PREDICTORS OF JOB PERFORMANCE OF 2011 AND 2012 GRADUATES IN THE BS PSYCHOLOGY PROGRAM AT CAVITE STATE UNIVERSITY DON SEVERINO DE LAS ALAS CAMPUS

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ABSTRACT

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The study was conducted to determine the predictors of job performance of 2011 and 2012 graduates in the BS Psychology program.

The researchers used descriptive-correlational design because it is the most appropriate for the study which tried to identify the predictors of job performance and other variables. The data were sourced out directly from the participants. No secondary data was used in the study. Convenience sampling was employed in selecting the participants a total of 94 graduates, (59 %), participated in the study. The instruments used in the study to measure the variables were job competency scale, job satisfaction scale and job performance scale. Statistical tools such as mean, frequency, percent, standard deviation, and Spearman Rank Correlational Coefficient were used in analyzing the data.

The graduates exhibited high level of job competency. They were very good in, working as team, planning and have the integrity and work standards. They were highly motivated, highly reliable and can easily adapt. They also perceived themselves to be uncertain as regard to their job satisfaction. This means that the participants were neither satisfied nor dissatisfied. The graduates considered themselves to be performing very satisfactorily in their job. They were knowledgeable, have an initiative and dependable. They knew what compatibility is and they were cooperative with others.

The study also reveals that there was no significant relationship between job competency and job satisfaction and also, no significant relationship between job satisfaction and job performance. However, a positive significant relationship between job competency and job performance existed, this means that when the job competency increases the job performance also increases. Hence, the predictor of job performance is the job competency.

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