

# RICARDO SALUNGA

Block 12, Lot 08, SMDC Cheerful Homes, Brgy. Bundagul, Mabalacat City, Pampanga · +63 917 704 2230  
[jhecksalunga@gmail.com](mailto:jhecksalunga@gmail.com) | [salunga.rc@pnu.edu.ph](mailto:salunga.rc@pnu.edu.ph)

## SUMMARY OF QUALIFICATIONS

Doctor of Philosophy Candidate, Major in Counseling, Master of Arts in Psychology, Major in Industrial Psychology Graduate, Chartered Professional in Human Resources (CPHR®), Licensed Psychometrician (RPM), Teacher, Freelance Soft Skills Trainer and Facilitator, Organizational Development Specialist, Certified Happiness Life Coach, Human Resources Development / Management Specialist, Research Enthusiast, Volunteer, Positive Psychology and Happiness at Work advocate.

## WORK EXPERIENCES

### DECEMBER 2023 - PRESENT

#### **ORGANIZATION DEVELOPMENT CONSULTANT, ASIA CERAMICS CORPORATION**

Partners with the Company to determine causes for performance gaps and identifies developmental solutions in an attempt to improve organizational effectiveness. Assists an organization with strategic planning to guide them from their current state to their desired state/vision.

#### PROJECT PROPOSALS

- Company Mission, Vision, and Values Review (on-going)
- Organizational Design Diagnostic using STAR Model (done, initial phase)
- Talent Management Review (done)
- Resumption of Climate Survey (next project)
- Training Blueprint Proposal (done)
- U.S.A.P. Tayo (Understand Speak And Progress) Counseling Program (ongoing)

### MAY 2023 – DECEMBER 2023

#### **HR BUSINESS PARTNER FOR TRAINING & ORGANIZATION DEVELOPMENT, TIPCO ESTATES CORPORATION (TECO)**

Responsible for overseeing and managing the organization's group-wide training and development initiatives, with a specific focus on behavioral, technical, health and safety, and quality areas. This role involves developing and implementing a comprehensive training strategy, designing and delivering effective training programs, conducting training needs assessments, engaging stakeholders, evaluating program effectiveness, ensuring compliance, and maintaining quality standards

### FEBRUARY 2018 – MAY 2023

#### **HR HEAD, ASIA CERAMICS CORPORATION**

Manages the whole Organizations' Human Resources, both on its transactional and transformational key roles i.e. Recruitment, Social & Security Compliance, Learning & Development, Org. Development, Benefits Administration, Timekeeping & Employee Discipline. Manages the company's culture through the application of the concepts of Industrial & Organizational Psychology, Human Resources Management and Positive Psychology; thereby, creating a happy and flourishing organization.

#### MAJOR ACCOMPLISHMENTS

- Made use of the theories, tools and concepts of Positive Psychology from hiring to firing resulting to low turnover and high employee engagement.
- Standardized the Company's Sourcing and Recruitment
- Started strengthening the Company's Brand
- Standardized the factory's policies and procedures which resulted to an ACCEPTABLE and PASSED score in all types of audits i.e. Social and Security Compliance.
- Introduced and implemented the transformational and strategic side of Human Resources Management specifically Org Development and Employees Learning and Development.

#### MAY 2017 –JANUARY 2018

##### **HEAD, INTERNSHIP OFFICE, ASIA PACIFIC COLLEGE**

Plans and oversees the APC's Internship which is a flagship program of the college. Handling hundreds of student-interns from orientation, deployment, placement, evaluation, and monitoring. Facilitates FGDs, mentoring, training and coaching, and other behavioral interventions which will enable and open pathways for employment and industry absorption of student-interns.

#### MAJOR ACCOMPLISHMENT

- Deployed and prepared all students for internship (100%) with different companies in and out of National Capital Region (NCR).

#### JUNE 2015 – APRIL 2017

##### **COLLEGE INSTRUCTOR, HOLY ANGEL UNIVERSITY**

Handled courses such as General Psychology, Group Dynamics, Human Resources Management and Industrial Psychology. Developed an instructional plan (course outline, syllabus) and making sure that it meets college and department standards. Collaborated and handled thesis for consultation and served as panel member during research defense. Lastly, facilitated and conducted various learning sessions to different colleges, as requested.

#### MAJOR ACCOMPLISHMENTS

- Research presented: *Sir / Ma'am, May Problema Po Ako: Understanding the Employees' Perception and Applicability of Counseling in the Workplace* – February 24, 2017, 18th University Research Colloquium
- Scored between 4.5-4.8 out of 5.0 during faculty evaluation for 2 straight Academic Years.

#### NOVEMBER 2012 – APRIL 2015

##### **LEARNING & DEVELOPMENT OFFICER, L&T INTERNATIONAL GROUP PHILIPPINES, INC.**

- Functioned as the organization's main point-person for all learning and development & Communication requirements
- Developed the company's learning and development programs for Middle Management Group
  - Supervisory Leadership Development Series (SLDS)
  - Management Development Program (MDP)
  - Compliance Trainings
  - Technical Trainings
- Developed number of modules & facilitated learning sessions across all levels of the organization with 6,000 employees
- Managed the Company's communication collaterals for Values and Culture Development
- Planned, designed, implemented and evaluated employee relations' activities / company events

**FEBRUARY 2011 – OCTOBER 2012**

**REGIONAL TRAINING SUPERVISOR, SPS / IMPACT TRAINING AND CONSULTANCY SERVICES, INC.**

- Handled and managed the Company's Region 2 and 3 training operations specifically for **Procter and Gamble House-to-house brand operation**
- Planned, developed, and implemented training modules (e.g. Human Resources Management Module, Stress and Time Management, P&G Brands Training materials, Leadership Training etc.)

**JULY 2008 – NOVEMBER 2010**

**TRAINING SPECIALIST, LAUS GROUP OF COMPANIES**

- Awarded as 2009 Rookie of the Year in Rank and File Category
- Designed, delivered, and evaluated training programs and workshops
- Acted as one of the Company's recruiters and assessors using Psychological Tests
- Certified test purchaser and user by Behavioral Dynamics, Ortigas

**PART-TIME FACULTY MEMBER**

- Colegio de Sebastian – Pampanga (2024 – Present)
- City College of Angeles City (2024 – Present)
- Pamantasan ng Lungsod ng Maynila (2023-2024)
- STI, Bacolod (2022 – 2024)
- University of the Assumption, Pampanga (2020 – 2023)
- Colegio De Sebastian, Pampanga (2021-2022)
- Asia Pacific College, Manila (2020-2021)

**PART-TIME NATIONAL LECTURER FOR PSYCHOMETRICIAN BOARD EXAM**

- Good Shepherd Professional Training Services (IO Psychology)
- RGO Review Center (IO Psychology)

## **EDUCATIONAL BACKGROUND**

**JUNE 2019 – PRESENT (CANDIDATE FOR GRADUATION)**

**DOCTOR OF PHILOSOPHY, MAJOR IN COUNSELING**

**PHILIPPINE NORMAL UNIVERSITY**

- Published Research: Understanding the Employees' Perception and Willingness to Seek Counseling in the Workplace.
  - Citation: Salunga, R. C. (2022). UNDERSTANDING THE EMPLOYEES' PERCEPTION AND WILLINGNESS TO SEEK COUNSELING IN THE WORKPLACE. *Modern Journal of Social Sciences and Humanities*, 3, 50–59. Retrieved from <https://mjssh.academicjournal.io/index.php/mjssh/article/view/47>

**JUNE 2014 – APRIL 2018**

**MASTER OF ARTS IN PSYCHOLOGY, MAJOR IN INDUSTRIAL PSYCHOLOGY, PAMANTASAN NG LUNGSOD NG MAYNILA**

- Affiliate – Psychological Association of the Philippines (PAP)

**APRIL 2008**

**BACHELOR OF ARTS IN PSYCHOLOGY,**

**HOLY ANGEL UNIVERSITY**

- Best Thesis “The Interrelationship of Social Beliefs, Values and Emotional Intelligence of Social Workers in Pampanga”
- President, Psychology Society, SY 2006-2007
- Dean’s Lister, SY’s 2005 – 2007, QPA 1.26 – 1.75

## **ELIGIBILITY / ACCREDITATION**

### **CAREER SERVICE PROFESSIONAL ELIGIBILITY**

- General Rating – 80.82

### **CHARTERED PROFESSIONAL IN HUMAN RESOURCES (CPHR®)**

- License No. 632068

### **LICENSED PSYCHOMETRICIAN (RPM)**

- General Rating – 80.00

## **TRAININGS CONDUCTED & LIST OF CLIENTS**

### **HAPPINESS PROJHECK™: AN INTRODUCTION TO POSITIVE PSYCHOLOGY**

- Holy Angel University
- TIPCO Estates Corporation

### **CAREER TALK FOR HIGH SCHOOL STUDENTS**

- Holy Angel University
- Holy Family Academy

### **STRESS AND TIME MANAGEMENT**

- Impact Training and Consultancy, Inc.

### **TEAM BUILDING WORKSHOP – SEMINAR**

- Bank of Florida (BOF)
- San Miguel Yamamura Packaging Corporation
- Holy Angel University (Psychology Society, HS Student Organization, SPEDSoc)
- Ang Bata at Kalinga – Volunteers’ for Children’s Welfare Inc. (ABaKa-VCWI)
- Pampanga Association of Travel Agencies (PATS)
- Boy Scouts of the Philippines, Angeles City Chapter
- Catholic Charismatic Renewal of Pampanga – Ministry Youth (CCYM)
- Chevalier School, Angeles City

### **EFFECTIVE PRESENTATION SKILLS**

- Holy Angel University
- L&T International Group Phils., Inc.
- Mystical Fellow-Sheep in Christ (MFC)

### **SELF AWARENESS SEMINAR – WORKSHOP**

- Asia Ceramics Corporation
- DLC Group of Companies – DALC Petron Service Station

### **FOUNDATIONS OF LEADERSHIP EXCELLENCE**

- Chevalier School, Angeles City

- Ecell, Manufacturing Clark, Inc.
- Holy Angel University
- Boy Scouts of the Philippines, Angeles City Chapter
- Philippine Science High School, Clark

### **POSITIVE ATTITUDE IN THE WORKPLACE**

- Holy Angel University

### **PERSONALITY DEVELOPMENT**

- Holy Angel University

## **SEMINARS / CONFERENCES ATTENDED**

AWE / THE SCHOOL OF POSITIVE PSYCHOLOGY / PAP

### **THE 1<sup>ST</sup>, 2<sup>ND</sup> AND 3<sup>RD</sup> PHILIPPINE POSITIVE PSYCHOLOGY CONFERENCE**

PHILIPPINE SOCIETY FOR TRAINING AND DEVELOPMENT (PSTD)

### **PSTD'S MONTHLY TIPANAN**

PHILIPPINE ASSOCIATION OF PROFESSIONAL SPEAKERS (PAPS)

### **KEYNOTE2017: THE PHILIPPINES'S 1ST PROFESSIONAL SPEAKERS CONFERENCE**

TRAINING EDGE, INC.

### **AWAKENING THE LEADER IN YOU**

SPS TRAINING AND CONSULTANCY SERVICES, INC.

### **TRAINING THE TRAINERS**

PEOPLE MANAGEMENT ASSOCIATION OF THE PHILIPPINES (PMAP)

### **FACILITATING WITH EASE**

ORGANIZATIONAL CHANGE CONSULTANTS INTERNATIONAL CENTER FOR LEARNING, INC. (OCCI)

### **ADVANCED LEADERSHIP COURSE (ALC)**

### **FOUNDATIONS OF LEADERSHIP EXCELLENCE (FLEX)**