

**PRODUCTIVITY OF PHYSICALLY CHALLENGED EMPLOYEES  
IN SELECTED AREAS OF CAVITE**

**THESIS**

**JENNIE ROSE O. DINGLASAN  
REIZEL JOY E. GOMEZ  
RICHELLE ANN TAN**

**College of Economics, Management and Development Studies**

**CAVITE STATE UNIVERSITY**

**Indang, Cavite**

**June 2019**

**PRODUCTIVITY OF PHYSICALLY CHALLENGED EMPLOYEES  
IN SELECTED AREAS OF CAVITE**

**Undergraduate Thesis  
Submitted to the Faculty of the  
College of Economics, Management, and Development Studies  
Cavite State University  
Indang, Cavite**

**In partial fulfillment  
of the requirements for the degree  
Bachelor of Science in Business Management**



00081025

*Productivity of physically challenged  
employees in selected areas of Cavite*  
361.32[D61 2019  
T-8596

**JENNIE ROSE O. DINGLASAN  
REIZEL JOY E. GOMEZ  
RICHELLE ANN TAN  
June 2019**

## **ABSTRACT**

**DINGLASAN, JENNIE ROSE O., GOMEZ, REIZEL JOY E., TAN, RICHELLE ANN.**  
**Productivity of Physically Challenged Employees in Selected Areas of Cavite.**  
Undergraduate Thesis. Bachelor of Science in Business Management major in  
Operations Management. Cavite State University, Indang, Cavite. June 2019. Adviser:  
Engr. Gilberto S. David.

The study was conducted from January 2019 to March 2019 in different business establishments and local government agencies particularly in Dasmariñas City, General Trias City, Imus City, Bacoor City, Tagaytay City, Trece Martires City, Carmona and Indang.

The study was carried out to investigate the productivity of physically challenged employees in selected areas in Cavite. Specifically, it described the sociodemographic characteristics of physically challenged employees in terms of age, sex, civil status, and educational attainment, the level of productivity of physically challenged employees in terms of quality and quantity of work output, timeliness, cost effectiveness, teamwork, and customer service. This likewise aimed to determine the advantages and disadvantages of hiring physically challenged employees as well as the problems encountered by them in the workplace.

Descriptive method of research was used in the study to attain the objectives posed in the study. This considered the responses from the officers in-charge of the companies included and the 180 physically challenged employees from selected areas of Cavite. Data were obtained through interviews and the use of survey questionnaires. Likert scale, standard deviation, mean and frequency were used to analyze and describe the results.

The findings showed that majority of them were 21 but not more than 30 years of age, male, married, and were college graduates. The study further revealed that physically challenged employees are extremely productive in the workplace despite of their disability and at the same time the problems encountered serve as their

motivation to perform and improve. Meanwhile, the advantages of hiring physically challenged employees outnumbered its disadvantages, accordingly.

## TABLE OF CONTENTS

	Page
<b>BIOGRAPHICAL DATA .....</b>	<b>iii</b>
<b>ACKNOWLEDGEMENT .....</b>	<b>vi</b>
<b>ABSTRACT .....</b>	<b>x</b>
<b>LIST OF TABLES .....</b>	<b>xiv</b>
<b>LIST OF APPENDICES .....</b>	<b>xv</b>
<b>INTRODUCTION .....</b>	<b>1</b>
Statement of the Problem .....	3
Objectives of the Study .....	4
Significance of the Study .....	5
Time and Place of the Study .....	5
Scope and Limitation of the Study .....	5
Definition of Terms .....	6
Conceptual Framework .....	7
<b>REVIEW OF RELATED LITERATURE .....</b>	<b>9</b>
<b>METHODOLOGY .....</b>	<b>23</b>
Research Design .....	23
Sources of Data .....	23
Participants of the Study .....	23
Sampling Techniques .....	24
Data to Gathered .....	24
Statistical Treatment of Data .....	25
<b>RESULTS AND DISCUSSION .....</b>	<b>27</b>
<b>SUMMARY AND RECOMMENDATION .....</b>	<b>40</b>
Summary .....	40

Recommendation..... 40

**REFERENCES..... 42**

**APPENDICES ..... 46**

## LIST OF TABLES

Table	Page
1      Number of physically challenged employees in selected areas of Cavite .....	24
2      Assessment of physically challenged employees' productivity level .....	26
3      Sociodemographic characteristics of physically challenged employees in selected areas of Cavite .....	28
4      Level of productivity of physically challenged employees in selected areas of Cavite as to quantity and quality of work output and timeliness .....	31
5      Level of productivity of physically challenged employees in selected areas of Cavite as to cost effectiveness and teamwork .....	33
6      Level of productivity of physically challenged employees in selected areas of Cavite as to customer service .....	34
7      Advantages and disadvantages of hiring physically challenged employees in selected areas of Cavite .....	36
8      Problems encountered in the workplace by physically challenged employees in selected areas of Cavite .....	37

## LIST OF APPENDICES

Appendix	Page
1      Research instrument for physically challenged employees .....	47
2      Research instrument for government and business employers .....	49
3      Request letter to persons with disability affairs offices by cities and municipalities .....	52
4      List of Physically Challenged Individuals .....	60
5      Request Letter to Conduct a Survey .....	67
5      Statistical Data .....	73
6      Request for Adviser and Technical Critic .....	89
7      Title Approval Sheet .....	91
8      Request for Oral Review of Thesis Proposal .....	93
9      Approval Sheet of Thesis Proposal .....	95
10     Request for Oral Review of Thesis Manuscript .....	97
11     Certificate from Statistician .....	99
12     Certificate from Ethics Review Board .....	101



# **PRODUCTIVITY OF PHYSICALLY CHALLENGED EMPLOYEES IN SELECTED AREAS OF CAVITE**

**Jennie Rose O. Dinglasan  
Reizel Joy E. Gomez  
Richelle Ann Tan**

---

An undergraduate thesis manuscript submitted to the faculty of the Department of Management, College of Economics, Management, and Development Studies, Cavite State University, Indang, Cavite in partial fulfillment of the requirements for the degree of Bachelor of Science in Business Management major in Operations Management with Contribution No. CEMO3-BM-2019-1117. Prepared under the supervision of Engr. Gilberto S. David

---

## **INTRODUCTION**

During the current times, economic productivity is evaluated in terms of output that is typically provided by the organizations because much of the success of any organization relies upon the productivity of its workforce (Rouse, 2014). Productivity is the key source of economic growth and competitiveness. It is defined as the efficiency of a person completing task measured by the ratio of output to input in the production process. Increased productivity improves living standards through the ability of purchasing goods and services, housing and education, and contributes social and environmental programs, thereby helping businesses to be more profitable. Economists use productivity growth to model the productive capacity of economies and determine capacity utilization rates (Investopedia, 2018).

Labor productivity growth comes from the increases of the amount of capital available to each worker (capital deepening), the education and experience of the workforce (labor composition), and improvements in technology (multi-factor productivity growth). The Philippines is seriously beginning its efforts to drive economic