

ORGANIZATIONAL CULTURE, JOB PERFORMANCE AND JOB
SATISFACTION OF SELECTED PARTICIPANTS IN PRECISE
TECHNO, INC, CAVITE ECONOMIC ZONE,
ROSARIO, CAVITE

THESIS

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THESIS/SP 302.3 Es1 2017

May 2017

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Undergraduate Thesis
Submitted to the Faculty of the
College of Art and Sciences
Cavite State University
Indang, Cavite

In partial fulfillment
of the requirements for the degree
Bachelor of Science in Psychology



*Organizational culture, job performance
and job satisfaction of selected*
302.3 Es1 2017
T-7080

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May 2017

ABSTRACT

ESCALANTE, ALISON M., PAMPLONA, JOZEL A. and RODELAS, LEA LOUIELLA A., Organizational Culture, Job Performance and Job Satisfaction of Selected Participants in Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite. Undergraduate Thesis. Bachelor of Science in Psychology. Cavite State University, Indang, Cavite. May 2017. Adviser: Mr. Renato T. Agdalpen, MA.

This study titled “Organizational Culture, Job Performance and Job Satisfaction of Selected Participants in Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite” was conducted at Cavite Economic Zone, Rosario, Cavite from August 2016 to May 2017.

This study aimed to 1.) identify the organization’s culture of the selected participants in Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite; 2.) identify the perceived job performance level of the employee’s in Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite; 3.) identify the job satisfaction level of the employee’s in Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite in terms of (a) nature of work (b) pay (c) promotion (d) contingent rewards (performance base rewards) (e) co-workers (f) operating procedure (required rules and procedures) (g) supervision (h) fringe benefits and (g) communication; and 4.) identify the significant relationship of organizational culture to the job performance and job satisfaction of the employees. Descriptive-correlational design was utilized in the study. The data used in the study were obtained through survey questionnaires distributed to 57 production employees at Precise Techno, Inc., Cavite Economic Zone, Rosario, Cavite. Frequency counts, mean, standard deviation, and percentage were used to describe the levels of job performance and job satisfaction of the employees. The Pearson correlation coefficient was used to determine

the relationship between the organizational culture to the job performance, and organizational culture to the job satisfaction of the employees.

Organizational culture which are clan, adhocracy, market and hierarchy were found balanced and were also significantly related with job performance of the employees. The clan culture was the particular culture that contributed to the job performance of the employees which showed relationship to their co-workers and supervisor inside their department. Results of the study showed that organizational culture and job performance of the employees has significant relationship. Meanwhile, organizational culture and job satisfaction of the employee has no significant relationship.

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An undergraduate thesis manuscript submitted to the faculty of the Department of Social Sciences and Humanities , College of Arts and Sciences in partial fulfillment of the requirements for the degree of Bachelor of Arts in Psychology with Contribution No. _____. Prepared under the supervision of Mr. Renato T. Agdalpen, MA.

INTRODUCTION

“In order to create an agile organization, you need to provide the permission to learn. It’s only a failure if you sweep it under the rug and don’t learn from it”, Gib Mason (2014).

The field of psychology has many branches and three of its branches are clinical psychology, industrial psychology and educational psychology, wherein each graduate can choose where his/her path will go.

A place where individuals from different backgrounds, religion, communities come together on a common platform to work towards a predefined goal is called an organization. Every organization has set of principles and policies mandatory for all the employees to follow. An organization, according to Allen (2015) and Oxford Dictionary, is the organized group of people with a particular purpose, such as a business or