

331.3
Su6
2009

*Y PROFILE, LEVEL OF PERCEPTION AND WILLINGNESS OF
HUMAN RESOURCE PERSONNEL IN HIRING PHYSICALLY-
CHALLENGED APPLICANTS AMONG SELECTED
MANUFACTURING COMPANIES IN CAVITE*

Thesis

YESSA A. SUMAGUI

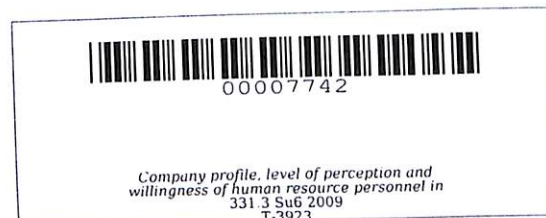
College of Arts and Sciences
CAVITE STATE UNIVERSITY
Indang, Cavite

April 2009

**COMPANY PROFILE, LEVEL OF PERCEPTION AND WILLINGNESS OF
HUMAN RESOURCE PERSONNEL IN HIRING PHYSICALLY –
CHALLENGED APPLICANTS AMONG SELECTED
MANUFACTURING COMPANIES IN CAVITE**

Undergraduate Thesis
Submitted to the Faculty of the
Cavite State University
Indang, Cavite

In partial fulfillment of the
requirements for the degree of
Bachelor of Science Major in Psychology



YESSA A. SUMAGUI
April 2009



Republic of the Philippines
CAVITE STATE UNIVERSITY
(CvSU)
DON SEVERINO DE LAS ALAS CAMPUS
Indang, Cavite
(046)415 – 0010 / (046)415-0012
E – mail: cvsu@asia.com

COLLEGE OF ARTS AND SCIENCES

Thesis of: **YESSA A. SUMAGUI**


Title: **COMPANY PROFILE, LEVEL OF PERCEPTION AND WILLINGNESS
OF HUMAN RESOURCE PERSONNEL IN HIRING PHYSICALLY –
CHALLENGED APPLICANTS AMONG SELECTED
MANUFACTURING COMPANIES IN CAVITE**

APPROVED:


RENATO A. AGDALPEN
Adviser
03/31/09
Date



LOUZIELA P. MASANA
Technical Critic
04-01-09
Date


RENATO A. AGDALPEN
Department Research
Coordinator
03/31/09
Date


JOCELYN A. REYES
College Research,
Coordinator
03/31/09
Date


CATHERINE D. DERIGE
Department Chair
04/01/09
Date


EVELYN O. SINGSON
Dean
04/01/09
Date


EDNA A. VIDA
University Research, Director

04/01/09
Date

Note: Original copy to be filed in the University Library and one copy to be distributed to each of the following: Research and Development Coordinator, and Student.

25 May 09

ABSTRACT

SUMAGUI, YESSA A. Company Profile, Level of Perception and Willingness of Human Resource Personnel in Hiring Physically – Challenged Applicants Among Selected Manufacturing Companies' in Cavite. Undergraduate Thesis Bachelor of Science In Psychology. Cavite State University Indang, Cavite April 2008. Adviser: Renato Agdalpen.

The study entitled “Company Profile, Level of Perception and Willingness of Human Resource Personnel in Hiring Physically – Challenged Applicants Among Selected Manufacturing Companies' in Cavite” was conducted to selected manufacturing companies' in Cavite from October, 2008 to January, 2009.

It also aimed to; (a) determine the company's profile in terms of business size, nationality of owner and HR policies in hiring; (b) determine the level perception of human resources personnel in hiring physically challenged applicants; (c) determine the level of willingness of human resource personnel in hiring physically – challenged applicants; and (d) determine the significant relationship of the company's profile to the level of perception and willingness of human resource personnel in hiring physically – challenged applicants.

Descriptive- correlational design was employed in the study. This kind of research is concerned to determine if there is a significant influence of the company's profile to the level of perception and willingness of the respondents. Purposive sampling procedure was applied to identify the respondents of the study.

The study has forty seven (47) respondents from selected manufacturing companies in Cavite.

The researcher used modified questionnaire of Santos, 2006, for the level of perception and willingness to hire physically – challenged applicants.

The result revealed that the respondents from selected manufacturing companies in Cavite have high level of perception and willingness to hire physically – challenged applicants. They have a high level of perception and willingness because the HR respondents want to give physically –challenged applicants an opportunity to work as long as the applicants are hardworking, honest, and equipped with needed skills.

The results also indicated that the level of perception and willingness have no significant influence to the company's profile in terms of business size, nationality of owner and HR policies in hiring. It has no significant relationship due to the high level of perception and willingness of HR respondents in hiring physically – challenged applicants provided that skills are fitted to work.

The result also revealed that in business size, most of the manufacturing companies are in large size and the nationality of owners are mostly Japanese. On the company's policies, no one is allowed to discriminate against applicant with physical disabilities.

TABLE OF CONTENTS

	Page
TITLE PAGE.....	i
APPROVAL PAGE	ii
BIOGRAPHICAL DATA.....	iii
ACKNOWLEDGMENT	iv
ABSTRACT.....	vi
LIST OF TABLES.....	x
LIST OF APPENDICES.....	xi
INTRODUCTION.....	1
Statement of the Problem.....	3
Objective of the Study.....	4
Hypothesis.....	4
Significance of the Study.....	5
Time and Place of the Study.....	6
Scope and Limitation of the Study.....	6
Theoretical Framework.....	8
Conceptual Framework.....	10
Definition of Terms.....	11
REVIEW OF RELATED LITERATURE.....	12
METHODOLOGY.....	24

Research Design.....	24
Population and Sampling Procedure.....	24
Data Collection.....	24
Research Instrument.....	25
Methods of Analysis.....	26
PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA.....	28
SUMMARY, CONCLUSION AND RECOMMENDATION.....	36
Summary.....	36
Conclusion.....	37
Recommendation.....	38
BIBLIOGRAPHY.....	39
APPENDICES.....	42

LIST OF TABLES

Table	Page
1 Distribution of the companies' profile in terms of business size.....	28
2 Distribution of the companies' profile in terms of nationality of owner.....	39
3 Summary distribution of companies' policies in hiring physically –challenged applicants.....	30
4 Level of perception of the respondents in terms of hiring physically – challenged applicants.....	31
5 Level of willingness of the respondents in terms of hiring physically – challenged applicants	32
6 Company's profile in relation to the level of perception of the rspondents to hre pysicaly – challenged applicants	33
7 Company's profile in relation to the level of willingness of the respondent to hire physically – challenged applicants.....	34

LIST OF APPENDICES

Appendix	Page
A Request letter.....	44
B Data tables.....	46
C Curriculum vitae.....	59

**COMPANY PROFILE, LEVEL OF PERCEPTION AND WILLINGNESS OF
HUMAN RESOURCE PERSONNEL IN HIRING PHYSICALLY –
CHALLENGED APPLICANTS AMONG SELECTED
MANUFACTURING COMPANIES IN CAVITE**

Yessa A. Sumagui

A thesis manuscript presented to the faculty of the Department of Social Sciences and Humanities, College of Arts and Sciences, in partial fulfillment of the requirements for graduation with the degree of Bachelor of Science in Psychology with contribution No. _____. Prepared under the supervision of Mr. Renato Agdalpen.

INTRODUCTION

Employment problem was one of the current economic issues in the Philippines. But despite of this fact, there are still a number of business owners and employers who hire persons with disabilities regardless of what type of disability they have (Ganaden, B.P., 2006).

Person with disabilities in the past are three times less likely to find jobs in the labor market compared to those without disabilities. Hindered by their lack of skills, employers are not interested or inclined not to hire them due to first and foremost, their disability; secondly, due to lack of skills that would enable them to compete for productive and remunerative employment opportunities in the labor market.

Being employed is important to every individual because it is a means to gain independence, fulfillment of social role, and be able to contribute to both society and the economy moving and stable. One of the most reliable indicators of a fulfilled life is being