

**RELATIONSHIP OF HUMAN RESOURCE PRACTICES TO
ORGANIZATIONAL VALUE – THE PHILIPPINE STOCK
EXCHANGE EXPERIENCE**

**An Undergraduate Thesis Presented to the
Faculty of the College of Business Administration
De La Salle University – Dasmariñas
City of Dasmariñas Cavite, Philippines**

**In Partial Fulfillment of the Requirements for the Degree
Bachelor of Science in Business Administration Major in
Human Resource Development Management**



**Dianne Driz
Amabelle Louise Marasigan
Hannah Denise Mikaela Tajo**

April 2016

ABSTRACT

Research Title : Relationship of Human Resource Practices to Organizational Value – The Philippine Stock Exchange Experience

School : De La Salle University Dasmariñas

Researchers : Dianne Driz
Amabelle Louise Marasigan
Hannah Denise Mikaela A. Tajo

Number of Pages : 61 pages

This study aims to determine the relationship of Philippine Stock Exchange Inc.'s human resource practices to organizational value. The survey was given to all employees of PSE. The statistical tools used in this study are frequency, Mean and Pearson Correlation. The result shows that the organizational value of Human Resource Department in relation to their practices have an influence in the organizational value. It is also revealed that HR Department has a relation to the Organizational Value. Pearson correlation was used to illustrate the relationship of HR Practices to the organizational value. The researchers conclude that there is significant relationship between HR Practices and Organizational Value. The researchers recommend that companies should improve their practices and make it more employee-focused to retain more of their employees. HR should communicate with the employees with regards to the labor union, inform employees on how to solve issues inside the organization, regularly give memos to employees that exceed the minimum that the company sets to keep them informed, provide memos to the suspended employees, create more policies for the protection of the employees, provide all the survival plans in case of emergency, create activities that would give all employees a sense of meaningfulness

TABLE OF CONTENTS

Preliminaries

Deed of Declaration	i
Approval Sheet	ii
Acknowledgment	iii
Abstract	iv

Chapter

1: The Problem and its Background

Introduction	1
Background of the Study	5
Theoretical Framework	6
Conceptual Framework	7
Statement of the Problem	8
Objectives of the Study	9
Hypothesis of the Study	9
Significance of the Study	9
Scope and Limitation of the Study	10
Operational Definition of Terms	11

2: Reviews of Related Literature and Studies

Foreign Literature	13
Local Literature	16
Foreign Studies	18
Local Studies	19
Synthesis	20

3: Research Methodology

Research Design	23
Description of Respondents	23
Data Gathering Procedure	23
Research Instrument	24
Statistical Treatment of Data	25

4: Presentation, Analysis, and Interpretation of Data

Age Profile of the Respondents	28
Gender Profile of the Respondents	29
Years of Service	30
Human Resource Department's contribution in terms of:	
Recruitment and Selection	31
Employee Well-Being	32
Rewards Management	34
Employee Relations	36
Performance Evaluation	38
Flexibility	39
Learning and Development	41
Organizational Value	43
Relationship of Human Resource Department's contribution to the Organizational Value	45

5: Summary of Findings, Conclusion and Recommendation

Summary of Findings	49
Conclusion	58
Recommendation	61

Bibliography Appendices

Questionnaire	
Request Letter to Conduct Survey	
Adviser's Acceptance Form	
Curriculum Vitae	

LIST OF TABLES

Table	Description	Page
1	Likert Scale	25
2	Response Code	27
	Human Resource Department's contribution in terms of:	
3	Recruitment and Selection	31
4	Employee Well-being	32
5	Rewards Management	34
6	Employee Relations	36
7	Performance Evaluation	38
8	Flexibility	39
9	Learning and Development	41
10	Organizational Value	43
11	Relationship of Human Resource Department's contribution to the Organizational Value	45



LIST OF FIGURES

Figure	Description	Page
1	Impact of HR on Organizational Performance (Based on Paauwe 2004)	6
2	Research Paradigm of the Study	7
3	Age Profile of the Respondents	28
4	Gender Profile of the Respondents	29
5	Years of Service	30

