

**CULTURAL DIVERSITY AND PRODUCTIVITY OF EMPLOYEES
IN SELECTED MANUFACTURING COMPANIES IN CAVITE**

THESIS

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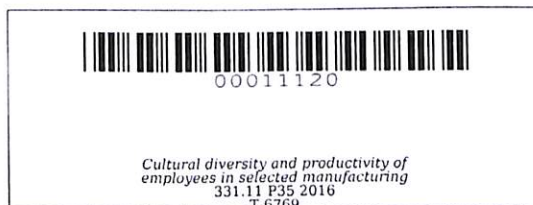
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ABSTRACT

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The study was conducted from August to December 2016 in Cavite. This study generally aimed to determine the cultural diversity of employees and productivity in selected manufacturing companies in Cavite. Specifically, the study aimed to determine the demographic profile of the employees, level of cultural diversity in the company, the common sources of conflicts due to cultural diversity, the factors that influence cultural diversity, the level of awareness on cultural diversity, the level of employee's productivity, and the significant relationship between the level of employee's productivity and cultural diversity.

Descriptive and correlational methods of research were used in the study. A total of 225 manufacturing employees participated in the study. Data were obtained mainly using a survey questionnaire. Frequency, mean, standard deviation, P-value, Mann Whitney and Kruskal Wallis analyses were used to analyze the data.

Results revealed that there was a moderate level of cultural diversity in selected manufacturing companies in Cavite. It also found that dialect was the most common source of conflicts due to cultural diversity while religion was the least common source of conflicts. Education was found as the worst while communication was the least common factor that influenced cultural diversity.

Manufacturing employees had high level of awareness on cultural diversity inside their workplace. The study found that whether the company is highly diverse or not, the level of productivity of employees remained high. The study also found that there was no significant relationship between cultural diversity and employee's productivity in a manufacturing company.

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INTRODUCTION

The Philippines is made up of islands with many distinct cultures. Human communities have a variety of practices, beliefs, social roles, norms, expressions, forms of organization and conflicts that exhibit various sorts of internal coherence as well as cleavages within communities. These coherences and cleavages bear many close connections to the different historical experiences, physical and social environments in which people live.

Every culture in the Philippines plays a very significant role in determining the various human resources policies and practices of any organization. Human resources are the product of their biological inheritance and interactions with the environment. Family background, socio-cultural environment, educational accomplishment and organizational climate influence the attitudes, behaviour and performance of human beings and also