



PRACTICES OF HUMAN RESOURCE MANAGEMENT PREFERENCES OF BATELEC 1 EMPLOYEES IN NASUGBU BATANGAS

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ABSTRACT

This study explores the human resource management (HRM) preferences of employees at BATELEC I in Nasugbu, Batangas, focusing on various dimensions such as career development opportunities, competitive compensation benefits, job security, and recognition and appreciation. Data collected from 30 respondents reveal a predominance of younger employees who prioritize professional development, competitive salaries, and job security as critical factors influencing their job satisfaction. The findings indicate that while most employees' express satisfaction with current HRM practices, challenges remain in aligning these practices with employee preferences.

Notably, issues such as limited resources for training, fluctuating market conditions impacting job security, and gender disparities within the workforce highlight areas for improvement. The study recommends tailored HRM strategies that promote inclusive career advancement opportunities, enhance competitive compensation packages, and foster a culture of recognition and appreciation. By addressing these challenges, BATELEC I can create a more conducive work environment that meets the diverse needs of its employees, ultimately leading to improved job satisfaction, engagement, and retention. This research provides valuable insights for HR professionals in the organization, contributing to the development of effective HRM practices that align with employee expectations and organizational goals.

Keywords: *Human Resource Management, Job Security, Recognition and Appreciation, BATELEC I, HRM Practices*

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