Human Resource Management (HRM): A Research Study Analysis in the Academe Industry

CHRISTOPHER M. LEE
Technological University of the Philippines - Manila
christopher.lee@tup.edu.ph

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ABSTRACT

The construction of the research article is my understanding and my research investigation requirement in the subject Human Resource Management (HRM). Since March 2020, the Covid-19 strikes the Philippines that cause economic stress and adversities which the education sector have to fully addressed and planned several measureable processes to resolve problems about these global pandemic. One of these challenges is the use of the HR Analytics and Metrics, by improving company performance on reducing workforce costs, improving the quality of recruitment, improving talent management and employee engagement, and by generally improving the business productivity itself. Diliman College - Quezon City always use the concept of HR Analytics and Metrics to ensure predictive management decisions always analyzes, contributes, and fulfills the human resource demands of the organization.

Keywords: *Human Resource Management (HRM), Covid-19, education sector, HR Analytics and Metrics, Diliman College - Quezon City*

INTRODUCTION

An HR review analysis and several HR educational mapping projects were made so far to surpassed the challenges of today. That is why school administrators, academic heads, and the subject teachers themselves are acquiring different strategies on how recruitment and manpower requirements improve and appealing to them. It has been said that before the companies settle to hire new employees, the firm should be engage and maintain a formal recruiting processes that involves the three HR components: Planning, Recruitment, and Employee Selection. HR Planning takes place with the number of potential employees they are hiring. The skills, competencies and other employee credentials must be achievable according to the manpower expectations.

On the other hand, the Recruitment should be consistent in terms of their job posting, campus recruitment, and referrals. This will measure hiring assessments,

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