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EXTENT OF IMPLEMENTATION ON THE PROCUREMENT LAW OR REPUBLIC ACT 9184 AND ITS IMPLEMENTING RULES AND REGULATIONS OF ONE STATE UNIVERSITY: BASIS FOR TRAINING PROGRAM

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ABSTRACT

This study was conducted to assess Extent of Implementation on the Procurement Law or Republic Act 9184 and its Implementing Rules and Regulations of One State University: Basis for Training Program. The research utilized quantitative – descriptive type of research. Self-constructed questionnaire underwent to validity testing and distributed to respondents comprising of non-teaching employees, Bids and Awards Secretaries and Committee in One State University. The analysis revealed that respondents are highly observing the accountability, efficiency and openness of the procurement law procedure. Likewise, they are also highly observing the level of impact of the procurement law in organizational change, awareness, application and training. Amazingly, the results show that respondents are highly productive in engagement, practice, task management, prioritization, time management and focus. Lastly, the principles of procurement law have a significant relationship to employees' productivity while the impact of the implementation of procurement law has partially related to employees' productivity. The findings recommend a training program that covers awareness, proper communication, monitoring and control, employees' legal, ethics and best practices in procurement process - to be worked with the University Heads, Human Resource Management Offices and concerned non-teachings staff to strengthen their knowledge for better time and task management.

KEYWORDS: *Procurement Law, Awareness, Training, Accountability, Employees' Productivity*

INTRODUCTION

Republic Act No. 9184, also referred to as the "Government Procurement Reform Acts," established the Philippine government through its Implementing Rules and Regulations and procurement rules. By enabling citizens to view government transactions (such as opportunities, awards, and disbursements) via the Philippine Government Electronic Procurement System (PhilGEPS), it encourages procurement transparency. The public may now keep an eye on whether the government is spending public money responsibly when making purchases of products and services. Additionally, the PhilGEPS encourages uniform procurement procedures and competition across the whole government system. RA 9184 embodies the guiding principles of government procurement in the Philippines. Transparency in the execution of procurement contracts and the procurement process itself is one of these criteria (RA 9184). Given that the government spends billions of dollars every year on infrastructure, services, and other products to carry out its responsibilities and provide services to its residents, procurement is seen as one of its most important functions. The government is one of the main purchasing organizations in many nations, including the Philippines. Several previous studies have described the Philippine public procurement system as a breeding environment for official corruption, according to the Senate Economic Planning Office. According to government estimates, procurement corruption costs the government up to Ph22 billion annually. The Government Procurement Act (GPRA) of 2003, also known as Republic Act No. 9184, was enacted as a result of a reform process that was started when the seriousness of the problem was recognized, (Mayette et al., 2019).

Governments globally acknowledge the necessity of transparent public procurement procedures for economic development, effective governance, and sustainable growth in today's quickly changing global context. In the Philippines, Republic Act 9184, popularly known as the "Government Procurement Reform Act", is an important law passed in 2003 to improve public procurement practices. The statute demands the Philippine government adhere to fair, open, and competitive procurement practices defined in Republic Statute 9184, which includes the purchase of commodities, infrastructure building, and consulting services. This comprehensive statute intends to maximize the use of public funds, combat corruption, maintain accountability, and encourage efficient procurement methods (Malihan, 2023).

As stated by Hill & Hupe (2022), appropriate action is the focus of implementation. Such action is essential to achieving policy goals; policy intentions are not determined just by their merits. The proper nature of the activity is not provided at the same time. According to conventional wisdom, implementation is a presumed byproduct of a process that leads to the achievement of objectives. Implementation is viewed as a somewhat "late stage" of the development of the policy. Following instructions is the next step in the implementation process, which follows problem identification, solution exploration, and decision-making. As the saying goes, "and the rest is a matter of implementation."

Implementing and adhering to RA 9184 remains a significant difficulty for government personnel, even with the existence of government procurement rules and regulations on the correct implementation of government procurement processes. The purpose of this study, to measure the extent of Implementation

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on Procurement Law or Republic Act 9184 and Its Implementing Rules and Regulations of One State University; Basis for Training Program. Through this study, the researcher believe that improved implementation of the law may be applied through proper recommendations.

MATERIALS AND METHODS

This study contains research design, subject of the study, population and sampling techniques, data gathering procedure, research instrument and statistical treatment. This study employed the descriptive correlation approach which is a type of research design. This design was used to ascertain the association between the principles and impact of Implementation of Impact of Procurement Law or R.A 9184 to the employees of One State University.

The research was carried out on the administrative staff, including non-teaching employees Bids and Awards Committee (BAC) members and BAC Secretariat in One State University. A total of two hundred seventeen (217) respondents fulfilled the needs of this study. This study, stratified random sampling techniques was utilized. Stratified random sampling divides a population into smaller divisions called strata. The strata in stratified random sampling, also known as stratification, are created according to the common traits or qualities of the respondents, like work descriptions and position. The computed sample size using Slovin's formula covering the total population of 493 with 95% confidence level and 5% margin of error totaled 217 respondents and will be distributed accordingly as seen in table below.

This research sought approval of the title by the distinguished panel members of Master in Public Administration Department of One State University - Sta. Cruz Main Campus. The researcher asked for the approval from the Dean for the continuance of the research study. She wrote an official request letter to the University Heads to obtain the administration's approval to conduct the study. Additional secondary references were used for the continuation of the paper. Research questions were crafted and sought the approval of the Panel Members as well, and later underwent to validation and reliability testing. The researcher gathered the total number of respondents from each Human Resource Management Office. Data gathering was administered through google form arrangement. Additionally, a confidentiality letter was provided in the survey questionnaire assuring the respondents that their personal information and responses remained confidential. Subsequently, data were collected, treated, presented, and interpreted from the respondents mentioned from One State University.

The primary instrument used in this paper is a self-constructed questionnaire that was divided into three parts. The first part covers statements about the principles of the Procurement Law or R.A 9184. Statements concerning the impact of the implementation was seen on the second part of the questionnaire. In the last part of the questionnaire, the prepared statements measure the employees' productivity in One State University. The survey questionnaire underwent validation and reliability test. The instrument used the Likert scale accordingly.

Impact of the Implementation of Procurement Law or R.A 9184 and Employees' Productivity in One State University using the following scale: (4 – Very High; 3 – High; 2 – Low; 1 – Very Low). The statistical tools that employed descriptive questions are mean and standard deviation. Moreover, in determining the significant relationship of the variables, the researcher utilized Pearson – r correlation in SPSS. Comparison between the computed p-values and the level of significance at 0.05 were employed with 5% margin of error.

RESULT AND DISCUSSION

Table 1. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Accountability

Statements	*Mean*	*SD*	*Interpretation*
1.Make sure that all procurement is properly prepared by the unit department with the approved budget	3.63	0.51	*Very High*
2.Procurement procedure is in accordance with the approved Annual Procurement Plan (APP)	3.64	0.50	*Very High*
3.Make sure that all information is carried out and proper activities/program or projects is in accordance with the guidelines issued by the Government Procurement Policy Board (GPPB), or consigned.	3.60	0.54	*Very High*
4.Prepared Project Procurement Management Plans (PPMPs) should be followed based on the scope.	3.63	0.48	*Very High*
5.Ensured that the time schedule for each procurement activity is based on the specific time limit.	3.53	0.54	*Very High*
Weighted Mean	**3.61**		*Very High*

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 1 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Accountability attained a weighted mean score of 3.61 and was interpreted as Very High among the respondents. The Procurement procedure is in accordance with the approved Annual Procurement Plan (APP) obtained the

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mean of 3.64 that suggests a Very High level of assessment of the respondents on the extent principles of Procurement Law or R.A 9184 in terms of accountability and supported with standard deviation of 0.50. Indicators number one and four which state that "they make sure that all procurement is properly prepared by the unit department" and "the approved budget and Prepared Project Procurement Management Plans (PPMPs) and followed based on the scope" both obtained mean of 3.63 and standard deviations of 0.51 and 0.48 respectively. While the lowest mean of 3.53 with standard deviation of 0.54 indicates ensuring that the time schedule for each procurement activity is based on the specific time limit**.** This corresponds Astudillo (2024), emphasizes that a robust feeling of personal accountability improves procurement proficiency, hence reinforcing the study's conclusions.

Table 2. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Efficiency

Statements	***Mean***	***SD***	***Interpretation***
1.Applied balance compliance and efficiency that requires a comprehensive understanding of the procurement law.	3.55	0.57	*Very high*
2.Maintained clear communication channels that contribute to higher organizational efficiency.	3.48	0.59	*Very high*
3.Followed the compliance rules and regulations of R.A 9184 that improve our department's overall productivity.	3.58	0.57	*Very high*
4.Actively involved in ensuring compliance to Procurement Law within our organizations.	3.52	0.57	*Very high*
5.Submit all the forms required on or before the deadline of the Supply and Procurement Office.	3.53	0.55	*Very high*
Weighted Mean	**3.53**		*Very high*

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 2 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Efficiency. It also displays the statements, mean, standard deviation and remarks. Further, the statement "Following the compliance rules and regulations of R.A. 9184 that improve our department's overall productivity" received the highest mean score of 3.58 with a standard deviation of 0.57 among the assessed statements. This suggests that respondents firmly believe that compliance with procurement standards substantially improves the efficiency and productivity of their department. In contrast, the statement with the lowest average score was "Maintained clear communication channels that contribute to higher organizational efficiency" with a mean of 3.48, and standard deviation of 0.59. The respondents' evaluation yielded a weighted mean score of 3.53, which is verbally classified as Very High. The findings indicate that procurement efficiency is effectively upheld, demonstrating robust adherence to procurement regulations.

Table 3. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Openness

Statements	**Mean**	**SD**	**Interpretation**
1.Regularly update and check upon procurement procedure.	3.41	0.61	Very High
2.All the information regarding procurement processes is positively executed work instructions.	3.47	0.58	Very High
3.Share important information, in a timely and efficient manner.	3.42	0.62	Very High
4.Disseminate information, processes or updates regarding procurement procedures to build trust between employees.	3.45	0.60	Very High
5.Clear guidelines for sharing information that are crucial for maintaining trust in the workplace.	3.48	0.57	Very High
Weighted Mean	**3.46**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 3 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Openness. The evaluation of respondents regarding the degree to which the principles of Procurement Law (R.A. 9184) are perceived in terms of openness. The statement "Clear guidelines for sharing information that are crucial for maintaining trust in the workplace" received the highest mean score of 3.48, and standard deviation of 0.57, reflecting a strong consensus that clearly defined information-sharing protocols enhance transparency and trust in procurement processes. However, the lowest mean score was "Regularly update and check upon procurement procedure" is 3.41 and standard deviation of 0.61. The assessment resulted in a weighted mean score of 3.46, which can be interpreted as Very High. The findings indicate that the procurement process demonstrates a strong commitment to openness, supported by clear guidelines that promote transparency. It indicates a weighted mean of 3.46 and a standard deviation of 0.60, suggesting that transparency is generally maintained.

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Table 4. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Organizational Change

Statements	Mean	SD	Interpretation
1.The University has undergone several years of changes designed to increase efficiency.	3.40	0.63	Very High
2.Organization continues to update on procurement laws to achieve ultimate benefit.	3.47	0.57	Very High
3.Proper communication is observed in the organization helps the employees cope with changes.	3.40	0.61	Very High
4.The institution exhibits different modes of change in response to external factors.	3.40	0.58	Very High
5.The University gives positive feedback on the dynamics of organizational changes.	3.42	0.57	Very High
Weighted Mean	**3.42**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 4 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Organizational Change. The statement "Organization continues to update on procurement laws to achieve ultimate benefit" received the highest mean score of 3.47 and standard deviation of 0.57, reflecting significant agreement regarding the importance of remaining informed about procurement regulations for optimizing organizational advantages. The assessment resulted in a weighted mean score of 3.42, interpreted as Very High. The findings indicate that procurement-related organizational changes are effectively implemented, especially in compliance with legal updates. The findings demonstrate a significant impact of Procurement Law (R.A. 9184) on organizational change, highlighting the importance of remaining informed about procurement regulations to optimize benefits. Respondents recognize notable improvements in efficiency, communication, and adaptability; however, these areas received marginally lower ratings, indicating potential for further development. The results indicate a weighted mean of 3.42 and a standard deviation of 0.59, suggesting that although procurement-driven changes are effectively integrated, ongoing enhancements in communication and responsiveness to external factors could further enhance organizational adaptability

Table 5. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Awareness

Statements	Mean	SD	Interpretation
1.All procurements of the university must be within the approved budget of the Procuring Entity and should be meticulously and judiciously planned by the Procuring Entity.	3.47	0.58	Very High
2.Procurement projects of the organization are considered crucial to the efficient discharge of governmental functions.	3.47	0.58	Very High
3.Annual Procurement Plan of the offices in the university consider the appropriate timing/phasing of related project activities.	3.44	0.57	Very High
4.The employees inside the organization are knowledgeable of the rules and regulations of the Procurement Law.	3.25	0.66	Very High
5.Methods of procurement are well-informed in the organization.	3.32	0.63	Very High
Weighted Mean	**3.39**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 5 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Awareness. The statements "All procurements of the university must be within the approved budget of the Procuring Entity and should be meticulously and judiciously planned by the Procuring Entity" and "Procurement projects of the organization are considered crucial to the efficient discharge of governmental functions" received the highest mean scores. Both statements received mean of 3.47 and standard deviation of 0.58. This demonstrates a significant consensus that adequate planning and implementation of procurement activities are essential for financial accountability and effective governance. The lowest mean score was recorded for the statement with a mean of 3.25 and standard deviation of 0.66, reflecting a marginally lower level of agreement. The findings demonstrate a significant awareness of Procurement Law (R.A. 9184), highlighting the importance of proper budgeting and planning to promote accountability and efficiency. The results indicate a weighted mean of 3.39 suggesting that while procurement awareness is effectively integrated, ongoing efforts to enhance employees' understanding of procurement laws could further improve

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compliance and effectiveness. In line with this, Oboloo (2023), emphasizes the significance of international procurement for organizations aiming to maintain competitiveness in a global context. This practice is directly linked to the impact of procurement on the level of understanding and awareness. Furthermore, Duyan et al. (2021), indicate that personnel within the provincial government of Kalinga possess a strong awareness of the Government Procurement Law (RA 9184). The advanced awareness will be significant due to the evolving understanding of procurement processes, which will also enhance accountability in government operations. The impact of procurement on understanding and recognizing the significance of an informed and knowledgeable workforce for the effective implementation of procurement reforms.

Table 6. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Application

Statements	Mean	SD	Interpretation
1.The PPMPs of the offices are submitted to the Procuring Entity's Budget Office for evaluation in order to ensure consistency with the Procuring Entity's budget proposal and compliance with existing budgeting rules.	3.49	0.54	Very High
2.The PPMPs included in the budget proposal is forwarded to the BAC Secretariat for consolidation into an indicative APP, and to the BAC for final recommendation of the appropriate procurement modality.	3.48	0.54	Very High
3.Sources of funds of the procurement projects is consistent in the PPMPs.	3.41	0.63	Very High
4.Changes to the individual PPMPs and the consolidated APP is undertaken every six (6) months	3.34	0.60	Very High
5.The respective end-user or implementing units of the Procuring Entity is in-charged for the changes to the PPMPs.	3.39	0.57	Very High
Weighted Mean	**3.42**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 6 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Application. The statement "The PPMPs of the offices are submitted to the Procuring Entity's Budget Office for evaluation in order to ensure consistency with the Procuring Entity's budget proposal and compliance with existing budgeting rules" received the highest mean score of 3.49 and standard deviation of 0.54. This indicates a consensus that the assessment of Project Procurement Management Plans (PPMPs) is essential for ensuring budget alignment and adherence to regulations. Moreover, the statement "Changes to the individual PPMPs and the consolidated APP is undertaken every six (6) months" received the lowest mean score of 3.34 and standard deviation of 0.60. The assessment produced a weighted mean of 3.42, interpreted as Very High, the findings indicate that procurement law is effectively integrated within the organization, especially regarding budget evaluation and compliance; however, there is potential for enhancement in the regular review and updating of procurement plans. It demonstrates a significant adherence to Procurement Law (R.A. 9184), highlighting a strong focus on budget evaluation and compliance to ensure alignment with procurement regulations.

Table 7. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Training

Statements	Mean	SD	Interpretation
1.The University has a training plan for the employees to update their knowledge and improve skills.	3.12	0.77	Very High
2.The institution is in support with the training needs of the employees.	3.22	0.74	Very High
3.The University and PhilGEPS are collaborating to plan the seminars needed and training of the employees.	3.18	0.67	Very High
4.Members of the Bids Committee underwent proper training before performing their duties.	3.42	0.59	Very High
5.The Bids' Committee have complied duties and responsibilities learnt from the training provided about procurement processes.	3.43	0.58	Very High
Weighted Mean	**3.28**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 7 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Training. The statement "The Bids' Committee have complied duties and responsibilities learnt

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from the training provided about procurement processes" received the highest mean score of 3.43 and standard deviation of 0.58, suggesting a strong consensus that the training programs have adequately equipped the committee to perform their procurement responsibilities. In contrast, the statement "The University and PhilGEPS are collaborating to plan the seminars needed and training of the employees" exhibited the lowest mean of 3.18 and standard deviation of 0.67. This indicates that, although rated positively, collaboration on training initiatives may need further enhancement to improve employee preparedness. The findings indicate that training in Procurement Law (R.A. 9184) is effectively implemented, especially in equipping the Bids Committee for their procurement duties. The marginally lower rating regarding collaboration with PhilGEPS indicates a necessity for enhanced coordination in the planning of training programs. The results indicate a weighted mean of 3.28, indicating that while training efforts are effective, the enhancement of structured training initiatives and partnerships could further improve procurement competency. Training programs must cover legal, ethical, and best practices in procurement, which affects training.

Table 8. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Engagement

Statements	*Mean*	*SD*	*Interpretation*
1.Make sure that all procurements prepared are within the approved budget of procuring body.	3.45	0.58	Very High
2.Submitted requests unless they are in accordance with the approved Annual Procurement Plan (APP).	3.40	0.58	Very High
3.Make sure that all information on whether procurement plan of activities/program or projects will be contracted out, implemented by administration in accordance with the guidelines issued by the Government Procurement Policy Board (GPPB), or consigned.	3.45	0.53	Very High
4.Prepare the Project Procurement Management Plans (PPMPs) to follow the extent of the scopes approved.	3.46	0.53	Very High
5.Ensure that the time schedule for each procurement activity and for the contract implementation is attained.	3.38	0.58	Very High
Weighted Mean	**3.43**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 8 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Engagement. The highest mean score of 3.46 and standard deviation of 0.53. The lowest mean score of 3.38 and standard deviation of 0.58. The rating of Very High indicates that strict adherence to procurement timelines may pose challenges, necessitating enhancements in scheduling and monitoring practices. The assessment produced a weighted mean of 3.43, interpreted as Very High. The findings suggest that employees exhibit significant engagement in procurement processes, especially regarding budget compliance and project planning; In line with this, according to Djorjevic, B. (2021), employee engagement is essential for enhancing productivity and may serve as the most significant driver of productivity. Prioritizing employee engagement enables companies in the Philippines to harness significant potential, resulting in enhanced productivity, improved morale, and greater success in the competitive global marketplace

Table 9. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Practice

Statements	**Mean**	**SD**	**Interpretation**
1.Observe balance compliance and efficiency that requires a comprehensive understanding of the procurement law.	3.39	0.60	Very High
2.Maintain clear communication channels that contribute to higher organizational efficiency.	3.40	0.58	Very High
3.Followed the compliance rules and regulations of R.A 9184 that improve our department's overall productivity.	3.42	0.53	Very High
4.Actively involved in ensuring compliance to Procurement Law within our organizations.	3.40	0.57	Very High
5.Submit all the forms required on or before the deadline of the Supply and Procurement Office.	3.46	0.52	Very High
Weighted Mean	**3.46**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

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Table 9 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Practice. The statement "Submit all the forms required on or before the deadline of the Supply and Procurement Office" yielded the highest mean score of 3.46 and standard deviation of 0.52. The statement "Observe balance compliance and efficiency that requires a comprehensive understanding of the procurement law" received the lowest mean score of 3.39 and standard deviation of 0.60. This suggests that employees acknowledge the significance of balancing compliance and efficiency, yet some may need additional guidance or training in procurement law. The assessment resulted in a weighted mean of 3.41, which is interpreted as Very High. The findings highlight the significant role of employees in maintaining compliance with procurement laws by ensuring proper documentation and meeting deadlines. The observed productivity indicates that organizations have implemented well-defined procurement processes that employees adhere to consistently.

Table 10. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Task Management

Statements	*Mean*	*SD*	*Interpretation*
1.Regularly update and check upon procurement law matters.	3.31	0.63	Very High
2.Ensure that I ask for all the information regarding procurement processes positively.	3.38	0.55	Very High
3.Share important information, if necessary, in a timely and efficient manner.	3.38	0.57	Very High
4.Disseminate information, processes or updates regarding procurement properly to build trust between employees.	3.36	0.59	Very High
5.Clear guidelines for sharing information are crucial for maintaining trust in the workplace.	3.42	0.53	Very High
Weighted Mean	**3.37**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 10 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Task Management. The statements "Clear guidelines for sharing information that are crucial for maintaining trust in the workplace" obtained a mean score of 3.42. This suggests that employees unanimously recognize the significance of clear information-sharing guidelines, which promote transparency and trust in the organization. In contrast, the statement "Regularly update and check upon procurement law matters" yielded the lowest mean of 3.31 and standard deviation of 0.63. The assessment produced a weighted mean of 3.37, interpreted as Very High. The findings indicate that systematic information-sharing and compliance with procurement guidelines are essential for sustaining efficiency and trust within the workplace.

Table 11. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Prioritization

Statements	Mean	SD	Interpretation
1.Always check the tasks I have before starting them so I can prioritize what needs to be done first.	3.43	0.57	Very High
2.Prioritization helps me in making informed decisions about which tasks to tackle first, considering their relevance and urgency	3.40	0.57	Very High
3.Categorize tasks to align my work with my goals and objectives	3.44	0.57	Very High
4.Effectively prioritize tasks with a clear understanding of my workload.	3.46	0.51	Very High
5.Prioritization is one of my powerful skills that helps me to take control of my workflow and optimize productivity.	3.46	0.52	Very High
Weighted Mean	**3.46**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 11 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Prioritization. The highest mean score was observed in the statements "Effectively prioritize tasks with a clear understanding of my workload" and "Prioritization is one of my powerful skills that helps me to take control of my workflow and optimize productivity" got mean scores of 3.46 and standard deviation of 0.51 and 0.52, respectively. Furthermore, the statement "Prioritization aids in making informed decisions regarding the order of task execution based

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on relevance and urgency" received the lowest mean score of 3.40 and standard deviation of 0.57. The assessment produced a weighted mean of 3.44, interpreted as Very High. The findings suggest that employees exhibit a significant capacity for effective task prioritization, thereby enhancing productivity and efficiency in the workplace.

Table 12. Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Time Management

Statements	*Mean*	*SD*	*Interpretation*
1.Achieve effective use of time while performing goal-directed activities.	3.40	0.59	Very High
2.Listing the task to avoid procrastination that can bring the most significant results.	3.41	0.60	Very High
3.Avoid tasks that are unnecessary or unimportant.	3.41	0.57	Very High
4.Breaks down a task into smaller actions after finding the most efficient way to do it is essential for time management.	3.43	0.52	Very High
5.Organize the sequence of the task that I need to be done to set goals and allocate time while also being flexible to adjust plans as needed.	3.47	0.53	Very High
Weighted Mean	**3.47**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 12 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Time Management. The statement "Organize the sequence of the task that I need to be done to set goals and allocate time while also being flexible to adjust plans as needed" yielded the highest mean score of 3.47 and standard deviation of 0.53. In contrast, the statement "Achieve effective use of time while performing goal-directed activities" recorded the lowest mean of 3.40 and standard deviation of 0.59. While still rated as Very High, this suggests that employees recognize the significance of time management; however, there may be opportunities to enhance the alignment of activities with organizational objectives. The assessment produced a weighted mean of 3.42, interpreted as Very High. The findings indicate that employees exhibit effective time management skills, allowing for efficient time allocation and sustained productivity. Their capacity to organize tasks, reduce superfluous activities, and avert procrastination is crucial for attaining work efficiency.

Table 13. Level of Assessment of the Respondents on the Employees' Productivity in terms of Focus

Statements	*Mean*	*SD*	*Interpretation*
1.Concentrate by saying "no" to distractions and commitments that are not essential.	3.28	0.64	Very High
2.Achieve significant results without dedicating focused attention to a single task.	3.32	0.66	Very High
3.Easily get distracted even by brief distractions, like checking email or a phone call.	3.12	0.75	Very High
4.Carrying task with reliable indicator of success.	3.38	0.57	Very High
5.Dwell on possible solutions to the problems in the workplace rather than focusing on the problems.	3.42	0.53	Very High
Weighted Mean	**3.30**		**Very High**

Legend: 4.00-3.26 Very high; 3.25-2.51 High; 2.50-1.76 Low; 1.75-1.00 Very low

Table 13 shows the results of Level of Assessment of the Respondents on the Extent Principles of Procurement Law or R.A 9184 in terms of Focus. The statement "Dwell on possible solutions to the problems in the workplace rather than focusing on the problems" received the highest mean score. The mean is 3.42 with a standard deviation of 0.53. Furthermore, the statement "Easily get distracted even by brief distractions, like checking email or a phone call," received the lowest mean score of 3.12 and standard deviation of 0.75. This indicates that employees acknowledge the influence of minor distractions, yet they continue to experience difficulties in sustaining complete focus amid small interruptions. The assessment produced a weighted mean of 3.30 and a standard deviation of 0.64, interpreted as Highly Productive. The findings indicate that employees typically exhibit a high level of focus and problem-solving abilities, which contribute to their productivity in tasks. Their capacity to reduce extraneous distractions and focus on

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solutions enhances workplace efficiency. Minor distractions, including emails and phone calls, can adversely affect focus.

Table 14. Significant Relationship between the Principles of Procurement Law or R.A 9184 and Employees' Productivity of One State University

Principles of Procurement Law		Employees' productivity					
		Engagement	Practice	Task Management	Prioritization	Time Management	Focus
accountability	Pearson Correlation	0.6116	0.6461	0.6337	0.6294	0.6072	0.5022
	Significance (2-Tailed)	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
	N	216	216	216	216	216	216
	Analysis	*Sig*	*Sig*	*Sig*	*Sig*	*Sig*	*Sig*
efficiency	Pearson Correlation	0.6485	0.7112	0.6811	0.6157	0.6022	0.5320
	Significance (2-Tailed)	0.0002	0.0000	0.0000	0.0013	0.0004	0.0000
	N	216	216	216	216	216	216
	Analysis	*Sig*	*Sig*	*Sig*	*Sig*	*Sig*	*Sig*
openness	Pearson Correlation	0.6783	0.7087	0.6985	0.6122	0.6054	0.5216
	Significance (2-Tailed)	0.4897	0.2130	0.0067	0.7213	0.4617	0.0000
	N	216	216	216	216	216	216
	Analysis	*Not Sig*	*Not Sig*	*Sig*	*Not Sig*	*Not Sig*	*Sig*

Perfectly Positive 0.80 to 1.00 Strongly Positive 0.60 to 0.79 Moderately Positive 0.40 to 0.59 Weakly Positive 0.20 to 0.39 Very Weakly Positive 0.00 to 0.1

Table 14 shows the results Significant Relationship between the Principles of Procurement Law or R.A 9184 and Employees' Productivity of One State University. The correlation between the principles of Procurement Law (R.A. 9184) and employees' productivity at One State University. The findings indicate a statistically significant correlation among all principles—accountability, efficiency, and openness—and various dimensions of employee productivity, such as engagement, practice, task management, prioritization, time management, and focus. The findings indicate that efficiency serves as the primary principle of Procurement Law in improving employee productivity, especially regarding task prioritization and management. This highlights the significance of efficient procurement processes that reduce delays and enhance workflow productivity.

Table 15
Significant Relationship between the Impact of the Implementation on the Procurement Law or R.A 9184 and Employees' Productivity of One State University

Impact of the implementation of Procurement Law		Employees' productivity					
		Engagement	Practice	Task Management	Prioritization	Time Management	Focus
organizational change	Pearson Correlation	0.7573	0.7800	0.7334	0.6612	0.6699	0.6098
	Significance (2-Tailed)	0.6148	0.9275	0.0837	0.4752	0.7673	0.0004
	N	216	216	216	216	216	216
	Analysis	*Not Sig*	*Not Sig*	*Not Sig*	*Not Sig*	*Not Sig*	*Sig*
awareness	Pearson Correlation	0.7698	0.7928	0.7579	0.7435	0.6933	0.6648
	Significance (2-Tailed)	0.1066	0.2871	0.4610	0.0648	0.2107	0.0029
	N	216	216	216	216	216	216
	Analysis	*Not Sig*	*Not Sig*	*Not Sig*	*Not Sig*	*Not Sig*	*Sig*
application	Pearson Correlation	0.7488	0.7854	0.7390	0.6942	0.6532	0.6301
	Significance (2-Tailed)	0.7871	0.7320	0.0469	0.5798	0.9224	0.0001
	N	216	216	216	216	216	216
	Analysis	*Not Sig*	*Not Sig*	*Sig*	*Not Sig*	*Not Sig*	*Sig*

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training	Pearson Correlation	0.7716	0.7839	0.7782	0.7210	0.6780	0.6473
	Significance (2-Tailed)	0.0000	0.0000	0.0001	0.0000	0.0000	0.3792
	N	216	216	216	216	216	216
	Analysis	*Sig*	*Sig*	*Sig*	*Sig*	*Sig*	*Not Sig*

Perfectly Positive 0.80 to 1.00 Strongly Positive 0.60 to 0.79 Moderately Positive 0.40 to 0.59 Weakly Positive 0.20 to 0.39 Very Weakly Positive 0.00 to 0.1

Table 15 shows the results Significant Relationship between the Impact of the Implementation on the Procurement Law or R.A 9184 and Employees' Productivity of One State University. The results indicate that the implementation of Procurement Law and training are the primary factors enhancing employee productivity, especially in areas of engagement, task management, and prioritization. This underscores the significance of effective implementation strategies and ongoing capacity-building programs to improve work performance.

CONCLUSIONS

There is a significant relationship between the principles of Procurement Law or R.A 9184 and employees' productivity of One State University**.** Under the principles of Procurement Law, accountability, efficiency and openness are significantly related to all the indicators of employees' productivity such as engagement, practice, task management, prioritization, time management and focus.

There is partially significant relationship between the impact of Procurement Law or R.A 9184 and employees' productivity of One State University**.** In the impact of the implementation of Procurement Law in terms of organizational change, awareness and application, they are significantly related to employees' productivity in terms of focus, whereas in training - implementation of Procurement Law have significantly related to employees' productivity in terms of engagement, practice, task management, prioritization and time management.

RECOMMENDATIONS

To continually advance monitoring, communication, and information-sharing to further elevate overall procurement effectiveness, upholding organized procurement methods are necessary. The University Administration may continue to support the unit by providing additional programs, equipment and tools for monitoring and information sharing purposes.

While procurement awareness is effectively integrated, continuing efforts to enhance employees' understanding of procurement laws may further improve compliance and effectiveness. Designated offices for training and development may initiate awareness seminars, specialized procurement workshops and training to employees of the University.

Transparency in the procurement process is indeed necessary for conducive and healthy working environment; the procurement officers and committee members may improve supplementary their procurement process by reducing delays and adhere strict compliance with the procurement policies.

To enhance the employees' productivity more, the employees may engage in time management planning, associating some mobile applications or calendar planning to oversee thoroughly the tasks to be completed for the period. This strategy may help them more effectively handle their task and stay focused regardless of the busy schedule.

The Institution may provide training programs that must cover legal, ethical, and best practices in procurement. These future training programs may help employees to comply with regulations, act ethically, and improve the procurement system.

Finally, this study may help future researchers in writing useful research on the procurement guidelines and implementation. They may use the information gathered, presented, analyzed and interpreted to come up with new inquiry in other locale and different perceptions towards procurement and employees' productivity.

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