

**QUALITY OF WORK LIFE AND EMPLOYEES' PRODUCTIVITY  
IN SELECTED ELECTRONIC MANUFACTURING  
COMPANIES IN CAVITE**

**THESIS**

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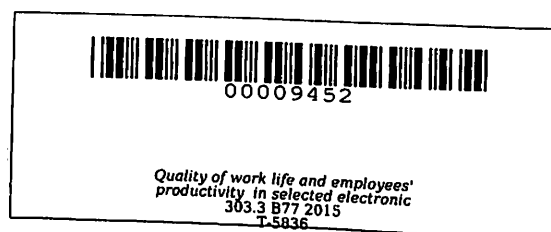
THESIS/SP 303.3 B77 2015

**April 2015**

**QUALITY OF WORK LIFE AND EMPLOYEES' PRODUCTIVITY IN  
SELECTED ELECTRONIC MANUFACTURING  
COMPANIES IN 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



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April 2015

## **ABSTRACT**

**BRIONES, RINA R. and MITRA, MAYBEL F., Quality of Work Life and Employees Productivity in Selected Electronic Manufacturing Companies in Cavite.** Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development Management. Cavite State University, Indang, Cavite. April 2015. Adviser: Prof. Rowena R. Noceda.

The study was conducted from October 2014 to March 2015 in Export Processing Zone Authority (EPZA) located at Rosario, Cavite. This study generally aimed to determine the quality of work life and employees' productivity in selected electronic manufacturing companies in Cavite. Specifically, the study aimed to: determine the demographic profile of the participants; identify the level of quality of work life of employees in electronic manufacturing companies; identify the level of employees' productivity in electronic manufacturing companies; find out the significant difference of level of quality of work life when participants are grouped according to demographic profile; find out the significant difference of level of employees' productivity when participants are grouped according to demographic profile; and find out the significant relationship between level of quality of work life and level of employees' productivity in electronic manufacturing companies.

Descriptive correlation method of research was used in the study. Slovin's formula was used to determine the number of sample size. A total of 299 employees participated in the study. Data were obtained using a survey questionnaire. Frequency, mean, standard deviation, Kruskal Wallis and Spearman Rank Correlation analysis were used to analyze the data.

Based on the demographic profile of the participants, majority of them belonged to the age bracket of 21-30. Most of the participants in the study were female, single, college graduate, regular employees and receiving Php 7,500.01 – Php 10,000.00.

The null hypothesis in the significant difference between the level of quality of work life and level of productivity when participants are grouped according to demographic profile was accepted while the null hypothesis in the significant relationship between level of quality of work life and level of employees' productivity in electronic manufacturing companies is rejected.

The result of the survey questionnaire implies that there is a high quality of work life of employees in selected manufacturing companies. However, a difference was found in terms of educational attainment and salary. Moreover, the result of employees' productivity criteria shows that participants were very productive in their working environment. However, a difference was also found in terms of educational attainment and employment status.

Qualities of work life and employees' productivity in selected electronic manufacturing companies in Cavite have a very high positive correlation. This implies that the higher the quality of work life of employees, the higher the possibility to increase employees' productivity.

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# **QUALITY OF WORK LIFE AND EMPLOYEES' PRODUCTIVITY IN SELECTED ELECTRONIC MANUFACTURING COMPANIES IN CAVITE**

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An undergraduate thesis 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 with Contribution No. 12015 - BM - 027. Prepared under the supervision of Prof. Rowena R. Noceda.

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## **INTRODUCTION**

Quality of work life (QWL) is a philosophy, a set of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect (Straw & Heckscher, 1984).

Nowadays, quality of work life (QWL) is becoming an increasingly popular concept in the business world because employers believe that happy and satisfied employees are more likely to produce quality outputs. The concept of "quality of work life" has become a major societal issue throughout the world; while in the past decades, just personal life (non-working) has been emphasized. The quality of work life illustrates the type of organizational culture or management methods, in which personnel, based on it improve their sense of ownership and self-esteem (Roodpishi, Chafi, Choolabi, Hashemi, Khah, Naserani & Ranjbar, 2013).