


**WORKING CONDITIONS, JOB SATISFACTION AND JOB EFFECTIVENESS
OF SELECTED HUMAN RESOURCE PRACTITIONERS: BASIS FOR
HUMAN RESOURCE DEVELOPMENT PROGRAM**



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ABSTRACT

Title of the Research : **WORKING CONDITIONS, JOB SATISFACTION
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This descriptive research design was conducted to find out the working conditions, job satisfaction and job effectiveness of the selected human resource practitioners. The conceptual framework included the working conditions, job satisfaction and job effectiveness which serves as the basis for the proposed human resource development program.

This study comprised of thirty (30) human resource practitioners who are presently working in secondary or tertiary hospitals within Cavite area only and used the Convenience sampling method. It utilized the Job Satisfaction and Working Conditions Questionnaires and the Job Effectiveness Questionnaires which were validated by the 3 experts in the field.

Findings from the study showed that majority of the respondents have

0-2 years work experience. In addition, majority of the respondents earned a college or bachelor degree and more than fifty percent (50%) of the respondents are married and their genders are all female. Based from the results, the level of working conditions of the respondents displayed a Much Satisfied feeling. On the other hand, under the Compensation, Job Security and Conditions of work, it revealed that they are Fairly Satisfied on this category. In addition, they are Fairly satisfied with their opportunities for professional growth and development. Moreover, the findings showed that the respondents are effective in their human resource functions.

These findings implied that majority of the respondents are still a neophyte in this field of profession but they were still able to become effective in their jobs.

The study concluded that all of the respondents are female with more than 50% population who are married and they displayed a Fairly Satisfied feeling on their Compensation, Job Security and Conditions of work; much satisfied feeling in their interpersonal relationship and a Fairly satisfied feeling on their opportunities for professional growth and development. Furthermore, it can be concluded that they are effective in their jobs.

This research study thereby recommends to the companies / institutions to formulate more effective retention measures to lessen or avoid the fast turn-over of these professionals; and the adoption of the proposed HRD program.

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