

A PROPOSED ENHANCEMENT FACULTY RECRUITMENT POLICY FOR BESTLINK COLLEGE OF THE PHILIPPINES IN QUEZON CITY

ABSTRACT

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Bestlink College of the Philippines in Quezon City is experiencing significant challenges in attracting qualified applicants for faculty positions. These difficulties are further compounded by delays in processing manpower requests and ineffective communication between the Human Resources (HR) department and applicants. Such issues hinder the overall efficiency of the recruitment process, resulting in extended hiring periods and, at times, suboptimal hiring decisions. This study is a vital step toward identifying and addressing these challenges to ensure the recruitment of competent and qualified faculty members at Bestlink College. This study used a descriptive quantitative research design. Data were gathered from 20 Human Resource (HR) personnel—8 from Bestlink College of the Philippines and 12 from other higher education institutions, including St. John Technological College of the Philippines, Saint Tonis College, and Bataan Heroes College. Participants were purposively selected based on their expertise in recruitment within HR departments. A survey questionnaire, administered both in print and through Google Forms, served as the primary data-gathering tool to assess respondents' perceptions of the proposed enhancements to the faculty recruitment policy. The study revealed that 60% of the respondents were female, and 65% had 0 to 2 years of experience in Human Resources. Additionally, 65% held a Bachelor's degree. The highest-rated aspects of the recruitment policy were fairness and transparency. The statement "Ensures all candidates are treated equally" received a rating of 3.70, while "Job qualification clarity" and "Competitive salary reviews" both scored 3.75. Conversely, the lowest-rated areas were related to feedback consistency and candidate evaluation, with "Prioritize internal candidates" receiving a rating of 3.30, and "Specify candidate evaluation procedures" rated at 3.35. This study confirmed that the proposed enhancement to the faculty recruitment policy at Bestlink College of the Philippines is both highly valid and broadly acceptable. The results highlight the policy's strengths in clarity, fairness, and relevance, demonstrating its alignment with institutional objectives and its support for a more equitable and efficient recruitment process. These findings align with existing literature, which emphasizes the significance of transparent selection criteria and well-defined recruitment guidelines. Future research may build on this foundation by examining the impact of real-time communication, continuous feedback mechanisms, and regular policy updates on recruitment effectiveness.

RECOMMENDED CITATION

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