

A Landscape of Hiring-related Pay Policies: Evidence from the Philippines

Virgel C. Bingham*
University of the Philippines

Abstract

Pay policies are vital instruments in promoting a healthy bi-partite employment relations climate. It guides employers in dealing fairly and consistently with pay-related concerns and issues affecting employees. A total of 148 respondents representing firms from different industries located in the Philippines participated in a one-shot seminal exploratory survey that looked into the presence or absence of pay policies, particularly on hiring, probationary and rehire. Results reflected that most organizations have recruitment and probationary pay policies established, but few have created a rehiring pay policy and salary administration manual (SAM). Consistently, these compensation-related policies are mostly found in stock corporations and least in organizations under a partnership. In general, the policies are mostly present in wholesale/retail companies and least in aerospace, mass media, telecommunications and mining/extraction companies. The presence of the policies vary based on workforce size but continually identifies workplaces in Metro Manila with having the criteria mentioned.

Keywords: hiring pay policy, probationary pay policy, rehire pay policy, salary administration manual, Philippines

*Dr. Bingham is Professor and Director of the Center for Industry Productivity and Competitiveness, School of Labor and Industrial Relations, University of the Philippines Diliman. His email address is phdbingham@gmail.com.