

Motivation and Job Performance of Non-Teaching Staff at Laguna State Polytechnic University- San Pablo City Campus

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ABSTRACT

In any workplace, human capital is one of the most important factors that completes any organization. They cannot provide quality products and services when their employees are not functioning suitably and appropriately. One of the means to supplement the quality of work done by them is by motivating them properly. This study was focused on determining the motivations and job performance of the non-teaching staff at LSPU- SPCC. This paper is descriptive research that used a standardized questionnaire distributed to 56 staff of LSPU and retrieved 50 surveyed questionnaires. Pearson – r was used to test the relationship between the two variables. Most of the respondents were female and single with 68% and 48% of the sample respectively. Majority of them are in ages of 26 to 35 having Job Order status of employment and earning P 5,000 – 10, 000. Results revealed a strong correlation between the motivations as to workplace environment - .379, .313; Professional Growth - .509, .596; Promotion - .315, .321; Salaries - .381, .338; Rewards - .418, .475 and quantity and quality of work correspondingly. However, in attitude, only the Professional Growth had significant relationship to non-teaching staff of LSPU – SPCC with p- values of .001.

Keywords: motivation, job performance, rewards, salaries, attitude, work quality