution may begin this task by coordinating with the Industrial Relations Officer in CEPZ. The Industrial Relations Office can provide the data on the manpower needs in the zone which will be useful for the institutions graduates.

3. De La Salle University-Aguinaldo and the business establishments in CEPZ should enter into cooperative partnership for an effective training program for students which includes on-the-job activities.

4. DLSU-A should continually upgrade its curricular offerings on business administration, computer science, nursing, technology, and secretarial administration in view of the demand for graduates with higher levels of knowledge and skills in the manufacturing establishments.

5. DLSU-A should consider offering courses such as BS in Industrial Engineering, BS Mechanical Engineering, BS Electrical Engineering, BS Chemical Engineering and Mechanical Technology in order to respond to the needs for graduates of these courses in CEPZ.

6. The manufacturing establishments in CEPZ should



encourage graduates to work in the area by providing favorable working conditions like adequate financial remuneration, healthy working environment, and good working relationship between management and labor.

7. A similar study which takes into account the other business establishments in Cavite should be conducted.





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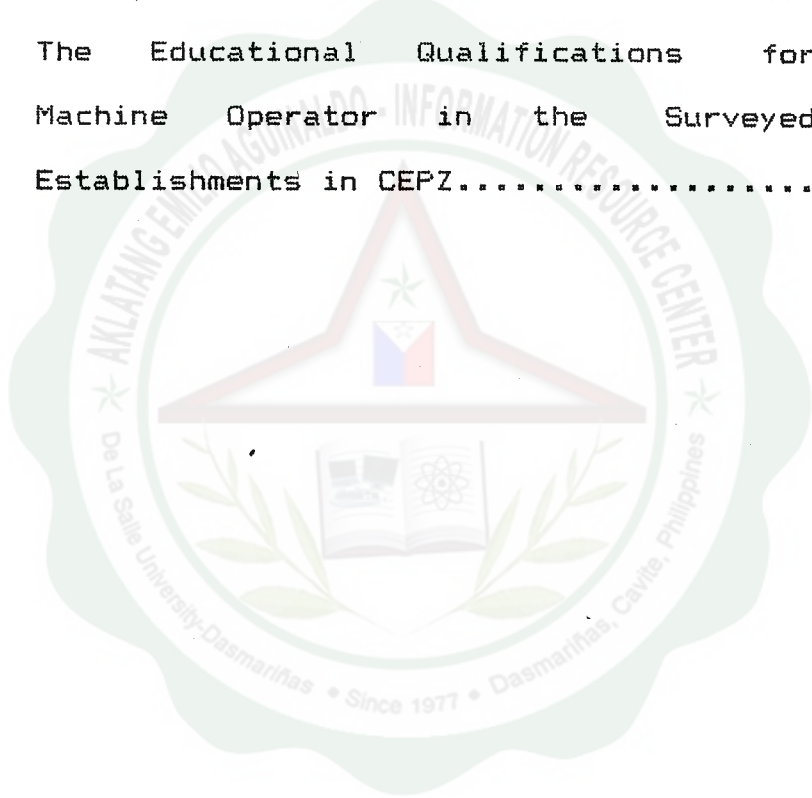
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