

HR UMagapay: A Comprehensive Employee Engagement and Welfare Support Program

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SDG Focus

KEY POINTS



Purpose: Promotes employee well-being, engagement, and workplace inclusion by providing welfare, wellness, recognition, and support programs that enhance employee experience and foster a positive organizational culture.



Target Beneficiaries: UM Employees.



Major Activities: Employee welfare and wellness programs, recognition and engagement activities, needs assessments, satisfaction surveys, and partnerships with service providers.



Key Partners: Employees, and internal and external service providers.

Key Outcomes: HR UMagapay has contributed to reduced employee attrition, improved workplace culture and institutional image, increased employee participation in wellness activities, enhanced employee productivity, and the promotion of safe, healthy, and environmentally responsible workplaces.

PROJECT DESCRIPTION

It is a people-centered initiative designed to strengthen employee engagement, promote well-being, and provide meaningful support to members of the University community. Rooted in the spirit of *agapay* and service, the program brings together various employee welfare, wellness, recognition, and engagement initiatives that foster a positive, supportive, and inclusive workplace culture.

Through activities and support mechanisms that address the personal and professional needs of employees, HR UMagapay aims to enhance employee experience, strengthen workplace relationships, and encourage a sense of belonging within the University. More than a program, it reflects the University's commitment to caring for its people by creating opportunities for growth, connection, and well-being, ultimately contributing to a more engaged, productive, and thriving workforce.

TANGIBLE OUTCOMES

Impact to the University

HR UMagapay has strengthened the University of Mindanao's commitment to employee well-being by fostering a more engaged, inclusive, and supportive workplace. Through employee welfare, wellness, recognition, and engagement initiatives, the program has contributed to reduced employee attrition, improved productivity, enhanced workplace relationships, and a more positive organizational culture. By investing in its people, the University has reinforced its reputation as an employer that values employee development, well-being, and institutional excellence.

Impact to the Community and Society

Beyond the University, HR UMagapay promotes a culture of compassion, wellness, and shared responsibility that extends to the families and communities of its employees. A healthier, more engaged, and motivated workforce is better equipped to deliver quality education, research, and community services, creating

positive social outcomes. The initiative also serves as a model of people-centered human resource management, demonstrating how employee well-being can strengthen organizational performance and contribute to broader community development.

Impact to SDGs

HR UMagapay advances SDG 3 (Good Health and Well-being) by promoting physical, mental, and emotional wellness through employee support and wellness programs. It contributes to SDG 8 (Decent Work and Economic Growth) by fostering a productive, safe, and motivating work environment that enhances employee engagement and retention. The initiative supports SDG 10 (Reduced Inequalities) by providing inclusive welfare, recognition, and development opportunities that ensure equitable access to employee support services. It also contributes to SDG 16 (Peace, Justice and Strong Institutions) by cultivating a transparent, inclusive, and people-centered organizational culture built on trust, participation, accountability, and employee well-being.

SUSTAINABILITY PLAN

To sustain the program, the following shall be implemented:

- Integrate HR UMagapay into the annual HR calendar;
- Allocate a dedicated budget for employee welfare and engagement activities;
- Conduct regular employee needs assessments and satisfaction surveys;
- Establish partnerships with internal and external service providers;
- Monitor participation rates and employee feedback to improve programs annually, and
- Ensure the active and full participation of employees in all programs through continuous communication, inclusive activities, strong management support, regular monitoring and recognition of employee involvement.