The aim of the study was to develop a web-based staffing and workforce management system that will be able to improve the quality of services and increase productivity for the Damili Manpower Services.

The study was conducted within the province of Ilocos Norte from June to November 2007. The respondents were the manager and the tow staff of Damili Manpower services, 117 temporary employees were drawn at random out of 165 temporary employees for the working period of July 16-30, 2007 for the survey and 47 temporary employees were drawn at random out of 54 temporary employees for the working period of November 1-15, 2007 for the evaluation, 2 existing clients of Damili manpower services, 3 I.T. experts while 71 prospect applicants and 8 prospect clients were randomly selected. The sample size of existing temporary employees was determined using the Slovin’s formula, with a margin error of 5%.

The research and development (R&D) methodology was used in this study. Significant facts and information were gathered through casual interviews and questionnaires that were validated by the researcher together with the adviser and a statistician.

Effectiveness of the proposed web-based staffing and workforce management system was evaluated by future internal and external users. Validation was done by I.T. experts who are exposed to software development.

Findings obtained from the evaluation of effectiveness and validity of the proposed web-based staffing workforce management system were rated as strongly agree, which means that evaluators strongly agreed in the effectiveness and validity of the proposed system, hence, can be adopted for implementation by the agency.