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HUMAN RESOURCE FOR RESULTS
ABULTIZ TRANSPORT SYSTEM INC., PASAY CITY

Field Study Report

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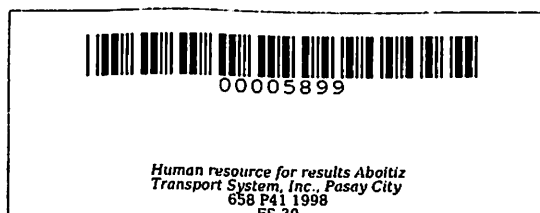
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HUMAN RESOURCE FOR RESULTS
ABOITIZ TRANSPORT SYSTEM INC., PASAY CITY

A Field Study Report
Submitted to the Faculty of the
Cavite State University
Indang, Cavite

In Partial Fulfillment
of the Requirements for the Degree of
Bachelor of Science in Business Management
Major in Marketing



MARILEN R. PERIDO
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ABSTRACT

PERIDO, MARILEN RINT. "Human Resource for Results of the Aboitiz Transport System Inc., Pasay, City". Bachelor of Science in Business Management Major in Marketing. Adviser : Mrs. Cecilia T. Cayao.

A three - month field study was conducted at Human Resource for Results of the Aboitiz Transport System Inc. (ATSI) located at Philcox Building, Domestic Road, Pasay City. The objectives of the study were to provide a chance to apply r gained knowledge in the field of Business Management in real life situations, to observe and analyze the overall operations of Human Resource for Results and to determine the existing problems encountered by the firm.

Collection of data was done by observation, actual participation in firm activities and interviews with the firm manager, human resource assistant and workers. Other data were also gathered from the firm's records.

Human Resource for Results is one of the units of Aboitiz tasked with leader-member administration and relations, benefits and salary administration, policy administration, conciliation and counseling, recruitment and testing, and in legal and corporate matters. It derives its income from monthly retainer's fee of P150.00, paid by the other member - companies of the Aboitiz group of companies.

During the three- month field study, the problems encountered by the firm were observed. These problems include high turnover of personnel ; benefits which the employees cannot enjoy; manual operation of leave application ; no access to collective bargaining agreement (CBA) and table of discipline; upgrading of computer system; and some team members are not familiar with the policies and

procedures of the company. These problems can be solved through continuous improvement of Human Resource systems, conduct of job evaluation seminar and job description workshops. Through continuous improvement, teams will be able to delight their customers. With all of these, they can work better to achieve their goals.

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HUMAN RESOURCE FOR RESULTS - ABOITIZ TRANSPORT SYSTEM INC. PASAY, CITY ^{1/}

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INTRODUCTION

The shipping industry facilitates the movement of goods around the world by water. Today's major shipping nations transport millions of tons of cargo worth billions of dollars in import and export revenues each year (Grolier Family Encyclopedia).

The ability to transport cargo in vast quantities has made ocean-borne shipping the dominant means of world transportation. Air freight accounts about five percent of the carriage of world trade. Generally, there are two main types of cargo important to world shipping: bulk commodities and manufactured goods.

The most important bulk are grain products such as wheat, corn, soybean