

**FACTORS INFLUENCING JOB ENGAGEMENT OF LOCAL
GOVERNMENT EMPLOYEES IN
SIX CITIES OF CAVITE**

THESIS

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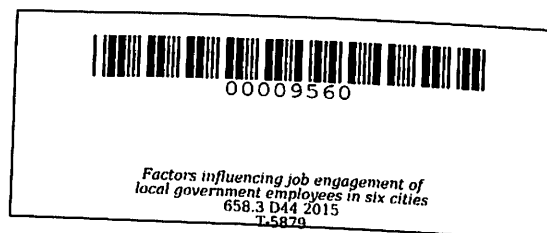
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**FACTORS INFLUENCING JOB ENGAGEMENT OF LOCAL GOVERNMENT
EMPLOYEES IN SIX CITIES OF CAVITE**

Undergraduate Thesis
College of Economics, Management and Development Studies
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ABSTRACT

DE OCAMPO, MAILYN NOVICIO. STA. MARIA, ROMMER JAMES D. Factors Influencing Job Engagement of Local Government Employees in Six Cities of Cavite. Undergraduate Thesis. Bachelor of Science in Business Management Major in Human Resource Development Management. Cavite State University, Indang, Cavite, November 2015. Adviser: Dr. Antonio G. Papa

This study was conducted to determine the factors influencing job engagement of employees in six cities of Cavite. It aimed to determine the following: (1) socio-demographic characteristics of the regular local government employees in six cities of Cavite; (2) direction of attitude of the employees towards the human resource practices in their organization; (3) direction of attitude of the employees towards leadership behavior of their supervisors; (2) level of job engagement of the respondents; (5) relationship between socio-demographic characteristics of the respondents and the level of their job engagement; (6) relationship between direction of attitude towards human resource practices in the employee's organization and their level of job engagement; and (7) relationship between direction of attitude towards leadership behavior of the respondents' supervisors and their level of job engagement.

The participants of the study were 350 regular local government employees in six cities of Cavite, namely: Bacoor City, Cavite City, Dasmariñas City, Imus City, Tagaytay City, and Trece Martires City. A questionnaire was used to gather data from the participants. Frequency count, percentage, mean, and standard deviation were computed to answer the objectives. Five-point Likert Scale was also used to measure the variables. Spearman Rank Correlation and Chi-Square test were used to determine the relationship between the independent and dependent variables.

Results for the socio-demographic profile yielded 78 percent of the participants were female while 22 percent of them were male; their age ranged from 23 to 62 years old; around two-thirds of them were married; 78 percent of them were college graduates; 56 percent were working with managerial positions; 59 percent of them belonged to the year bracket of 11 to 24 years of service; and their monthly income ranged from 8,000 to 45,000.

The regular local government employees showed their favorable attitude towards the HR practices implemented in their organization and towards the leadership behavior exhibited in the workplace by the employees' supervisors. The employees also showed high levels of job engagement with a grand mean of 4.18.

It was found out that marital status, educational attainment, and nature of job were significantly related with the level of job engagement. Hence, the null hypotheses was partially rejected. Also, the direction of attitude towards human resource practices, direction of attitude towards leadership behavior, and the level of job engagement of the regular local government employees yielded significant relationships between the variables at five percent level of significance. Hence, both hypotheses were rejected.

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INTRODUCTION

In a fast-paced changing business world both in terms of the global nature of work and the diversity of the workforce, it is widely recognized that job engagement can play an especially important role in improving business outcomes. Companies that understand the conditions that enhance job engagement will have competitive advantage against competitors. Today, job engagement and loyalty are more vital than ever before to an organization's success and competitive advantage (Carnegie, 2012). A considerable body of research has found evidence that engaged employees are more productive, more profitable, more customer-focused and more loyal. To cite an example, Gallup found that companies with world-class, company-wide engagement have 3.9 times the earnings per share growth rate compared with organizations in the same industry with lower engagement (Gallup, 2010).