

**WORK ENGAGEMENT AND PRODUCTIVITY OF FAST FOOD
EMPLOYEES IN SELECTED AREAS OF CAVITE: A BASIS
FOR REWARDS AND INCENTIVE PROGRAM**

THESIS

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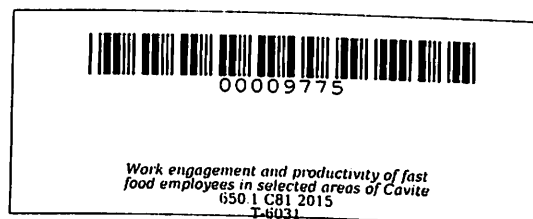
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FOR REWARDS AND INCENTIVE PROGRAM**

Undergraduate Thesis
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ABSTRACT

CORPUZ, RONWALD RAY L. AND VARGAS, DAWN EDCEL S. Work Engagement and Productivity of Fast food Employees in Selected Areas of Cavite: A Basis for Rewards and Incentives programs Undergraduate Thesis. Bachelor of Science in Business Management. Cavite State University, Indang, Cavite. April 2015. Adviser: Prof. Rowena R. Noceda.

This study was carried out to determine the work engagement and productivity of employees in selected fast food restaurants in Cavite. Specifically, it aimed to: (1) identify the demographic profile of the fast food restaurant employees in Cavite; (2) determine the level of work engagement of the employees; (3) determine the level of productivity; (4) ascertain the relationship between the work engagement and demographic profile of employee; (5) determine the relationship between the productivity and demographic profile of employee; (6) assess the relationship between the work engagement and productivity; (7) utilized work engagement and productivity for rewards and incentives program.

The participants of the study were 200 employees of selected fast food restaurants in Cavite. Frequency counts, percentage, range and mean were used to describe the demographic profile, level of work engagement, and level of productivity of the participants. Four-point likert scale was used to determine the participants' level of work engagement and their level productivity. Pearson Product Moment Correlation, Point Biserial Correlation and Spearman Rank Correlation were used to ascertain the relationship between demographic profile of the respondents to their work engagement and productivity. Spearman Rank Correlation is also used to ascertain the relationship between work engagement and productivity.

Work engagement in fast food restaurants in Cavite was found highly engaged while the productivity was at highly productive.

Findings of the study also showed that work engagement is not related to demographic profile. Only the demographic profile in terms of educational attainment was found to have a significant relation with productivity. And lastly, work engagement was found to have a significant relation with productivity.

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INTRODUCTION

Many studies carry the “engagement” label but its operational definitions are not always consistent. According to Kahn (1990), employee engagement consists of three psychological conditions related with engagement or disengagement at work: meaningfulness, safety, and availability. Also, employee engagement is not seen as a bolt-on program to ask employees how they feel or what they want. It is now a way for leaders, managers, and employees to work together for the success of the organization and its partners. The most successful employee engagement occurs when engaged employees at all levels of the organization are empowered and encouraged to create their own change and are constantly looking for better, faster, and more effective ways to get the results everyone wants.

Work engagement is most often defined as "a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption". In essence, work engagement captures how workers experience their work: as stimulating and energetic