

Compliance of a Local Manpower Agency to Occupational Health, Safety and Labor Standards as Input to Sustained Business Partner Relations

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Abstract - *The subject of the study is a local manpower agency which is a service provider of highly trained and superior workforce that includes manpower staffing, assessment and selection, industry business partner relations, training and consultancy. This study aimed to determine the Compliance of Fully Advance Manpower Solutions to Occupational Health and Safety and Labor Standards as inputs to sustained business partner relations. Descriptive type of research was used to assess the compliance of the agency to OHS and Labor Standards that can be an input to sustain the harmonious relationship of the agency and their clients. This study yielded that there is no significant difference on the compliance of FAMSU to Labor and Occupational Safety and Health Standards when grouped according to profile variable. However, there is significant relationship with to assessment of respondents on General Labor Standards and Occupational Health and Safety according to Educational Background. There is truly a very strong connection between the agency's employee's productiveness and the adequacy by which the company provides economic needs in terms of salary and other forms of incentives and benefits. There is significant relationship with to assessment of respondents on General Labor Standards and OHS according to Educational Background. The agency under study followed the guided rules and regulations mandated by government in the welfare of their stakeholders in achieving the compliance for the common good.*

Keywords: Manpower Agency, Compliance, Occupational health, Labor Standard

INTRODUCTION

The essential ingredient in every product is the profound commitment to human rights and workplace rights stated in progress report in Coca Cola (2012). Respecting human rights and protecting workplace rights is fundamental to the culture and imperative to a sustainable business. In every company and across the system, manpower or labor is working to make sure all people are treated with dignity and respect. Compliance with the labor standards, on the other hand, can be credited to factors such as existence of legal restrictions (Labor Code). At the firm level, trade unions have been adapting to the management initiatives towards intuiting flexible work arrangements. Industries that expand and become more profitable have been able to afford to hire more workers; there is growing maturity in both labor policy initiatives in the area of industrial relations.

The organizational strategy is up to the HR function to act as gatekeepers of culture in order to uphold this standard across the organization (Kaloti, 2013). Self Assessment is a valuable tool in any supply chain sustainability program (Augustine et al., 2012).

The local manpower agency existence plays a vital role in every business to cater the needed manpower or services which they usually offer to the market as a support business enterprise. The existence of Fully Advanced Manpower Solutions Inc (FAMSU) plays important role in each business entity that need to outsource their manpower requirements. FAMSU is a service provider of highly trained and superior workforce that includes manpower staffing, assessment and selection, industry business partner relations, training and consultancy. Their main office is currently located in second (2nd) floor Unit 12, Lim-Bell Business Center, Brgy. Tres, Cabuyao, Laguna

and the satellite office is in Sta Anastacia Sto Tomas, Batangas. According to Capacio (2013) its mission is to help to Filipino to find better jobs while giving customers or clients the benefit of control compliance efficiency and Cost savings, while empowering clients through work force deployment of the right people and fully dependent to social responsibility and quality policy. As of now, their major clients are Copal, IMI, IOMNI, Miyasaka, and NEC which they deploy their working manpower.

One of the FAMSIs clients is NEC Tokin Electronics (Philippines) Inc. (NTEPH), a power relay manufacturer which has been a great success through the years, and market analyst predicts that this growth is only going to increase with the advancement of technology. Thus it shows those power relays have increased the demand of the relays usage. As the demand keeps on growing during the past years, NTEPH Recruitment and Selection struggle for the short period of contracts and high turn-over for end of contract to replace them with new employees. Because of high demand for contractual employees the company decided to look for manpower agency to outsourced the best employees with long duration of contracts for the entire project to retain the certified employees to given work with them.

The company decided to look a manpower agency in order to provide the best employees that the company need for the new project. And with the decision of NTEPH, they source out employees for the new project started in year 2013. FAMSIs was the manpower agency chosen by NTEPH in outsourcing of additional employees to increase the productivity of the company. Outsourcing is subcontracting a process (Beke, 2008), such as product design or manufacturing to a third-company and involves the sourcing of goods and services previously produced internally within the sourcing organization from external suppliers stated in the study of Norman (2009). It is a strategy by which an organization contracts out major functions to specialized and efficient service providers, who become valued business partners.

As stated, there are certain problems encountered in assessing business in relation to labor work force which concern the labor standard as mandated by law. Labor standard is all about voluntary compliance by all establishments, workplaces and work sites through partnership with labor and employers organization as well as with other government agencies and professional. Enforcement of sound regulations to protect OHS is one necessary and essential part of

effective industry and company control. Labor inspectors themselves recognize that “good laws are precondition to effective labor prevention to effective labor inspectors should play an active and pivotal role in inspections (Watterson, 2006).

Increasingly, the researcher realized that in order to effectively manage the sustainability impacts, which comprise economic as well as environmental, social, and governance impacts, the researcher wanted to ensure that the agency is doing the same. Since FAMSIs exist in NTEPH for only a year, the compliance should not be set aside in evaluating their performance as manpower agency with regards to OHS and Labor Standards. According to Augustine (2012) more and more companies are engaging agency on these issues, encouraging integration of sustainability into core decision-making and implementation of leading practices for improving supply chain sustainability performance. This has led to a proliferation of initiatives aimed at assessing and compliance of FAMSIs to sustainability performance with their business partners and other stakeholders. The research has demonstrated that the majority of these initiatives focus exclusively on one aspect of sustainability or another, which leads to agency having to complete a myriad of self-assessment on their compliance of Occupational Safety, Health and Labor Standards that can be inputs to sustained long term partnership.

Compliance of each entity will produce more quality and standardize organization in protecting manpower to be more competitive and positive outlook about manpower agency existence in the field of business. Thus the study will eliminate the fly by night agency. It will be the start of promoting of employment and encourage full compliance especially for reduction of labour disputes and prevention of work related accidents, and diseases. Thus the labour compliance enforcement harness both preventive and promotion modes of action (Hirose & Vitasa 2007).

OBJECTIVES OF THE STUDY

This study aimed to determine the Compliance of Fully Advanced Manpower Solutions to Occupational Health and Safety and Labor Standards as inputs to sustained business partner relations.

More specifically, the study intended to (1) describe the respondents profile in terms of age, marital status, demographic location, educational background, and length of service; (2) determine the compliance of Fully Advanced Manpower Solutions Inc. with respect to Labor Standard and Occupational

Safety and Health Standards; (3) test the significant difference on the compliance of FAMSIS to Labor and Occupational Safety and Health Standards when grouped according to profile variable; and (4) draw inputs from the findings that can be a basis of sustained business partner relations.

Hypothesis

There is no significant difference on the compliance of FAMSIS to Labor and Occupational Safety and Health Standards when grouped according to profile variable.

METHODS

Research Design

This study focused on the labor standard compliance of Fully Advance Manpower Solutions Inc. and since this topic is relatively familiar to some persons thus the significance of procedure explains this research. Determining the compliance was the general objective of the study. To achieve this general objective, the proponents decided to use the descriptive method of research because according to study Malabanan et.al (2013) uses Whitney, in the book of Ariola, (2006), it is an act of fact finding with adequate interpretation. It reveals condition or relationship that exists or do not exist; practices that prevail or do not prevail; beliefs or view or attitudes that are held or not held. Hence, they believe this is the most suitable design for the study.

Participants

This research is limited to Fully Advanced Manpower Solutions Inc. regular employees assigned in NEC as the respondents of the study. The study covers 133 FAMSIS employees who answer the surveys prepared. The questionnaire is focused on labor standard and occupational health standard compliance of the company for year 2014.

Participants requested that their names not to explicitly listed against the names of their respective organizations. About one hundred thirty three (133) FAMSIS respondents were agreed to participate in the research to answer the survey questionnaire. Prior to the interview, the pilot testing of survey was conducted to reflect what part of the questionnaire is not appropriate for the research or study and to prepare the respondents for their answer that is more relevant and reliable to the response given to the researcher.

The consideration of these ethical issues was necessary for the purpose of ensuring the privacy as

well as the safety of the respondents. Among the significant ethical issues that were considered in the research process include informed consent and confidentiality. In order to secure the consent of the selected respondents, the researcher personally met and asked for permission from the Operations Manager (Mr. Erick Ambayec) and some respondents of the company to conduct the study. During the meetings assisted by their Plant Coordinator, the researcher relayed all important details of the study, including its aim and purpose. By explaining these important details, the respondents understood the importance of their role in the completion of the research.

The respondents were advised that they could withdraw from the study even during the process. With this, the respondents were not forced to participate in the research. The confidentiality of the respondents was ensured by giving them an option of not disclosing their names or personal information in the research. Only relevant details that helped in answering the research questions were included.

Instrument

A comprehensive set of modified questionnaires adopted from Department of Labor and Employment, in order to ensure that the data collected would provide a complete illustration of the labor standard compliance of FAMSIS under study. Before the questions were forwarded to the potentials respondents, a pilot test was conducted in order to make sure that the respondents would have no problem in understanding and answering the questions. Pilot testing allows some assessment of the questions validity and the likely reliability of the data (Saunders et al., 2003) and enables the researcher to know whether the design of questions is successful in meeting the researcher objectives and in obtaining meaningful answers. After the pilot test was done, some changes for improvement on the initial set of questions were implemented to accommodate the practicability and relevancy of the area researched. The questions were composed on aspect which is identified in literature (labor standard and OSH compliance). Hence, the research explored the in depth the nature and origins of people's viewpoints.

Each statement in the questionnaire was answered using a four-point rating scale depending on the compliance or non compliance of respondents' perspective on each question. The following mean ranges were used to interpret the computed weighted means.

To determine the assessment of the respondents regarding the compliance of labor standards and occupational health standard, the mean ranges were used. Verbal interpretations were also presented as reference for the analyzed data.

Procedure

The first step in data collection was to contact with Human Resource Department. The researchers’ obtained appointments with the Operations Manager in approval of the study within the company during break time of manpower. A cover letter was included explaining the purpose of the study was attached.

Modified questionnaire was adopted in the assessment strategy in order to consider how best to gather the needed data. It is also helpful to consult a variety of resources, including company policies, certificates, wage slips, and records. Workers in the facility are a valuable resource, and it may be impossible to get accurate information without their input. Respondents are encouraged to respond candidly and completely to the questionnaire, establishing a true baseline of FAMSIS practices and management from which future performance improvements and impact can be tracked, measured, and communicated.

Data Analysis

The researcher discussed and analyzed the findings from the survey questionnaire distributed from the respondents. The discussion and analysis attempted to answer the objectives of the research which identified in the previous pages.

The data was divided into subsections relating to labor standard compliance issues identified by the literature and specified in the instrument design to enable efficient and effective analysis of the data to be examined. The keying and analysis of the quantitative data was enhanced through the use of Statistical Package for Social Sciences (SPSS) software package.

Statistical data analysis method was used and the data processing was supported by SPSS statistical software. Data from general questionnaires descriptive statistical methods such as distribution, frequency, and averaging calculations were performed.

The data were encoded, tallied and computed using the statistical measures to analyze data like (1) frequency distribution to determine the socio demographic profile of the respondents like age, marital status, demographic location, and educational background(2) weighted mean and ranking were used to find out the level compliance of FAMSIS (3) ETA^2

to determine significant relationship between nominal data (profile) and interval data (4) Pearson Product Moment to determine the significant relationship.

This was enhanced by the instrument design, as the various subsections enabled easier keying and manipulation of data. Based on the methods and outcomes, some clear and concise outcomes have been developed to add to the body of knowledge. It is a result of thorough methodological process that has not only added to the body of knowledge in its chosen field, but has opened up other areas of future investigation. It is with this that findings of the research were derived.

The given scale was used to interpret the result of compliance: 3.50 – 4.00 = Highly Complied (HC); 2.50 – 3.49 = Complied (C); 1.50 – 2.49 = Less Complied (LC); 1.00 – 1.49 = Not Complied (NC).

RESULTS AND DISCUSSION

Table 1. Percentage Distribution of the Respondents’ Profile

Profile Variable	f	%
Age		
18~20 years old	34	25.60
21~23 years old	55	41.40
24~26 years old	25	18.80
27~29 years old	19	14.30
Marital Status		
Single	124	93.20
Married	9	6.80
Demographic Location		
Laguna	115	86.50
Batangas	15	11.30
Quezon	2	1.50
Other areas	1	0.80
Educational Background		
College Graduate	18	13.50
College Level	4	3.00
College (undergraduate)	17	12.80
Technical / Vocational Courses	16	12.00
High School Graduate	78	58.60
Length of Service in the Company		
less than six (6) months	36	27.10
6 months ~ 11 months	50	37.60
1 year above	47	35.30
Total	133	100.00

The succeeding tables present the profile of the respondents which includes age, marital status, demographic location, educational background, and length of service in the company who are deployed in the Researchers Company.

As shown in Table 1, majority of the respondents or 41.40 percent, belonged to the aged bracket of 21~23. This is followed by the respondents who belonged to the age bracket of 18~20 which has a frequency of 25.60 percent. On the 3rd rank, which is 18.80 percent belonged to 24~26. The least number of respondents who got the frequency of 14.30 percent belonged to 27~29 age bracket.

This reveals that the majority of the employees of FAMSI belong to a younger age group. Probably, the management chooses to hire young employees who can work faster than those who are old. These results are parallel to the findings of Sison (2003) in which he explained that preference is usually given to younger employees because they are easier to train to have the proper habits and right attitude toward work so that they can work faster.

As shown above, majority of the respondents or 93.20 percent of the total population are single, consists of 124 persons. In addition, 9 of them or 6.80 percent are married. This proves that majority of the employees working in FAMSI are single, due to the fact that the company chooses to hire single employees who they think can perform better than married employees. This was supported by the study of Balita et al., (2012) which defined civil status as the status of the employee respondents taking note of whether they are married or single. They further believed that singles perform better than those who are married.

It is illustrated above that majority of the respondents reside in Laguna with a frequency of 115 or 86.50 percent. It is followed by those who came from Batangas with frequency of 15 or 11.30 percent, then those who are from Quezon with the frequency of 2 or 1.50 percent. Lastly those from Other Areas got a frequency of 1 or .80 percent.

As presented in Table 1, majority of the respondents are High School Graduate, based on frequency of 78 or the percentage of 58.60. Eighteen of the respondents or 13.50 of them are College Graduate. Then the seventeen percent (17%) of the respondents or 12.80 percent are undergraduate or didn't finish their College Courses. Sixteen respondents or 12 percent are Technical/ Vocational Courses and the remaining population is composed of 4 or 3 percent under the College Level.

In terms of General Labor Standards, table 2 shows that respondents were paid by FAMSI on their work performed based on the result of 3.54 which shows high compliance.

Table 2. Summary Table on Compliance of Fully Advanced Manpower Solutions Inc. with respect to General Labor Standards

Items	WM	VI	Rank
1. Wages	3.54	HC	1
2. Working Condition & Rest Period	3.36	C	3
3. Government Mandated Reports	3.43	C	2
Composite Mean	3.44	C	

Thus, it means they follow agreed rate that should not fall below the minimum wages set by Regional Tripartite Wages and Productivity Boards (RTWPB) which has jurisdiction over the place of work. FAMSI give whole to the employee the amount they worked, while payment through Automated teller machines (ATMs).

FAMSI provides appropriate Meal Period which has 3.36 average weight that they give importance to the employees to recharge and energize in working the whole day. Tucker et.al (2003) concluded that increasing the frequency of rest periods for factory workers who operate machinery could substantially reduce risk of industrial accidents, and that frequent short breaks can improve performance at work. As FAMSI provided, aside from lunch break, they give employees tea time during morning and afternoon.

As reflected on the table, Government Mandated Reports were complied which is 3.43. According to the study of Asian Development Bank et.al (2008) the Government Service Insurance, SSS and Employees Compensation funds operate as forced savings mechanism and provide benefits for employees like retirement, sickness, maternity, disability and death. FAMSI closely monitor and committed to remit the payment to institution above as part of program sustainability among employees and clients that they pay the mandatory payment.

Table 3. Summary Table on Compliance of Fully Advance Manpower Solutions Inc. with Respect to Occupational Safety & Health Standards

Items	WM	VI	Rank
1. Occupational Safety & Health	3.47	C	4
2. Work Environment Measurement	3.50	HC	2
3. Emergency & Medical Services	3.53	HC	1
4. Mandated Reports & Programs	3.49	C	3
Composite Mean	3.50	HC	

Occupational Safety and Health 3.47 is “complied”; According to Robins and De Cenzo mentioned in the study of De Villa (2014), accidents can be prevented through protection. Provisions of personnel protective equipment are necessary. Protection also includes performing preventive maintenance on facilities and machinery. FAMSI was assisted by their clients with regards to OSH & EMS compliance. Achieving equality in workplace is attracting attention in the Philippines and elsewhere in the drive to respect the fundamental rights of workers and boost productivity (Gust, 2006).

Work Environment Measurement is equivalent to 3.50 that ranked as second with high compliance. Warr (2002) mentioned in the study of Bogdanova et.al (2008) that good skills of employee enable them to operate efficiently with respect to goals of the work. FAMSI considers work environment is a significant factor that should not be underestimated. Thus the importance of considerations to environment in which FAMSI employees operated.

Emergency and Medical Services are highly complied, ranked 1st in relation to compliance of OHS shows 3.53. FAMSI implements rules related to safety mandated of the company; they have front liner to answer all queries which play their major role in checking and verifying the procedures according to standards. They are responsible for developing the overall OSH strategy, guidance, and reporting as well as monitoring implementation. Thus, the company’s sustainability goals which are initially planned as program based and qualitative. As stated in Rule 1040 (Health & Safety Committee), there are mandated duties of Employers and report the enforcing authority to outline the activities undertaken its safety performance, health and safety committee meetings and its recommendation and measures taken to implement such recommendations.

Lastly Occupational Safety and Health standards, 3.47 are also “complied”.

As seen from Table 4, all computed F –values were all less than the critical value and the resulted p-values of 0.749, 0.279 and 0.096 were all greater than 0.05 level of significance, thus, the researcher fail to reject the null hypothesis of no significant difference on the compliance on general labor standards when grouped according to age. This means that no difference exists and implies that the respondents’ have the same compliance on wages, working condition and rest periods and government mandated reports.

Table 4. Difference of Responses on General Labor Standards When Grouped According to Age

General Labor Standards	Age	Mean
Wages f-value:0.405 p-value: 0.749	18~20 years old	3.56
	21~23 years old	3.54
	24~26 years old	3.56
	27~29 years old	3.43
Working Condition and Rest Periods f-value:1.294 p-value: 0.279	18~20 years old	3.39
	21~23 years old	3.41
	24~26 years old	3.35
	27~29 years old	3.21
Government Mandated Reports f-value:2.155 p-value: 0.096	18~20 years old	3.53
	21~23 years old	3.43
	24~26 years old	3.46
	27~29 years old	3.20

Legend: *Significant at p-value < 0.05

As stated, FAMSI employees received the minimum wage granted Region IV-A amounting Php315.00 per day aside from CTPA and SEA Allowance. Therefore, the company follows the mandated salary for their employees. Salary of the Production Operators was not based on their Age during their employment. It is based on the government approved minimum salary which the company should provide and their increase. According to study Malabanan, Cabito and Yao (2013), that the management chooses to hire young employees who can perform better than the old.

Table 5. Difference of Responses on General Labor Standards When Grouped According to Marital Status

General Labor Standards	Age	Mean	F-value	p-value
Wages	Single	3.54	0.200	0.655
	Married	3.47		
Working Condition and Rest Periods	Single	3.54	0.835	0.362
	Married	3.47		
Government Mandated Reports	Single	3.44	0.405	0.525
	Married	3.33		

Legend: *Significant at p-value < 0.05

As shown in Table 5, Marital Status was not significant. This is similar to the study of Malabanan (2013) which noted that whether single or married, workers have same perception on the compliance of the company. Thus it means that FAMSI has no

discrimination according to marital status in terms of the company service given to employees that they are mandated to receive from them.

Table 6. Difference of Responses on General Labor Standards When Grouped According to Demographic Location

General Labor Standards	Demographic Location	Mean	F-value	p-value
Wages	Laguna	3.55	0.762	0.517
	Batangas	3.47		
	Quezon	3.13		
	Other areas	3.63		
Working Condition and Rest Periods	Laguna	3.38	1.030	0.382
	Batangas	3.27		
	Quezon	3.00		
	Other areas	3.50		
Government Mandated Reports	Laguna	3.45	0.646	0.587
	Batangas	3.32		
	Quezon	3.13		
	Other areas	3.50		

Legend: *Significant at p-value < 0.05

As shown in Table 6, Demographic Location was not significant. It is not the factor that may affect the treatment of the service in relation to their location. Probably, majority of the employees come from Laguna because the FAMSIS office is located in Cabuyao Laguna and their assignment was located in La Mesa Laguna and Batangas. It means that employees from nearby areas are prioritized more being accessible to hiring and possible employment of the location.

As for Calamba and Batangas, the municipal requests that the company should prioritize the residents of the area where the company is located which gives opportunity of the vicinity to decrease employment. But there are other employees residing in areas like Quezon and Batangas near to Laguna, usual applicants from Calabarzon Areas to fill up the shortage of the manpower needed of the company according to plan. Thus, the company for FAMSIS provided shuttles for employees which are shared by all employees whether contractual, regular and agency employees.

Based from Table 7, the computed p-values of 0.017, 0.019 and 0.020 were all less than 0.05 level of significance; therefore, the null hypothesis of no significant difference on the compliance on general labor standards is rejected.

Table 7. Difference of Responses on General Labor Standards When Grouped According to Educational Background

General Labor Standards	Educational Background	Mean
Wages f-value=3.149 p-value = 0.017*	College Graduate	3.62
	College Level	3.03
	College (undergraduate)	3.67
	Technical / Vocational Courses	3.31
	High School Graduate	3.56
Working Condition and Rest Periods f-value=3.056 p-value = 0.019*	College Graduate	3.47
	College Level	3.00
	College (undergraduate)	3.48
	Technical / Vocational Courses	3.15
	High School Graduate	3.38
Government Mandated Reports f-value=3.041 p-value = 0.020*	College Graduate	3.62
	College Level	3.00
	College (undergraduate)	3.52
	Technical / Vocational Courses	3.19
	High School Graduate	3.44

Legend: *Significant at p-value < 0.05

This indicates that there is a significant difference and implies that the respondents' level of compliance varies depending on the degree that they earned.

The respondents have different perception on labor standards depending on educational background since the College Level or College Graduate has a lot exposure to Labor Policy and understanding to common basic law which they expect the strict implementation to provide in the employees. Perception of the employees according to educational background differs with its own belief and understanding which is similar to the study of Baum and Ma (2007), revealing that Adults with higher levels of education are more likely to be open to differing opinions than others.

As shown in Table 8, the wages p-value of 0.815, 0.580 for Working Condition and Rest Periods, 0.130 for Government mandated Reports are less than the critical p-value at 0.05 level of significance thus, accepting the null hypothesis which shows that the difference of Responses on General Labor Standards Length of Service in the Company was not significant when grouped according to length of service in the company. Since it was shown in the table that FAMSIS employees is almost one (1) year existence to the company of their work assignment the compliance should be highly monitored.

Table 8. Difference of Responses on General Labor Standards When Grouped According to Length of Service in the Company

General Labor Standards	Length of Service	Mean
Wages f-value=0.204 p-value = 0.815	less than six (6) months	3.57
	6 months ~ 11 months	3.53
	1 year above	3.51
Working Condition and Rest Periods f-value=0.548 p-value = 0.580	less than six (6) months	3.40
	6 months ~ 11 months	3.39
	1 year above	3.32
Government Mandated Reports f-value=2.076 p-value = 0.130	less than six (6) months	3.50
	6 months ~ 11 months	3.48
	1 year above	3.32

Legend: *Significant at p-value < 0.05

Table 9. Difference of Responses on Occupational Safety and Health Standards When Grouped According to Age

Occupational Safety and Health Standards	Age	Mean
Occupational Safety and Health f-value:2.366 p-value:0.074	18~20 years old	3.49
	21~23 years old	3.54
	24~26 years old	3.45
	27~29 years old	3.25
Work Environment Measurement f-value:2.266 p-value:0.084	18~20 years old	3.55
	21~23 years old	3.57
	24~26 years old	3.48
	27~29 years old	3.28
Emergency and Medical Services f-value:2.038 p-value:0.112	18~20 years old	3.56
	21~23 years old	3.61
	24~26 years old	3.49
	27~29 years old	3.33
Mandated Reports and Programs f-value:2.121 p-value:0.101	18~20 years old	3.52
	21~23 years old	3.55
	24~26 years old	3.48
	27~29 years old	3.26
Manpower Agency f-value:1.486 p-value:0.221	18~20 years old	2.42
	21~23 years old	2.42
	24~26 years old	2.39
	27~29 years old	2.25

Legend: *Significant at p-value < 0.05

As projected in Table 9, Occupational Safety and Health has 0.074 p-value, Work Environment Measurement 0.084, Emergency and Medical Services

has 0.112, for Mandated Reports and Programs 0.101 and Manpower Agency has 0.221 which shows that there is no significant difference between the assessment of the respondents on Occupational Safety and Health Standards When Grouped According to Age.

Based on the publications made by Commission for Occupational Safety and Health, the older workers bring many benefits to the workplace. Their skills and experience gained from many years of employment can help reduce the impact of labor and skills shortages, become valuable in mentoring and training roles; and assist with safety and health management because of their substantial knowledge and experience. While certain risks are associated with ageing, these should be considered in the context of safety and health management for all workers. Reducing the workplace hazards and improving work and job design, particularly those associated with a physically demanding work environment, will bring benefits to all at the workplace. Age-related factors that can affect an individual's ability to work safely in some cases may include age-related wear and tear and degenerative changes to the body and ill health. Employers should review their accidents, incidents and hazard reports to identify any potential age-related trends. The key to maintaining a safe workplace is matching job-task demands with an individual's abilities and skill set.

Table 10. Difference of Responses on Occupational Safety and Health Standards When Grouped According to Marital Status

Occupational Safety and Health Standards	Marital Status	Mean	F-value	p-value
Occupational Safety and Health	Single	3.4749	0.137	0.712
	Married	3.4198		
Work Environment Measurement	Single	3.5161	1.437	0.233
	Married	3.3333		
Emergency and Medical Services	Single	3.5403	0./376	0.541
	Married	3.4444		
Mandated Reports and Programs	Single	3.5000	1.183	0.279
	Married	3.3333		
Manpower Agency	Single	2.3911	0.051	0.823
	Married	2.3667		

Legend: *Significant at p-value < 0.05

Table 10 displays that there is no significant finding in their assessment to OSH policy, thus the General Provisions (DOLE 2014) emphasize that they shall cooperate with the employer in carrying out the provisions the standards. It should be reported to their supervisors any hazard that may be discovered in the workplace. Every worker shall make proper use of all safeguards and safety devices furnished in accordance with the provisions of the Standards for the protection. Thus, the ruling of OSH policy implements that no exemption in relation to marital status with the regulations. It shall be the duty of any person, including any builder or contractor or enforcement agent, who visits, who builds, renovates, or install devices, or conducts business in any establishment, to comply with the provisions of the Standards of the employer.

Table 11. Difference of Responses on Occupational Safety and Health Standards When Grouped According to Demographic Location

Occupational Safety and Health Standards	Demographic Location	Mean
Occupational Safety and Health f-value:0.094 p-value:0.963	Laguna	3.48
	Batangas	3.44
	Quezon	3.33
	Other areas	3.44
Work Environment Measurement f-value:0.244 p-value:0.865	Laguna	3.52
	Batangas	3.44
	Quezon	3.31
	Other areas	3.50
Emergency and Medical Services f-value:0.372 p-value:0.773	Laguna	3.54
	Batangas	3.55
	Quezon	3.20
	Other areas	3.60
Mandated Reports and Programs f-value:0.269 p-value:0.848	Laguna	3.49
	Batangas	3.51
	Quezon	3.21
	Other areas	3.57
Manpower Agency f-value:0.511 p-value:0.675	Laguna	2.40
	Batangas	2.35
	Quezon	2.20
	Other areas	2.40

Legend: *Significant at $p\text{-value} < 0.05$

As given in Table 11, the computed values of 0.963 for Occupational Safety and Health Standards, 0.865 for Work Environment Measurement, 0.773 for Emergency and Medical Services, 0.848 Mandated Reports Programs and 0.675 shows not significant to their profile variables. It means that they have same perception in terms of their safety whether they are from different province or address and doesn't mean

that they have same perception. Since they were oriented by company that disregards the location to rely information about OSH to newly hired employees, regardless of their demographic location. Regardless of variations in demographic profile, the employees must be prepared to report to work during a disaster and follow the mandated guidelines same with the study of Munoz et.al (2011). Even those from other location, the mandated rules should be followed.

Table 12. Difference of Responses on Occupational Safety and Health Standards When Grouped According to Educational Background

Occupational Safety and Health Standards	Educational Background	Mean
Occupational Safety and Health f-value: 2.53 p-value: 0.044*	College Graduate	3.68
	College Level	3.17
	College (undergraduate)	3.47
	Technical / Vocational Courses	3.27
	High School Graduate	3.48
Work Environment Measurement f-value: 2.385 p-value: 0.055	College Graduate	3.65
	College Level	3.25
	College (undergraduate)	3.54
	Technical / Vocational Courses	3.24
Emergency and Medical Services f-value: 3.106 p-value: 0.018*	High School Graduate	3.53
	College Graduate	3.71
	College Level	3.25
	College (undergraduate)	3.59
Mandated Reports and Programs f-value: 1.502 p-value: 0.205	Technical / Vocational Courses	3.24
	High School Graduate	3.56
	College Graduate	3.65
	College Level	3.36
	College (undergraduate)	3.55
Manpower Agency f-value: 1.128 p-value: 0.346	Technical / Vocational Courses	3.30
	High School Graduate	3.48
	College Graduate	2.48
	College Level	2.13
	College (undergraduate)	2.38
	Technical / Vocational Courses	2.38
	High School Graduate	2.38
	High School Graduate	2.39

Legend: *Significant at $p\text{-value} < 0.05$

Table 12 shows the computed values of 0.044 for Occupational Safety and Health, 0.055 Work Environment Measurement, 0.205 Emergency and Medical Services, 0.018, Emergency and Medical Services, and 0.346 for Manpower Agency. This

means that there is significant difference between the assessment of the respondents on Occupational Safety and Health Standards and Emergency Medical Services when grouped according to Educational background. HS graduates has the highest number of employees in the company who are given opportunity of experience and learning that could help become more specialized with their skills. As stated with the study of Choudhry et al. (2009), workers with educational levels below primary had less perception of the safety climate.

Table 13. Difference of Responses on Occupational Safety and Health Standards When Grouped According to Length of Service in the Company

Occupational Safety and Health Standards	Educational Background	Mean
Occupational Safety and Health f-value: 0.402 p-value: 0.670	less than six (6) months	3.52
	6 months ~ 11 months	3.47
	1 year above	3.43
Work Environment Measurement f-value: 2.832 p-value: 0.063	less than six (6) months	3.60
	6 months ~ 11 months	3.55
	1 year above	3.39
Emergency and Medical Services f-value: 1.421 p-value: 0.245	less than six (6) months	3.62
	6 months ~ 11 months	3.54
	1 year above	3.46
Mandated Reports and Programs f-value: 1.46 p-value: 0.236	less than six (6) months	3.59
	6 months ~ 11 months	3.46
	1 year above	3.44
Manpower Agency f-value: 0.739 p-value: 0.480	less than six (6) months	2.41
	6 months ~ 11 months	2.42
	1 year above	2.34

Legend: *Significant at $p\text{-value} < 0.05$

As presented in Table 13, the computed values of 0.670 for Occupational Safety and Health, 0.063 Work Environment Measurement, 0.245 Emergency and Medical Services, 0.236 Emergency and Medical Services, and 0.480 for Manpower Agency exceeded the critical value at 0.05 level of significance. According to the study of Chau et.al (2014) the younger and with shorter length of service were at risk for various types of injuries and higher length of service was at risk for injury due to materials/equipment objects handling. Thus, the preventive measure should consider the respective risk associated

with years of employment and job. Proper orientation and training given to the employees reduces the accident incident which the company usually campaigns the safety to their working assignment.

CONCLUSION AND RECOMMENDATION

Majority of the respondents are female, 21~23, single years old, single, has attained High School diploma, has six (6) to eleven (11) months length of service in FAMS. FAMS highly complies to General Labor Standards in accordance of wages and complies for Working Conditions and Government Mandated Reports. For OSH, the Work Environment Measurement and Emergency Medical Services has high compliance compared to complied OHS and Mandated Reports program. There is significant relationship with to assessment of respondents on General Labor Standards and OHS according to Educational Background. The company followed the guided rules and regulations mandated by government in the welfare of their stakeholders in achieving the compliance for the common good.

It is recommended that the company may continue to comply with the existing laws like in hiring the employees in a legal age, well compensated salary according to minimum basic wages, work that is fair, decent, and safe workplace in providing acceptable livelihood for themselves and families affording dignity and respect. FAMS may strengthen accreditation, regulation and conduct of the business according to highest compliance and ethical standards to properly account the success indicators used in monitoring their performance in the implementation of the labor policy. The organization may conduct trainings and seminars in relation to Labor Standards and Occupational Safety and Health. For employees to recognize their rights as a worker and their responsibilities as employer, thus eliminating the assessment of the employees according to Educational Background due to their right understanding with regards to their rights. FAMS may create well maintained guided procedures that the self-assessment should be a mandatory exercise of the company in validation of their treatment to their employees which serves as a policy. The future researchers may conduct similar studies to find whether the same trends exist in other business firm.

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