



EMPLOYEE PRODUCTIVITY AND PERFORMANCE AMONG PRIVATE SECONDARY EDUCATION INSTITUTION IN BATANGAS PROVINCE

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ABSTRACT

This study investigated the employee productivity and employee performance of non-teaching personnel of private secondary institution in District 1 of Batangas Province. It aimed to evaluate the employees' performance and productivity through work engagement and organizational factors.

In the view of this, the researcher will use descriptive methods involving collection of data in order to test hypothesis. It concerns with a pertaining conditions prevailing group of case selected for the study and significantly quantitative description of general group of characters.

The results revealed under employee productivity, having the resources to achieve employees career goals has the lowest score mean. On the other hand, in terms of employee performance, respondents are feeling valued in the accomplishments and feel like they belong to the company was the lowest mean. The researcher concluded that the respondents slightly agree in their productivity in terms of vigor, dedication, and absorption. The researcher concluded that the respondents agree in their performance at work in terms of learning culture, work environment and organizational commitment while the respondents slightly agree in their performance in terms management support. Work engagement has significant effect to the employee productivity based on the result. There is very high positive correlation between employee productivity and performance having a result of Pearson R of 0.917 and P-value of <0.001.

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Based on the result of the study, the researcher proposed improve guidelines for employee productivity and performance. Improving employee productivity and performance can boost a company's efficiency and profitability. It can also result in improved staff engagement, morale, and retention.

Keywords: *employee productivity, employee performance, vigor, dedication, absorption, management support, learning culture, work environment, organizational commitment*



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