

## **ABSTRACT**

This study was conducted to determine the effects of short term employment contract among CapSU, Pilar job orders. More specifically, it sought to (1) find out the socio-demographic profile of the respondents; (2) determine the effects of hiring staff on short term employment to an organization; and (3) determine how short-term employment affect productivity of staff.

The respondents were the 25 contractual employees in CapSU, Pilar. Employing complete enumeration. Frequency distributions, percentage, and mean were used as statistical tools in analysis and presentation of data.

Results indicated that out of 25 respondents' majority were male, many of them are single. Ages ranging from 31-49 years old wherein majority of them had finished Bachelor`s degree. With a monthly income bracketing from 12,000 and below. The findings also revealed that many of the respondents were in service for 2 years and below.

Respondents agreed that high commitment towards work and staffing flexibility are the positive effects of hiring staff on short term employment; they also agreed that the negative effects of short term employment are the high cost of training and ethical issues.

Most of the employees strongly agreed that cooperation is the key to the growth of the organization in terms of the productivity of the staff in hiring contractual workers in the organization, they also agreed that teamwork is necessary to gain progress and to maintain harmonious relationship in an organization.