

## **Abstract**

Title: Challenges Facing Human Resources Succession Planning In  
The Philippine Work Organizations

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This study is focused on looking into the factors that affect human resource succession planning in the Philippine work force setting, both in the private and public organizations. It aims to set objectives for a beleaguered Philippine human resource management. The objectives of the study are 1.To assess the extent of human resource planning activities in the Philippine work organizations;2.To examine the challenges that faces human resource succession planning in the Philippine work organizations;3.To identify the positive factors influencing human resources succession planning in the Philippine work organizations;4.To suggest strategies that could influence the application of succession planning in Philippine work organizations.

Research method is quantitative research method.Research instrument is questionnaire. Quantitative strategy was applied on data analysis, specifically statistical package for social sciences. Questionnaires used for data gathering were both structured and unstructured questionnaires.The sixty company leaders were selected from the thirteen Philippine companies both from the public and private organizations.

The result is some of the surveyed organizations had succession planning in place but how effective and regularly implemented in the organizations remained questionable. The study proved that succession planning remains to be an important factor in the organization's development.Therefore, all organizations, whether local or private must understand the importance of human resource succession planning to

their viability. The study has likewise noted strategies that were being used by organizations to attract/recruit potential employees.

Promote effective leadership,develop potential managers and improve the organization's budget.

Further, the study has given some recommendations to improve succession planning, including management's commitment and maintaining an informed work force who values human resource.

**Keywords: Human Resources , Succession Planning**

## 摘要

题目：菲律宾工作组织人力资源继任规划面临的挑战

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本研究的重点是研究在私营和公共机构中影响菲律宾劳动力人力资源继承规划的因素。旨在为陷入困境的菲律宾人力资源管理制定目标。研究目的是1.评估菲律宾工作机构人力资源规划活动的程度; 2.探讨菲律宾工作机构人力资源继承规划面临的挑战; 3.确定影响人才的积极因素菲律宾工作机构的资源继承规划; 4.提出可能影响菲律宾工作组织继任规划应用的战略。

研究方法是定量研究方法。研究工具是问卷调查。数据分析应用于数学分析，特别是社会科学统计学方面。用于数据收集的调查表均为结构化和非结构化调查问卷。在十三家菲律宾公司和私营组织中选出六十位公司骨干。

结果是一些被调查组织已经进行了继承规划，但是在组织中如何有效和定期地实施仍然是可疑的。研究证明，继任计划仍然是组织发展的重要因素。因此，无论是本地还是私营的所有组织都必须了解人力资源继承计划对其生存能力的重要性。该研究同样注意到组织正在使用的策略来吸引/招募潜在的员工。

促进有效的领导，发展潜在的管理者，提高组织的预算。

此外，该研究还提出了改进继承计划，包括管理层承诺和维护知情劳动力的重要人力资源的有力建议。

关键词：人力资源，继承规划