

Assessment of Local Government Units (LGUS) of Bongabon in Manpower and Training Development

Elizabeth S. Manuel

Nueva Ecija University of Science and Technology, Philippines

Abstract— *Development of human resources plays a tremendous role in prompting valuable programs for people's needs in the community. The study used descriptive method. A total of 50 respondents composed of local government unit (LGU) constituents and members of the community. The researcher used a Likert-scale type questionnaire and analyzed it through statistical data treatment such as mean and weighted mean. Based on the findings, The Municipality of Bongabon are capable for manpower and training and development. But with regards to the perception of the respondents the local chief executives are not transparent to any program and any plan of their barangay.*

Moreover, it can be concluded that there is existing human resource program for the community that will help for the everyday used of the people. As well as for the revenue generations of the less fortunate who have no permanent work, and lastly, the study concluded that the local chief executive should open to the public all the plan and any program so that all people are well-informed.

Keywords— *Local Government Unit, Manpower training, Human Resource Program, Training and Development, Manpower development.*

I. INTRODUCTION

Development of human resources plays a tremendous role in prompting valuable programs for people's needs in the community. Tolulope (2016) stated that training in manpower increases workers' better understanding, making them strong and knowledgeable about what they are doing, increasing job satisfaction and rising employee turnover.

Thus, Obisi (2011) discovered that organizations, by not planning and equipping their trainees before, during and after a training program, show poor attitude towards training administration. Further, Adele and Ibietan (2017) concluded that the process of political governance and policy (especially the phase of budgeting) was not fair to education and training in the workforce.

Olaniyan and Ojo (2008) concluded that training decreases the work of the manager in terms of close supervision and also increases the motivation, effort and quality of the work of the staff, thus enabling them to be more committed to achieving the organization's goals and objectives and this has a potential to increase the productivity of the organization's workforce.

Bature and Mustapha (2013) recommended that the management will promote staff training at all levels and also vote a reasonable amount for the training and development of manpower.

Encapsulated in the title is the researcher's desire to clarify the definitive role of a public administrator. Furthermore, the researcher hopes to determine if there is a relevant interplay between the latter's management cum leadership style and skillful manipulation of the budget.

II. CONCEPTUAL FRAMEWORK

According to Okotoni and Erero (2005), training and development helps ensure that members of the organization have the knowledge and skills they need to successfully perform their jobs, take on new roles and adapt to changing circumstances.

Nwaeke and Obiekwe (2017) concluded that an organization that does not train and develop its workforce, or that puts little emphasis on it, is promoting employees' obsolescence and inflexibility.

Further, Ologunowa et al. (2015) concluded that the appropriate and efficient preparation of the bulk of any

organization's labor force is greatly needed to enable it to accomplish a defined goal with optimum efficiency and effectiveness.

III. OBJECTIVES OF THE STUDY

The study described the local chief executive officer's management style, the effectiveness of human resource programs, and the support of LGUs in the municipality of Bongabon to the manpower training and development programs.

IV. METHODOLOGY

The study used descriptive method as it describes the present condition and further concerns with the condition or relationship that exists; practices that prevail; and beliefs and processes that are going on; effects that being felt or trends that are developing (Cohen, Manion, Morrison, 2002). A total of 50 respondents composed of local government unit (LGU) constituents and members of the community. The researcher used a Likert-scale type questionnaire (Vagias, 2006) and analyzed it through statistical data treatment such as mean and weighted mean.

V. RESULTS AND DISCUSSIONS

Table 1. Local Chief Executive Officer's Management Style

The local chief executive officer...	WM	VI
1. has an effective management style.	3.88	Strongly Agree
2. plans before executing any action or program.	3.80	Strongly Agree
3. is organized with his programs.	3.66	Strongly Agree
4. directs his people well.	3.48	Strongly Agree
5. assigns and delegates specific tasks and functions to his/her people.	3.54	Strongly Agree
6. coordinates well with other people and sector to accomplish programs and project	3.19	Agree
7. consistently performs managerial tasks such as planning, organizing, directing, staffing and coordinating.	3.54	Strongly Agree
8. is rated outstanding in his/her performance.	3.78	Strongly Agree
9. has made policies for management of manpower training development and other programs related to the former local chief executive officer.	3.54	Strongly Agree
10. has implemented changes to manpower training and development programs or other programs for improvement.	3.35	Strongly Agree
Average Weighted Mean	3.58	Strongly Agree

Table 1 presents the management style of the local chief executive officer. Based from the results, it can be derived that the local chief executive officer has an effective management style as respondents strongly agreed to this with the weighted mean of 3.88. While it was noted that the local chief executive officer coordinates well with other people and sector to accomplish programs and project as respondents agreed to this with the weighted mean of 3.19.

Table 2. Effectiveness of Human Resource programs

Statement	WM	VI
1. There is an existing human resource program effective for revenue generation.	3.54	Strongly Agree
2. The human resource programs address people's need.	3.55	Strongly Agree
3. The existing human resource program are efficient in terms of resources.	3.44	Strongly Agree
4. One of the human resource programs addresses education and scholarship needs.	3.32	Agree
5. One of the human resource program addresses environmental problems and concerns.	3.16	Agree
6. One of the human resource program addresses industry promotion needs.	3.16	Agree
7. The manpower training and development programs are open to all citizens within its jurisdiction.	3.32	Strongly Agree

8. The manpower training and development programs improve community's livelihood.	3.26	Strongly Agree
9. The manpower training and development programs serve as a bridge for unemployed and underemployed citizens to employment.	3.02	Agree
10. The manpower training and development programs have effective trainers and speakers.	3.12	Agree
Average Weighted Mean	3.29	Strongly Agree

Table 2 presents the effectiveness of the human resource programs. Based from the results, it can be derived that the human resource programs address people's need as respondents strongly agreed to this with the weighted mean of 3.55. While it was noted that the manpower training and development programs serve as a bridge for unemployed and underemployed citizens to employment as respondents agreed to this with the weighted mean of 3.02.

Table 3. Support of the LGUs to its manpower training and development programs

Statement	WM	VI
1. There is a budget allocated for human resource programs.	3.38	Strongly Agree
2. Support from the provincial and national levels are felt through programs and projects in the community.	3.50	Strongly Agree
3. The local chief executive officer provides a system of information for manpower training and development disseminated to the community.	1.55	Strongly Disagree
4. The local chief executive officer is transparent with the budget proposal for the manpower training and development programs.	1.56	Strongly Disagree
5. In meetings for budget allocation, there is a participation involving members of the community.	2.02	Disagree
6. The training objectives for the members of community as participants are clearly defined.	3.22	Strongly Agree
7. Trainings are available for both individual and group categories.	2.94	Agree
8. There is a review or period of review for the schedule of trainings.	3.01	Agree
9. The local chief executive officer underwent training for the promotion of good governance and management.	3.22	Strongly Agree
10. There is a budget allocated for the training of the local chief executives and other officials.	3.10	Agree
Average Weighted Mean	3.58	Strongly Agree

Table 3 presents the support of the LGUs to its manpower training and development programs. Based from the results, it can be derived support from the provincial and national levels are felt through programs and projects in the community as respondents strongly agreed to this with the weighted mean of 3.50. Thus, it was noted that the local chief executive officer provides a system of information for manpower training and development disseminated to the community as respondents strongly disagreed to this with the weighted mean of 1.55.

VI. CONCLUSIONS

The Municipality of Bongabon are capable for manpower and training and development. But with regards to the perception of the respondents the local chief executives are not transparent to any program and any plan of their barangay.

Moreover, it can be concluded that there is existing human resource program for the community that will help for the everyday used of the people. As well as for the revenue generations of the less fortunate who have no permanent work.

And lastly, the study concluded that the local chief executive should open to the public all the plan and any program so that all people are well-informed.

REFERENCES

- [1] Adele, G. N., & Ibietan, J. (2017). Manpower Training and Productivity in Nigerian Public Sector: An Appraisal and Human Capital Discourse. *International Journal of Innovative Development & Policy Studies*, 5(3), 1-15.
- [2] Bature, N., & Mustapha, O. F. (2013). Manpower Training and Development: A Tool for Higher Productivity in Zenith Bank Plc, Maitama Branch, Abuja. *Development*, 5(28).
- [3] Cohen, L., Manion, L., & Morrison, K. (2002). *Research methods in education*. routledge.
- [4] Nwaeke, L. I., & Obiekwe, O. (2017). Impact of manpower training and development on organizational productivity and performance: A theoretical review. *European Journal of Business and Management*, 9(4), 153-159.
- [5] Obisi, C. (2011). Employee training and development in Nigerian organizations: Some observations and agenda for research. *Australian Journal of Business and Management Research*, 1(9), 82-91.
- [6] Okotoni, O., & Erero, J. (2005). Manpower training and development in the Nigerian public service. *African journal of public administration and management*, 16(1), 1-13.
- [7] Olaniyan, D. A., & Ojo, L. B. (2008). Staff training and development: A vital tool for organizational effectiveness. *European Journal of Scientific Research*, 24(3), 326-331.
- [8] Ologunowa, C. S., Akintunde, B. A., & Adu, B. O. (2015). Manpower training and development: Pathway to efficient organizational performance. *Am Int J Res Hum Arts Sci*, 9, 44-52.
- [9] TOLULOPE, A. (2016). Manpower Training and Employee Performance in Public Organizations: A Study of Ogun State Property and Investment Corporation (OPIC). *Revista de Administratie Publicasi Politici Sociale*, 17(2), 17.
- [10] Vagias, W. M. (2006). Likert-type scale response anchors. clemson international institute for tourism. & *Research Development, Department of Parks, Recreation and Tourism Management, Clemson University*.