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## **A Reflection Paper About How Your Organization'S HR Department Is Helping Alleviates Poverty And Helping In The Cause Of Nation-Building.**

A reflection paper about how your organization's HR Department is helping alleviates poverty and helping in the cause of nation-building. Prepared and Submitted by: CELSO G. NAMOROMotortrade Nationwide Corporation is the leading multi-brand motorcycle dealer in the Philippines. It has 575 branches in Luzon and Visayas. It's started back to the late 1960's as hardware and spare parts store in Daet, Camarines Norte. It was officially incorporated by the Security and Exchange Commission (SEC) last December 27, 2019. Through the dedication and perseverance of many, the company grew and plan to open more store in Luzon and Visayas in coming years. Motortrade's group of affiliates company are Motortrade Topline Incorporated, Honda Prestige Traders Incorporated, Bank of Makati and many other companies born out of the mother company. Aside from multi-brand stores, Motortrade also operates brand-specific store like Honda, Yamaha, Suzuki, Kawasaki, KYMCO and KTM brands.

The Bank of Makati, a sister company, provides financing loan for Motortrade customers. After more than 40 years in existence, the company has total workforce of 4,500+ employees that remain strong in pushing growth and progress not just for the company but for country. Although the main direction is to strengthen the growth of business, the company never forget philanthropic projects on poverty alleviation. The Founder and Chairman-emeritus of the Company, Mr. Vicente N. Ongtenco and the Board of Directors believes that the development and care of people are equally important to revenue and business growth. The company through the Human Resources Department and MLALAF-company's foundation partners and initiates program that alleviate poverty. Some of the company programs are: a) Accept Undergrad EmployeesThe company recognizes the impact of poverty on some college students that can not continue their studies and instead, decided to work to help their family. Some of those students are really good and will excel in their respective field if there are opportunities to finish their courses. In 2015, the human resources department of the company started to initiate the program on hiring undergrad applicants. The company employ (not more than) twenty percent of the workforce are undergraduate. The sourcing and selection process for the right candidates would be a challenge.

The competency and skills should fit the demand for the business and customers. The errors on wrong sourcing and selection should be minimize to lessen the impact to business. It is understandably and recognizes some weaknesses on undergraduate applicants not only on their competency and skills but behavioral as well. To address the weakness on competency

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and skills, the HR Department through the Talent Management and Training section create an intense training program for functional role of the undergraduate employees. Moreover, the company also permits and align the working schedule for undergrad employees who are willing to finish their college course. On the behavioral weaknesses of the undergrad employees are the lack of self-confidence. The Talent management section design a program and activity for the personality development of those employees. Some of these activities are proper grooming, powerful presentation, etc. Providing an employment for undergrad is not enough but should have knowledge how to manage personal finance. Based on our experience, there are employees that after they are hired and employed, needs and wants changed and worst, some commits fraudulent act like unremitted collection, etc. The program to manage personal finance aim to make personnel aware and knowledgeable on what should be priorities and how to avoid burden of debts. Moreover, it encourages employee save portion or their salary through the voluntary salary saving program. The employee may sign voluntarily an authority to deduct from their salary and allows the payroll department to deposit the amount to the Bank of Makati. b) Motortrade Life and Livelihood assistance ProgramThe company operates a charitable institution named Global Reciprocal Colleges, serve as the group's first educational portfolio and the Motortrade Life and Livelihood Assistance Foundation, Inc. The MLALAF is a non-profit organization which has been a service provider of DepEd-ALS (alternative learning system) program since 2003. The mission the organization is not only to instill academic excellence among learners but also provide skills training and values education.

In July 31, 2018 through the collective effort of Department of Education, MLALAF and Tanglaw ng Buhay foundation and other partners, 1,300 learners under the Alternative Learning system program received their high school diploma. In past 15 years, the MLALAF foundation recognized by the Department of Education as the ALS program partner that produced most number of Learners graduate. Some of those ALS learners that received High school diploma decided to continue and pursue their college study. Some of them are now employee of the company. The HR Department as partner of Global Reciprocal Colleges and MLALAF allows and lend their employee particular some of the department head and training officers to teach and Learners partner of the program. c) Donates Public School ClassroomsThe owners of the company believe that one of easiest way to alleviate poverty is to provide and have education. Aside from the group's Global Reciprocal Colleges that offers very minimal tuition fees for their students, the company is active in donating classrooms for some depressed area in countryside particular in Bicol Region. The company as 2017, able to finance the construction of twenty-one (21) classroom in different barangay in the province of Camarines Norte like in town of Mercedes, Daet, Jose Panganiban, Paracale and Capalonga and in the town of Tinambac, Garchitorina, Presentacion all in Camarines Sur. Meanwhile, the HR department also started and highly involve in donate a school material (notebook, pencil, etc) program for indigent students. Above all, the HR Department is the company's main catalyst for hiring qualified candidates and in developing highly competent, engaged and productive personnel contributes

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poverty alleviation and nation-building.

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