

**THE LIVED EXPERIENCES OF HUMAN RESOURCE PRACTITIONERS
IN ILOILO CITY**

A Research Paper

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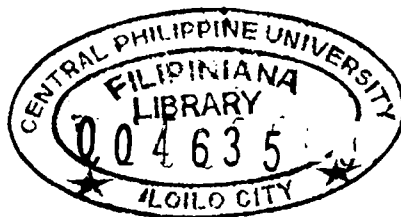
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ABSTRACT

This qualitative research, utilizing phenomenological approach, was conducted to understand the lived experiences of Human Resource Practitioners in Iloilo City. In order to achieve this overall objective, the following research questions framed this study, (1) how is it being an HR Personnel? (2) What are the challenges that you encountered as an HR Personnel? (3) How did you cope with these situations? Three human resource personnel from different sectors were involved in this study. The participants, selected through an inclusion criteria, were interviewed to provide insight into the research questions. Semi-structured Interviews were conducted face to face, transcribed, translated and undergone a thematic analysis. The themes that were acquired through the interviews include: (1) how to function in the HR field, (2) presence of adversities at work, and (3) how to achieve job satisfaction. The findings of this study suggested qualities and personal responsibilities of an HR personnel. Stress and frustrations were present in a human resource workplace and coping mechanisms were revealed. Job satisfaction of an HR was mainly achieved from responding to concerns of employees. Based on the results, it was concluded that human resource personnel's job was both challenging and satisfying. Effectively responding to the needs of the people working below and meeting the demands by supervisors at the same time was the challenge. These findings would contribute to the evolving field of HR and better understanding of human resource management and development profession, particularly in the Philippine setting.