



American Journal of Multidisciplinary Research and Innovation (AJMRI)

ISSN: 2158-8155 (ONLINE), 2832-4854 (PRINT)

VOLUME 4 ISSUE 1 (2025)



PUBLISHED BY
E-PALLI PUBLISHERS, DELAWARE, USA

Human Resources Management Practices (HRMP) and Disaster Preparedness of Accommodation Establishment in Puerto Galera, Oriental Mindoro

Michelle M. Claveria^{1*}

Article Information

Received: September 08, 2024

Accepted: October 11, 2024

Published: January 13, 2025

Keywords

Accommodation Establishment, Disaster Preparedness, Human Resources Management Practices (HRMP)

ABSTRACT

There was a potential research gap in the theoretical knowledge of the social impact of socially responsible HRM practices and disaster preparedness. The literature review also indicates that few studies have explored the influence of employees' perceived socially responsible HRM on individual employees' attitudes and behaviors, such as organizational identification and job performance. Most previous studies on socially responsible HRM focused on its relationship with employee organizational citizenship behavior, organizational commitment, job satisfaction, well-being, and turnover intention. There are research gaps in the context of accommodation establishment in Puerto Galera, Oriental Mindoro, Philippines despite the glowing understanding of the significance of disaster preparedness and HRMP. Hence, the study aims to determine the Human Resources Management Practices (HRMP) and disaster preparedness of accommodation establishments in Puerto Galera, Oriental Mindoro. The study used descriptive correlational methods research. The respondents of the study are the supervisors, managers, and staff in the total of 30 respondents in selected accommodation establishments in Puerto Galera, Oriental Mindoro. The researchers used a self-prepared research instrument. Mean was used to summarize and responses and Cronbach Alpha was used to calculate by taking a score from each scale item and correlating it with the total score for each observation. Results showed that the relationship between human resource management practices and disaster preparedness in accommodation establishments underscores the multifaceted approach required to mitigate risks, ensure employee and guest safety, and maintain operational continuity during emergencies.

INTRODUCTION

In an era marked by increasing climate uncertainties and persistent threats of natural and man-made disasters, the resilience of communities and organizations is of paramount importance. Oriental Mindoro, a province in the Philippines, stands as a region prone to an array of disasters, including typhoons, earthquakes, and public health emergencies. Within this context, the preparedness of accommodation establishments takes on a heightened significance, as they are not only guardians of the traveler's comfort, but also integral components of disaster response and recovery efforts.

The level of disaster preparedness and HRMP encapsulates a multifaceted inquiry into the preparedness of these crucial stakeholders. It is a comprehensive exploration of the strategies, policies, and human resource management practices that enable these establishments to navigate the challenges posed by disasters, ensuring the safety and well-being of their guests and staff. According to Tansey, 2015, disaster plans may lack testing, such as practice drills, to assess their effectiveness before hazards hit. The Philippines poorly performs in disaster management particularly on financial utilization, information management, and leadership, monitoring, collaboration, and coordination with the various stakeholder (Commission on Audit Report, 2014). As disasters continue to escalate in both frequency and intensity, understanding how accommodation establishments in Oriental Mindoro

prepare for and respond to such events is not merely an academic exercise but a vital endeavor for disaster management, local governance, and the broader tourism industry. This research will seek into the various dimensions such as planning, equipment convenience and availability, implementation of disaster plan, knowledge and management of the external situational environment, and anticipation awareness and management of one's psychological response of disaster preparedness while the recruitment and selection, employee wellbeing program, training and socialization and health and safety policies of human resource management practices within the context of accommodation establishments in Oriental Mindoro, aiming to enlighten people on the intricacies, successes, and challenges faced by these organizations.

Based on the World Risk Index (2012), the Philippines is the third among 173 countries most variable to disaster risk and natural hazards: this country experiences an average of 20 tropical cyclones each year and other climatic and extreme weather aberrations such as the El Nino phenomenon. These disasters strain government funds, with an average of P15 billion in annual direct damages. More adversely, this hampers the government's poverty reduction efforts. Disaster preparedness is based on taking the appropriate actions in advance of a disaster. Human Resource is one of the most important assets for any organization and it is the source of achieving competitive advantage. Managing human resources

¹ College of Business and Management, Mindoro State University, Philippines

* Corresponding author's e-mail: michellemercado0523@gmail.com

is much more difficult than managing technology or money, and organizations need strong HRMP systems to manage them effectively. Sound HRM procedures should support the HRMP system. Human resource management procedures are actions taken by an organization to manage its human resources pool and make sure that those resources are used in achieving its objectives. Managers who valued high loyalty assumed that employees should fulfill obligations to one another and engaged in empowering HRM practices.

However, with the phenomenal growth of the hotel industry over the years, hotels are also facing pressure to be responsible towards the environment by paying appropriate attention and adopting eco-friendly activities. The pressure to become eco-friendly is stronger in hotels as they are directly responsible for environment-related issues such as water, energy, and waste (Graci & Kuehnel, 2011). Hotels are being pressured to improve their environmental performance due to their waste generation.

According to Zhang *et al.* (2022), there was a potential research gap in the theoretical knowledge of the social impact of socially responsible HRM practices and disaster preparedness. The literature review also indicates that few studies have explored the influence of employees' perceived socially responsible HRM on individual employees' attitudes and behaviors, such as organizational identification and job performance. Most previous studies on socially responsible HRM focused on its relationship with employee organizational citizenship behavior, organizational commitment, job satisfaction, well-being, and turnover intention. Shen and Zhu (2011) further demonstrated that socially responsible HRM is positively related to organizational commitment. Sobhani *et al.* (2021), showed that socially responsible HRM has a significant positive impact on employee organizational citizenship behavior and a significant negative influence on turnover intention. Luu *et al.* (2022) argued that socially responsible HRM practices are positively associated with job crafting based on the mutual gains' perspective in public management. In addition, there has been a recent research trend of socially responsible HRM due to its positive impacts on both individual employees and organizations (Del-Castillo-Feito *et al.*, 2022; Omid & Dal Zotto, 2022).

However, very little is known about the direct effect of employees' perception of their organization's socially responsible HRM on their job performance and the indirect influence via their organizational identification. Therefore, this study seeks to fill these research gaps by examining the impact of perceived socially responsible HRMP in disaster preparedness.

Puerto Galera is located at the North-Westernmost part of Oriental Mindoro and at the South-Western end of the Isla Verde Passage. Due to its location, this municipality is prone to typhoons, natural hazards, and disaster. However, beneath its tranquil exterior, this idyllic destination is not immune to the forces of

nature. Since it is situated in a region prone to calamities disaster preparedness in Puerto Galera is of paramount importance. The researchers opted Puerto Galera because they perceived opportunities and potential outcomes in that region. Additionally, given its proximity to the sea, the area is more susceptible to disasters, making establishment there inherently risky.

This study explored the significance of disaster preparedness in safeguarding both residents and visitors against the unpredictable forces of nature. From proactive planning to community resilience, the researchers delve into the vital aspects of disaster preparedness that ensure Puerto Galera remains a resilient and secure destination for all.

As new challenges both inside and outside the workplace emerge, the frequency of disasters within businesses has dramatically grown in recent years. This necessitates a greater awareness of these dangers and the inclusion of preventative measures to deal with emergencies when they do arise. In light of this, disaster preparedness can be seen as an essential function of human resource management practices and should be given high emphasis. Disaster preparedness is the process of anticipating, identifying, preventing, and managing potential disasters by having measures in place to handle disaster when it occurs. Planning and training by the human resource management guarantee that workers are equipped to navigate through tumultuous times, which has a significant impact on disaster preparedness.

The standards will assist hotels and resorts in reducing business risk of tourists to natural and technological hazards, while demonstrating preparedness and safety of their premises to potential clients, wholesalers, tour operators, insurers and financiers. This highlighted the demographic profile of the accommodation establishment, emphasizing key factors such as age, sex, gender, marital status, and educational background. These indicators are only to know the demographic profiles of the respondent in the accommodation establishment and are not included in further discussion. There are research gaps in the context of accommodation establishment in Puerto Galera, Oriental Mindoro Philippines despite the glowing understanding of the significance of disaster preparedness and HRMP. Hence, the study aims to determine the Human Resources Management Practices (HRMP) and disaster preparedness of accommodation establishment in Puerto Galera, Oriental Mindoro.

MATERIALS AND METHODS

The study used descriptive correlational methods research. This design explains the conditions as they are and attempts to determine the strength of the relationship between the variables. Lomax and Li (2013) assert that descriptive research entails monitoring and describing a subject's behavior without in any way altering it. Additionally, it provides the situation and customs in the relevant circumstance (Fernandez, 2014). This study was

conducted in a selected accommodation establishment at Puerto Galera in the province of Oriental Mindoro. According to the 2020 census, Puerto Galera, Oriental Mindoro has a total population of forty-one thousand nine hundred sixty-one (41,961) people. The researchers utilized purposive sampling. The respondents of the study are the supervisors, managers, and staff in the total of 30 respondents in selected accommodation establishments in Puerto Galera, Oriental Mindoro. The following accommodation establishments are B/B White Beach Guest House, Buena Lynne’s Lodging, Casa Jem Residence, Friday’s Puerto Galera INC., Helen’s Lodging Hauz, and The Mang-yan Grand Hotel. The researchers used a self-prepared research instrument to gather assessments from different employee of accommodation establishments in the municipality of Puerto Galera in the province of Oriental Mindoro. All the indicators of the two variables had guideline items for the assessment of the respondents. The first part contains the socio-demographic profile of respondents in the accommodation establishment in Puerto Galera, Oriental Mindoro, in terms of age, sex, marital status, educational attainment, and position. The second part includes the disaster preparedness of accommodation establishment in Oriental Mindoro in terms of; recruitment and selection, employee well-being program, and training and socialization and health and safety policies. And lastly, the third part deals with HRMP of accommodation establishment in Oriental Mindoro in terms of; planning, equipment

convenience and availability, implementation of disaster plan, knowledge and management of the external situational environment, and anticipation, awareness and management of One’s Psychological response. The categories for rating ranged from 1-4, 4 strongly agree, 3 agree, 2 disagree and 1 strongly disagree.

After finding out the result of the reliability of the research instrument, the researcher sought permission from the authorities to conduct the study through a request letter signed by the Thesis Adviser and the Dean of College of Business and Management at Mindoro State University-Main Campus.

Once it was approved and accepted, the researcher started collecting the data for the said study and used self-made questionnaires for in- person interviews for data collection. The questionnaires were distributed face to face. The participation of the respondents was voluntarily and to implement confidentiality, the names and identities of the participants were not recorded and gathered during data collection through indicating the Data Privacy Act.

The survey generated scores, totals, and tables. Statistics both descriptive and inferential were utilized to analyze the data. Data was organized, compiled, and evaluated using a data matrix that was based on tables. Mean was used to summarize and responses and Cronbach Alpha was used to calculate by taking a score from each scale item and correlating it with the total score for each observation.

RESULTS AND DISCUSSION

Table 1: Human Resource Management Practices (HRMP) of Accommodation in terms of Recruitment and Selection

Items	Mean	Interpretation
1. The integration of disaster preparedness criteria a crucial component during the selection of personnel in the accommodation sector’s recruitment practices.	3.57	Strongly Agree
2. Disasters-related skills and competencies appropriately emphasized during the selection of personnel in the accommodation sector’s recruitment processes.	3.53	Strongly Agree
3. Employees actively involved in disaster preparedness initiatives during the recruitment process in the accommodation sector’s human resources management practices.	3.50	Agree
4. Employees express satisfaction with the organization’s efforts to incorporate disaster preparedness criteria into the recruitment and selection processes of the accommodation sector.	3.47	Agree
5. Accommodation sector prioritize disaster preparedness in its human resources management practices related to recruitment and selection.	3.53	Strongly Agree
Composite Mean	3.52	Strongly Agree

Table 1 depicted that the Human Resource Management Practices (HRMP) of Accommodation in terms of Recruitment and Selection have a composite mean 3.52 verbally interpreted as Strongly Agreed.

The integration of disaster preparedness criteria a crucial component during the selection of personnel in the accommodation sector’s recruitment practices obtained the highest weighted mean of 3.57 described as Strongly

Agreed while employees expressed satisfaction with the organization’s efforts to incorporate disaster preparedness criteria into the recruitment and selection processes of the accommodation sector obtained the lowest weighted mean of 3.47 described as Agreed.

The integration of disaster preparedness criteria in personnel selection is likely given the high mean because it reflects the industry’s emphasis on hiring individuals with

the skills and knowledge needed to ensure a proactive approach to safety and crisis management. The lower mean for employee satisfaction with the organization's effort to incorporate disaster preparedness criteria into the recruitment process might stem from potential challenges or concerns among employees. This could include perceptions of added stress during recruitment, leading to lower satisfaction scores. Addressing these perceptions of the process could contribute to higher satisfaction levels.

Effective recruitment processes enable organizations to access a diverse pool of talent, including individuals with specialized skills and experiences, enhancing the organization's competitiveness. Selection methods help identify candidates who possess the requisite skills, qualifications, and cultural fit, resulting in higher-

quality hires who are more likely to contribute positively to organizational goals. During a disaster or crisis, recruitment and selection processes may be disrupted or delayed, making it challenging for organizations to onboard new hires or fill critical positions in a timely manner. This disruption of the organization's ability to respond effectively to the disaster and maintain continuity of operations.

According to Yoder (2014), recruitment is a process to discover the sources of manpower to meet the requirement of the staffing schedule and to employee effective measures to attracting that manpower in adequate number to facilitate effective selection of an effective workplace. Therefore, the staff should have a skill related to the recruitment and selection process.

Table 2: Human Resource Management Practices (HRMP) of Accommodation in terms of Employee Wellbeing Program

Items	Mean	Interpretation
1. Employee wellbeing program are integrated into the organizations disaster preparedness strategy.	3.63	Strongly Agree
2. There is wellbeing programs which address psychological support & resilience needs of employees during disaster.	3.70	Strongly Agree
3. There is a communication protocols for emergencies embedded w/ wellbeing programs for effective communication.	3.70	Strongly Agree
4. There is an accessible & inclusive program during emergency response especially considering the diverse needs of employees of what measure to be taken.	3.53	Strongly Agree
5. There is a post disaster recovery support for employers.	3.53	Strongly Agree
Composite Mean	3.62	Strongly Agree

Table 12 depicted that the Human Resource Management Practices (HRMP) of Accommodation in terms of Employee Wellbeing Program gained composite mean 3.62 verbally interpreted as Strongly Agreed.

There are wellbeing programs which address psychological support and resilience needs of employees during disaster and there is a communication protocols for emergencies embedded with wellbeing programs for effective communication obtained the highest weighted mean of 3.70 describe as Agreed while there is an accessible and inclusive program during emergency response especially considering the diverse needs of employees of what measure to be taken and the other one is, there is a post disaster recovery support for employers obtained the lowest weighted mean of 3.53 describe as Agreed.

Wellbeing programs that address psychological support and resilience needs during disasters along with communication protocols for emergencies have the highest mean because they demonstrate a comprehensive

approach to employee care, integrating mental health support and clear communication protocols fosters a sense of security and helps employees cope effectively during challenging times. An accessible and inclusive emergency response program ensure the safety of all employees, considering all the diverse needs. It turns out that it is one of the lowest means in this table, and it indicates less effectiveness. The post-disaster recovery support for employers may have obtained the lowest mean because there is a limited resource lack of preparedness or ineffective policies that will impact to the ability to support during recovery process.

Based on Hongying Li *et al.*, 2020 employee well-being can reduce extensive training, employee participation, job design, employment security, etc. Human resource management practices can help the organization to improve its performance by improving the ability, attitude, and motivation of employees, and ultimately contribute to the realization of organizational strategy.

Table 3: Human Resource Management Practices (HRMP) of Accommodation in terms of Training and Socialization

Items	Mean	Interpretation
1. Human resources management strategies of the accommodation sector prioritize disaster preparedness in the training of employees.	3.67	Strongly Agree
2. The strategies for disaster-related training and knowledge transfer effective within the human resources practices of the accommodation sector.	3.57	Strongly Agree
3. Human resources integrate disaster preparedness into the socialization processes for new employees.	3.53	Strongly Agree
4. Employees are well-informed about disaster preparedness measures through the socialization processes in the human resources management strategies of the accommodation sector.	3.37	Agree
5. Employees are well-prepared to respond to disasters due to the training provided by the human resources management strategies of the accommodation sector.	3.57	Strongly Agree
Composite Mean	3.54	Strongly Agree

Table 3 depicted that the Human Resource Management Practices (HRMP) of Accommodation in terms of Training and Socialization gained composite mean 3.54 verbally interpreted as Strongly Agreed.

The Human Resource Management strategies of the accommodation sector prioritize disaster preparedness in the training of employees obtained the highest weighted mean of 3.57 describe as Strongly Agreed while the employees are well-informed about disaster preparedness measures through the socialization processes in the human resources management strategies of the accommodation obtained the lowest weighted mean of 3.37 describe as Agreed.

Although businesses that have prepared for emergencies by training employees and creating disaster plans were more likely to have experienced a previous disaster, pre-disaster preparation is ultimately the key to successful workplace emergency response. Managers, though, seem to have higher levels of perceived emergency

preparedness than their employees. Training programs on disaster preparedness equip employees with the knowledge, skills, and competencies necessary to respond effectively to emergencies, mitigating risks and minimizing the impact on operations. Also, socialization processes promote awareness of organizational values, norms, and expectations related to disaster preparedness, fostering a shared commitment to safety, collaboration, and accountability among employee while some of staff may resist participation in training and socialization activities due to perceived disruptions to their routine, fear of change about the relevance or effectiveness of disaster preparedness initiatives.

According to a new survey by the Society for Human Resource Management, 83% of companies reported use of a formal orientation program for new employees. The most frequently used forms are group-based and individual sessions, whereas only 11% of companies conduct the orientation program.

Table 4: Human Resource Management Practices (HRMP) of Accommodation in terms of Health & Safety Policies

Items	Mean	Interpretation
1. There is a health and safety training programs provided by the human resource management for preparing employees health related challenges during & after disaster.	3.60	Strongly Agree
2. There are protocols and procedure in place for emergency response & evacuation w/c is communicated to all the employee.	3.37	Agree
3. HRMO implement health surveillance system to monitor & assess the wellbeing of employee during & after the disaster.	3.43	Agree
4. Health & Safety policies are designed to address the psychological support & mental health needs of employees during and after the disaster.	3.47	Agree
5. Timely & accurate information dissemination on safety information are communicate w/ employees during the disaster.	3.37	Agree
Composite Mean	3.446	Agree

Table 14 depicted that the Human Resource Management Practices (HRMP) of Accommodation in terms of Health & Safety Policies gained composite mean 3.45 verbally interpreted as Agreed.

There is a health and safety training programs provided by the human resource management for preparing employees health related challenges during & after disaster obtained the highest weighted mean of 3.60 describes as

Strongly Agreed while there are protocols and procedure in place for emergency response & evacuation w/c is communicated to all the employee and the other one is, timely and accurate information dissemination on safety information are communicate with employees during the disaster obtained the lowest weighted mean of 3.37 described as Agreed.

Strategic effort by human resource management to prepare employees for health-related challenges during and after disasters. This proactive approach ensures that staff is equipped with necessary knowledge and skills, contributing to a higher level of preparedness in addressing health concerns amidst and post-disaster situations. The lowest mean for protocols and procedures

in emergency response and evacuation could point out problems with the efficacy, accessibility, or clarity of the existing plans. Similarly, the lowest mean for timely and accurate information dissemination during disasters could be due to a breakdown in communication channels or a lack of readiness for efficiently informing staff members of vital safety information.

According to Canadian Health and Safety Legislation requires employers to have a health and safety program in their workplace. As long as the responsibilities of appropriate personnel in maintaining a healthy and safe workplace and their accountabilities in all levels of management.

Table 5: Disaster Preparedness of the Accommodation in terms of Planning

Items	Mean	Interpretation
1. The management of the lodging industry makes sure that disaster – related subjects are covered in regular meetings and training sessions.	3.70	Strongly Agree
2. Government offices provide consultations on disaster preparedness through agencies such as the National Disaster Risk Reduction and Management Council.	3.47	Agree
3. Each Employee received a basic training to use in the event of a calamity.	3.43	Agree
4. Plans for the three phases of a potential disaster- before, during, and after were developed in the lodging.	3.63	Strongly Agree
5. Workshops, conferences, and other events are being held to increase public awareness of the potential for disasters in the hospitality industry and the surroundings.	3.47	Agree
Composite Mean	3.54	Strongly Agree

Table 5 depicted that Disaster Preparedness of the Accommodation in terms of Planning obtained composite mean 3.54 verbally interpreted as Strongly Agreed.

The management of the lodging industry makes sure that disaster-related subjects are covered in regular meetings and training sessions obtained the highest weighted mean of 3.70 describe as Strongly Agreed while each employee received a basic training to use in the event of a calamity obtained the lowest weighted mean of 3.43 describe as Agreed.

The lodging industry prioritizes disaster-related subjects in regular meetings and training session because comprehensive preparedness ensures a higher level of employee readiness and coordination during calamities. This proactive approach minimizes risks, enhances safety measures, and fosters a swift response to emergencies, ultimately safeguarding guests, employees, and property. On the other hand, the item indicating basic training for individual employees in the event of a calamity might have a lower mean, possibly because it is perceived as a standard requirement rather than a specialized skill, leading to less emphasis during evaluations. Also, comprehensive HR planning involves succession planning, talent acquisition, and skills development strategies to proactively address

current and future staffing needs, reduce turnover, and mitigate risks associated with key personnel departures. Disaster preparedness identifies potentials hazards, assesses vulnerabilities, and develops mitigation strategies to minimize the impact of natural disasters, technological failures, and human-induced crises on organizational operations and stakeholders while planning requires significant investment of time, resources, and expertise to gather data, conduct assessments, and develop comprehensive strategies, which may pose challenges for organization with limited budgets or competing priorities. According to Sharma (2016), hotels adopted various disasters training to enhance the guest experiences. It is seconded by Helsloot and Ruintenberg (2016), who claimed that hotels as a risky business receiving employees and guests from different nations and cultures, with the tendency for disasters and emergencies to occur and cause unwanted damage. According to UNISDR Global Assessment Report 2013 reveals that the hotel industry can manage small disasters but not the extreme ones due to lack of the capabilities to reduce those risks and stay prepared. Moreover, as summarized by Brown *et al.*, the ability of hotels to upgrade their disaster preparedness is very limited.

Table 6: Disaster Preparedness of the Accommodation in terms of Equipment, Convenience and Availability

Items	Mean	Interpretation
1. Hotel accommodations have alarm and early warning systems.	3.70	Strongly Agree
2. Movable goods are fixed to prevent the fall in case of disaster.	3.50	Agree
3. Hotel has a system in place to automatically turn off the water, power, and gas in the event of an emergency.	3.53	Strongly Agree
4. Flammable materials are kept in sealed cabinets and container.	3.43	Agree
5. Hotel equipped with supplies such as blankets, tent, battery- operated radio, and other similar items available.	3.53	Strongly Agree
Composite Mean	3.54	Strongly Agree

Table 6 depicted that the Disaster Preparedness of the Accommodation in terms of Equipment, Convenience and Availability obtained weighted mean of 3.54, verbally interpreted as Strongly Agreed.

Hotel accommodations have alarm and early warning systems obtained the highest weighted mean of 3.70 describe as Strongly Agreed while Flammable materials are kept in sealed cabinets and container obtained the lowest weighted mean of 3.43 describe as Agreed.

Hotel accommodation has alarm and early warning systems obtained the highest mean because it is one of the investment of hotels to secure the guest safety and provide a smooth response to emergencies. Meanwhile, they almost lack security that their flammable and materials are in sealed cabinets and container and maybe it is not their priorities. Equipping HR departments with the necessary tools, technology, and resources streamlines administrative processes such as payroll management, benefits administration, and talent acquisition, improving operational efficiency and productivity. Also, convenient

access to HR services, resources, and information via online portals, self-service platforms, and mobile applications enables staff to manage their HR needs anytime, anywhere, promoting convenience and accessibility while maintaining and replacing equipment can be costly, especially for organizations with limited budgets. Ensuring that equipment is regularly serviced and updated adds an additional financial burden.

According to United Nations Office for Disaster Risk Reduction defines warnings system as a set of capabilities needed for timely and meaningful generation and dissemination of alert information to individuals, communities, and organizations at risk for optimal preparedness and response and at the appropriate time to reduce the likelihood of injury and death. According to Boakye *et al.*, 2016 although governments announced this policy, most of them have challenges with the inflow of water and unprecedented power cut; hence they must fall on other sources for water and electricity.

Table 7: Disaster Preparedness of the Accommodation in terms of Implementation of Disaster Plan

Items	Mean	Interpretation
1. Safety Drills are taken place periodically as a part of event crisis preparation.	3.53	Strongly Agree
2. The managers and supervisors of the hospitality accommodations make sure that every employee takes part in the programs for disaster preparedness.	3.50	Agree
3. The staff at lodging facilities receives ongoing training on topics related to safety, evacuation, and rescue.	3.40	Agree
4. The manager reviewed and updated the plan to ensure its relevance and effectiveness in addressing evolving threats and vulnerabilities.	3.50	Agree
5. There is a mutual effort between the staff employee and HRMP to enhance the level of the necessary skills and knowledge at accommodation.	3.53	Strongly Agree
Composite Mean	3.49	Strongly Agree

Table 7 depicted that Disaster Preparedness of the Accommodation in terms of Implementation of Disaster Plan obtained weighted mean of 3.49, verbally interpreted as Strongly Agreed.

Safety drills are taken place periodically as a part of event crisis preparation and the other one is, there is a mutual effort between the staff employee and human resource management practices to enhance the level of the necessary skills and knowledge at accommodation obtained the highest weighted mean of 3.53 describe as Strongly Agreed while the staff at lodging facilities

receives ongoing training on topics related to safety, evacuation, and rescue obtained the lowest weighted mean of 3.40 describe as Agreed.

The first highest mean is for safety drills occurring periodically may be attributed to the proactive approach in event crisis preparation, fostering readiness among staff. The ongoing mutual effort between employees and HRMP enhances necessary skills and knowledge, contributing to a positive outcome. In contrast, the lower is for staff at lodging facilities receiving ongoing training may indicate potential gaps in addressing specific

safety, evacuation, or rescue topics, leading to a less comprehensive preparedness level. According to DRR development planning can help create sustainable and resilient communities that are better prepared to survive and recover from disaster. Several studies have shown

that treatments based on lifestyle might prevent between 40 and 70 percent of the implementation of a Disaster Risk Reduction (DRR) Program. Disaster risk reduction in rural areas is necessary to increase the community's ability to cope with the disaster-related risks.

Table 8: Disaster Preparedness of the Accommodation in terms of Knowledge and Management of the external Situational Environment

Items	Mean	Interpretation
1. The staff familiar with the severe storm or cyclone preparedness materials available.	3.67	Strongly Agree
2. The staff are aware of the domestic safety precautions required in the event of a particularly powerful storm or cyclone.	3.60	Strongly Agree
3. The manager are aware of what to look out for place of business in case of emergency arises.	3.60	Strongly Agree
4. In the event of severe weather, the staff are confident to know the appropriate actions to take.	3.50	Agree
5. In the event of cyclone warnings, staff could immediately find the severe storm or cyclone preparedness supplies.	3.57	Strongly Agree
Composite Mean	3.57	Strongly Agree

Table 8 depicted that Disaster Preparedness of the Accommodation in terms of Knowledge and Management of the external Situational Environment obtained weighted mean of 3.57, verbally interpreted as Strongly Agreed.

The staff familiar with the severe storm or cyclone preparedness materials available obtained the highest mean of 3.60 describe as Strongly Agreed while in the event of severe weather, the staff are confident to know the appropriate actions to take obtained the lowest weighted mean of 3.50 describe as Agreed.

Staff familiar with severe storm preparedness materials are likely to have a highest mean because knowledge empowers them to respond effectively. The lowest mean during the severe weather might be due to lack

of confidence in knowing appropriate actions, possibly stemming from uncertainty or inadequate training in handling specific situations during severe weather conditions. According to Cutter, Ash, and Emrich (2014) argued that resilience should serve as the framework to improve disaster preparedness, response, and recovery. Some scholars view disaster resilience as the ability to maintain function and flourish when a disaster strikes (Cui, Han, and Wang 2018). This highlights that resilience can be enhanced by reducing vulnerability and improving preparedness for disasters. Consequently, the community was better able to respond in disaster preparedness activity designs are crucial in attracting participation and motivating residents to be more prepared.

Table 9: Disaster Preparedness of the Accommodation in terms of Anticipation, Awareness and Management of One's Psychological Response

Items	Mean	Interpretation
1. The staff believe that even in stressful and difficult circumstances, they are able to control their emotions relatively well.	3.53	Strongly Agree
2. In the event of hurricane or other major storm, the staff could manage their dread and anxiety.	3.33	Agree
3. Staff are able to maintain their composure in the majority of different circumstances.	3.43	Strongly Agree
4. The staff are reasonably confident in their ability to deal with stressful situation.	3.47	Strongly Agree
5. Hotel staffs are aware of different calming techniques during a strong storm or hurricane.	3.40	Agree
Composite Mean	3.43	Agree

Table 9 depicted that Disaster Preparedness of the Accommodation in terms of Anticipation, Awareness and Management of One's Psychological Response obtained weighted mean of 3.43, verbally interpreted as Agreed. The staff believe that even in stressful and difficult circumstances, they are able to control their

emotions relatively well obtained the highest weighted mean of 3.53 describe as Strongly Agreed while in the event of hurricane or other major storm, the staff could manage their dread and anxiety obtained the lowest weighted mean of 3.40 describe as Agreed.

The staff's ability to control emotions in stressful

circumstances may contribute to a higher mean because it enhances overall resilience and job performance. Meanwhile, during a hurricane or major storm, managing dread and anxiety might have a lower mean, possibly due to the unpredictable nature of such events, leading to increased stress and emotional difficulty.

A study in South of Zambales, Philippines in 2020 showed that there is a significant link between awareness and disaster preparedness among local communities. The linear relationship of disaster awareness and preparedness was also found by Suryaratri *et al.* (2020) which stated that the higher public awareness of disasters, the higher the preparedness for disaster. And a study in the Philippines even highlighted that it is necessary to increase public awareness and knowledge about potential disasters even in communities that have a relatively lower risk.

CONCLUSIONSS

Establishments must ensure a workforce aligned with the organizations and service standards by prioritizing candidates with relevant experience and interpersonal skills. Likewise, accommodation establishments in Puerto should invest in comprehensive healthcare benefits and well-being initiatives, including counseling services and work-life balance programs, to demonstrate a commitment to the holistic wellness of their staff members. Moreover, by conducting drills and simulations regularly, accommodation establishments must ensure that staff members are prepared to respond effectively to various disaster scenarios, thus improving overall disaster preparedness. The management must remind its employees of the health and safety policies and incorporate guidelines and protocols for disaster preparedness and response. These policies outline roles, responsibilities, and procedures to be followed during emergencies, empowering employees to take swift and appropriate action to mitigate risks and ensure the safety of guests and colleagues. Accommodation establishments that integrate disaster preparedness into their strategic planning processes are better equipped to anticipate and address potential threats and vulnerabilities. Also, accommodations in Puerto Galera must prioritize hiring candidates with relevant experience and skills while offering comprehensive staff well-being programs and training initiatives. In conclusion, the relationship between human resource management practices and disaster preparedness in accommodation establishments underscores the multifaceted approach required to mitigate risks, ensure employee, and guest safety, and maintain operational continuity during emergencies.

Establishments should conduct regular assessments of their human resource management practices and disaster preparedness protocols to identify areas for enhancement and optimization.

Establishment must encourage employee feedback and involvement in decision-making processes cultivates a sense of ownership and accountability, fostering a collaborative work environment. Open channels of

communication and a culture of collaboration facilitate effective coordination during routine operations and emergency situations. Further, establishing partnerships with local authorities' emergency response agencies, and industry stakeholders enhances the establishment's capacity to anticipate and respond to external threats and challenges. Provide leadership training and development opportunities to equip managers and supervisors with the skills, knowledge, and confidence to lead effectively during crises, make informed decisions under pressure, and coordinate response efforts across the organization. Cultivate a culture of preparedness, resilience, and accountability throughout the organization by promoting awareness, empowerment, and collective responsibility for disaster preparedness and response among all stakeholders.

REFERENCES

- Absar, N. (2012). Recruitment & selection practices in manufacturing firms in Bangladesh. *The Indian Journal of Industrial Relations*, 47(3), 436-449. <https://www.publishingindia.com/GetBrochure.aspx>
- Abu-dhaim, N. (2011). *The role of human resource management practices in achieving organization justice: from the standpoints of the departments heads in Jordanian ministries*. Unpublished master thesis, the University of Jordan.
- Abu-Doleh, J. (2012). Human resource management and total quality management linkage- rhetoric and reality. *International Journal of Commerce and Management*, 22(3), 219-234. <https://bjopm.org.br/bjopm/article/view/1339>
- Adetuniji, A. (2015). Recruitment and selection process, element of organizational social capital building: A study of Nigeria medium enterprises human resources practitioners. *International Journal of Research in Economics and Social Science*, 5(9), 5961. https://www.researchgate.net/publication/308962426_Recruitment_and_Selection_process_element_of_Organizational_Social_Capital_Building_A_Study_of_Nigeria_Medium_Enterprises_Human_Resources_Practitioners
- Blaikie, P. (1994). *At Risk: natural hazards, people's vulnerability, and disaster*. Retrieved from: <http://www.preventionweb.net>
- Boakye. (2016). *The Impact of Power Outage "Dumsor" on the Hotel Industry: Evidence from Ghana*. Retrieved from: https://www.researchgate.net/figure/Impact-of-Power-Outage-on-HotelBusiness_tbl4_309987487
- Gage. (2013). *Health and Safety Policy – Development and Implementation*. Retrieved from: https://www.ccohs.ca/oshanswere/hsprograms/osh_policy.html
- Hargono, A., Artanti, K. D., Astutik, E., Widodo, P. P., Trisnawati, A. N., Wardani, D. K., & Lioni, E. (2023). Relationship between disaster awareness and disaster preparedness: online survey of the community in Indonesia. *Journal of public health in Africa*, 14(9). <https://doi.org/10.4081/jphia.2023.2376>
- Ivkov, M., Blešić, I., Janićević, S., Kovačić, S., Miljković,

- D., Lukić, T., & Sakulski, D. (2019). Natural disasters vs hotel industry resilience: An exploratory study among hotel managers from Europe. *Open Geosciences*, 11(1), 378-390. <https://doi.org/10.1515/geo-2019-0030>
- Khankeh, H. R., Hosseini, S. H., Farrokhi, M., Hosseini, M. A., & Amanat, N. (2019). Early warning system models and components in emergency and disaster: a systematic literature review protocol. *Systematic reviews*, 8, 1-4. <https://doi.org/10.1186/s13643-019-1211-5>
- Kumar, S. (2014). *A Study on Recruitment & Selection Process*. Retrieved from: https://www.academia.edu/36910812/A_Study_On_Recruitment_and_Selection_Process
- Sendai Framework for disaster risk reduction 2015-2030, United Nations for Disaster Risk Reduction (UNDRR) (2023).
- Susi, W. A., Pandin, M. G. R., Yusuf, A. Y., & Supriyadi, S. S. (2023). *Literature Review: Disaster Risk Reduction Programs To Increase Public Awareness of Natural Disasters*. medRxiv. <https://doi.org/10.1101/2023.12.15.23300051>
- Thomas, T. N., Leander-Griffith, M., Harp, V., & Cioffi, J. P. (2015). Influences of preparedness knowledge and beliefs on household disaster preparedness. *MMWR Morb Mortal Wkly Rep*, 64(35), 965-971. <https://doi.org/10.15585/mmwr.mm6435a2>
- Yu, Z. (2021). The effects of gender, educational level, and personality on online learning outcomes during the COVID-19 pandemic. *International Journal of Educational Technology in Higher Education*, 18(1), 14. <https://doi.org/10.1186/s41239-021-00252-3>