HUMAN RESOURCE MANAGEMENT POLICIES ON EMPLOYEE ENGAGEMENT AND RETENTION

Ms. Meriam T. Manaig[1] & Mr. Fritz A. Perez[2] and Dr. Emilio Casulla[3]

[123]*Research Scholar, College of Business Management & Accountancy, University of Perpetual Help System DALTA*

Calamba City, Laguna, Philippines

ABSTRACT

The proliferation of higher education institutions makes competition more apparent in the desire of every institution to deliver quality education in which human resource plays a critical role. This study determined the impact of selected human resource management policies on engagement and retention of teaching personnel in the context of private academic institution. Employee engagement and retention was measured based on Total Compensation Theory through motivation that empowers to retain best talents in the organization as expounded by Zigon (2011). Total package that includes base pay, incentives, benefits, non-financial like recognition, praises, responsibility, professional growth, performance management and career development were measured according to the theory Armstrong (2011). Total sampling was employed from tenured college faculty members from the three campuses of the University of Perpetual Help System DALTA. Three phases of data gathering were adopted: survey questionnaires, random interviews and document analysis. Faculty members believed that Implementation of the policy in Compensation, Benefits Management Reward System, Training and Development were manifested to Fairly Great Extent (FGE) in the three campuses (GWM = 4.16). This perception created an impact on the intention of the employee to continually serve for the university in its quest to deliver quality education. Through the continuous support of management, an internal benchmarking can be conducted within the DALTA system to determine the best practices of each campus, design a performance management system that recognizes proactive sharing of knowledge and expertise and utilization of Training Road map per faculty are the significant recommendations derived from the findings of study.

KEYWORDS: *Human Resource Policies, Resource Management, Training and Development, Employee Engagement and Retention.*