

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

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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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Table of Contents Human Resource Research Paper

1. Understanding the eBook Human Resource Research Paper
 - The Rise of Digital Reading Human Resource Research Paper
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Research Paper
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Resource Research Paper
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Research Paper
 - Personalized Recommendations
 - Human Resource Research Paper User Reviews and Ratings
 - Human Resource Research Paper and Bestseller Lists

5. Accessing Human Resource Research Paper Free and Paid eBooks
 - Human Resource Research Paper Public Domain eBooks
 - Human Resource Research Paper eBook Subscription Services
 - Human Resource Research Paper Budget-Friendly Options
6. Navigating Human Resource Research Paper eBook Formats
 - ePub, PDF, MOBI, and More
 - Human Resource Research Paper Compatibility with Devices
 - Human Resource Research Paper Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resource Research Paper
 - Highlighting and Note-Taking Human Resource Research Paper
 - Interactive Elements Human Resource Research Paper
8. Staying Engaged with Human Resource Research Paper
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resource Research Paper
9. Balancing eBooks and Physical Books Human Resource Research Paper
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resource Research Paper
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Human Resource Research Paper
 - Setting Reading Goals Human Resource Research Paper
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Human Resource Research Paper
 - Fact-Checking eBook Content of Human Resource Research Paper
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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