

**INFLUENCE OF ORGANIZATIONAL AND JOB DESIGN
TO PRODUCTIVITY OF WORKERS IN SELECTED
MANUFACTURING COMPANIES IN CAVITE**

THESIS

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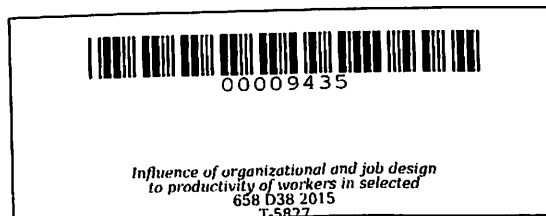
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**INFLUENCE OF ORGANIZATIONAL AND JOB DESIGN TO
PRODUCTIVITY OF WORKERS IN SELECTED
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**Undergraduate Thesis
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ABSTRACT

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The study covered selected manufacturing companies in General Trias, Carmona and Dasmariñas, Cavite. It assessed the influence of organizational and job design to productivity of production workers. Specifically, the study aimed to determine the type of organizational design practiced by selected manufacturing companies, their degree of adoption of the job design programs, the level of productivity of workers, the significant relationship between the organizational design and level of productivity, and between the job design programs and level of productivity.

A descriptive - correlational design was employed and 304 production workers and five from the management participated in the study.

The result showed that the organizational design utilized by the manufacturing company was mechanistic model which is characterized by having tall organizational structure. The manufacturing companies in Cavite were moderately utilizing the job design while job specialization, job rotation, job enrichment and job enlargement were only practiced sparingly. The employees are very productive in terms of quality and quantity of work output, timeliness and cost- effectiveness. Due to delimitation, significant relationship between organizational design and level of productivity cannot be tested. However, it was found that job design and productivity are not significantly related.

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INTRODUCTION

In a changing environment, the markets have become more competitive in terms of offering increased level of high quality products and services. That's why organizations are under intense competitive pressure in order to survive and maintain continuous progress (Bakker, Du, Lu & Wang, 2014). As the firm strives to achieve a better fit with its environment and tries to become successful, sustaining and improving current performance will become critical (Mat & Smith, 2014). An organization must be able to maintain their employees being dedicated and fully productive in their work because the quality of human resources is vital in the success of the organization.

According to Greenberg and Baron (2003), because organizations operate within a changing world, their own design must be capable of changing as well. In