

## Satisfaction Level of Teachers on the Human Resource Management Practices

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**Abstract :** Teachers are the principal actors in the delivery of quality education to the learners. Unfortunately, as time goes by, some of them got low motivation at work. Absenteeism, tardiness, under time, and non-compliance to school policies are some of the end results. There is, therefore, a need to review the different human resource management practices of the school that contribute to teachers' work satisfaction and motivation. Hence, this study determined the level of satisfaction of teachers on the human resource management practices of Gingoog City Comprehensive National High School. This mixed-methodology research was focused on the 45 teachers chosen using a stratified random sampling technique. Reliability-tested questionnaires, interviews, and focus group discussions were used to gather the data. Results revealed that the majority of the respondents are female, Teacher I, with MA units and have served for 11-20 years. Likewise, among the human resource management practices of the school, the respondents rated the lowest satisfaction on recruitment and selection (mean=2.15; n=45). This could mean that most of the recruitment and selection practices of the school are not well communicated, disseminated, and implemented. On the other hand, retirement practices of the school were rated with the highest satisfaction among the respondents (mean=2.73; n=45). This could mean that most of the retirement practices of the school are communicated, disseminated, implemented, and functional. It was recommended that the existing human resource management practices on recruitment and selection be reviewed to find out its deficiencies and possible improvement. Moreover, future researchers may also conduct a study between private and public schools in Gingoog City on the same topic for comparison.

**Keywords :** education, human resource management practices, satisfaction, teachers

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