

**HUMAN RESOURCE MANAGERS EXPECTATIONS AND  
PREPARATIONS IN VIEW OF ASEAN INTEGRATION**

**THESIS**

**MARIZ T. ARRIOLA  
RALD JASON DUDILI  
LINDSAY JIMENO**

**College of Economics, Management  
and Development Studies**

**CAVITE STATE UNIVERSITY**

**Indang, Cavite**

Cavite State University (Main Library)



**T6134**

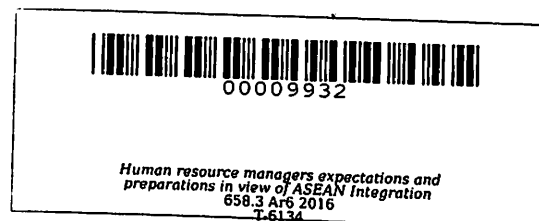
THESIS/SP 658.3 Ar6 2016

**April 2016**

**HUMAN RESOURCE MANAGERS EXPECTATIONS AND PREPARATIONS  
IN VIEW OF ASEAN INTEGRATION**

Undergraduate Thesis  
Submitted to the faculty of the  
College of Economics, Management and Development Studies  
Cavite State University  
Indang, Cavite

In partial fulfillment  
of the requirements for the degree  
Bachelor of Science in Business Management



**MARIZ T. ARRIOLA  
RALD JASON DILIDILI  
LINDSAY JIMENO**  
April 2016

## **ABSTRACT**

**ARRIOLA MARIZ T., DILIDILI RALD JASON B. and JIMENO, LINDSAY A.**  
**Human Resource Managers Expectations and Preparations in view of ASEAN Integration.** Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development management. Cavite State University, Indang, Cavite. April 2016. Adviser: Dr. Florindo C. Ilagan.

The study was conducted from November 2015 to January 2016 to determine the expectations and preparations of human resource managers in view of ASEAN Integration. Specifically, the study aimed to: identify the socio-demographic profile of human resource manager, the expected threats and opportunities of the HR managers and the preparations they did on the ASEAN integration with regards to people management. The effect of the expected threat and opportunities on the preparation of HR Managers; and the relationship between them were also determined.

One hundred human resource managers from companies in five different estates in selected areas in Cavite were the participants of the study. Data were gathered through personal interviews and email exchanges. The analysis and the presentation of data were done through the use of descriptive and quantitative tools such as frequency counts, percentage, mean, standard deviation and correlation analysis.

Human resource managers expected very positive opportunities and high threats regarding ASEAN Integration they are well prepared for the ASEAN Integration. They believe that the challenges presented by ASEAN Integration were fairly important for the human resource department. Human resource managers perceived their preparations in ensuring workforce preparedness and readiness for the ASEAN Integration as significant,

but there were roles they had to focus on to be prepared for the economic integration which indicates that they were not fully equipped in the event of ASEAN Integration.

## TABLE OF CONTENTS

	Page
<b>BIOGRAPHICAL DATA.....</b>	<b>iii</b>
<b>GENERAL ACKNOWLEDGEMENT.....</b>	<b>vi</b>
<b>PERSONAL ACKNOWLEDGEMENT.....</b>	<b>viii</b>
<b>ABSTRACT.....</b>	<b>xiv</b>
<b>LIST OF TABLES.....</b>	<b>xviii</b>
<b>LIST OF FIGURES.....</b>	<b>xix</b>
<b>LIST OF APPENDICES.....</b>	<b>xx</b>
<b>INTRODUCTION.....</b>	<b>1</b>
Statement of the Problem.....	3
Objectives of the Study.....	4
Significance of the Study.....	5
Time and Place of the Study.....	6
Scope and Limitations of the Study.....	8
Definition of Terms.....	8
Conceptual Framework of the Study.....	10
<b>REVIEW OF RELATED LITERATURE.....</b>	<b>12</b>
<b>METHODOLOGY.....</b>	<b>23</b>
Research Design.....	23
Hypothesis.....	23
Sources of Data.....	24
Participants of the Study.....	24

Sampling Technique.....	24
Data Gathered.....	25
Statistical Treatment of Data.....	30
<b>RESULTS AND DISCUSSION.....</b>	<b>31</b>
Socio-demographic Profile of Human Resource Managers in Different Manufacturing Companies.....	31
Human Resource Managers Expected Opportunity in View of ASEAN Integration.....	34
Human Resource Managers Expected Threat in View of ASEAN Integration.....	36
Human Resource Managers Preparations in View of ASEAN Integration.....	39
Relationship Between the Expected Threat and Opportunity and the Preparations Done by the Human Resource Managers.....	41
<b>SUMMARY, CONCLUSION, AND RECOMMENDATIONS.....</b>	<b>43</b>
Summary.....	43
Conclusions.....	44
Recommendations.....	45
<b>REFERENCES.....</b>	<b>47</b>
<b>APPENDICES.....</b>	<b>54</b>

## LIST OF TABLES

Tables		Page
1	Distribution of participants among highlighted estate.....	25
2	Data interpretation used to determine the expected opportunity of the human resource managers towards ASEAN Integration.....	27
3	Data interpretation used to determine the preparations of the human resource managers towards ASEAN Integration.....	28
4	Data interpretation used to determine the expected threat of the human resource managers towards ASEAN Integration.....	29
5	Socio-demographic profile of human resource managers in different manufacturing companies.....	32
6	Human resource managers expected opportunity in view of ASEAN Integration.....	35
7	Human resource managers expected threat in view of ASEAN Integration.....	38
8	Human resource managers preparations in view of ASEAN Integration.....	40
9	Relationship between the expected threat and opportunity and the preparations done by the Human Resource Managers.....	41

## LIST OF FIGURES

Figure		Page
1	Map of Cavite.....	7
2	Conceptual Framework.....	11



## LIST OF APPENDICES

Appendix		Page
1	Letter of request.....	54
2	Survey questionnaire.....	56
3	Results of statistical analysis.....	62
4	Routing Slip.....	69
5	Certificate of Statistician.....	71

# **HUMAN RESOURCE MANAGERS EXPECTATIONS AND PREPARATIONS IN VIEW OF ASEAN INTEGRATION**

**Mariz T. Arriola  
Lindsay A. Jimeno  
Rald Jason B. Dilidili**

---

An undergraduate thesis manuscript submitted to faculty of the Department of Management, College of Economics, Management and Development Studies, Cavite State University, Indang, Cavite in partial fulfillment of the requirements for the degree of Bachelor of Science in Business Management major in Human Resource and Development Management with Contribution No. T2014 BM 015. Prepared under the supervision of Dr. Florindo C. Ilagan.

---

## **INTRODUCTION**

In manufacturing company, every factor in its processing systems may have positive or negative effects to its productivity and every manufacturing company has human resource (HR) manager who are responsible for one or more aspects of employee hiring, training, treatment, and job satisfaction. This position manages all employees of the department and is responsible for the performance management and hiring of the employees.

Human beings are the most important resource in an organization. A firm's success depends on the capabilities of its members. Most problems, challenges, opportunities and frustrations in an organization are people-related. Human resources are the life blood of an organization. Despite the application of technology in modern business management, human resources are still relevant and most adaptive resources of the organization. The strategic values of HR stem from the fact that apart from other resources employed in the course of production (land, capital, technology etc.) which are