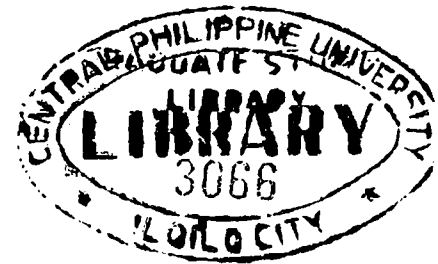


**Employees' Self-Assessment of Organizational Commitment, Work Motivation,
and Job Performance Bases for Enhancing Employee
Development Program**



A Special Paper

**Presented to
the Faculty of College of Business and Accountancy
Graduate Programs
Central Philippine University
Iloilo City**

**In Partial Fulfilment
of the Requirements for the Degree
MASTER IN BUSINESS ADMINISTRATION**

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May 2017**

EMPLOYEES' SELF-ASSESSMENT OF ORGANIZATIONAL COMMITMENT, WORK MOTIVATION, AND JOB PERFORMANCE BASES FOR ENHANCING EMPLOYEE DEVELOPMENT PROGRAM

by

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ABSTRACT

This study was conducted to analyse the Employees' Self-Assessment of Organizational Commitment, Work Motivation, and Job Performance for the purpose of enhancing Employee Development Program. The study specifically aimed to: 1) describe the profile of the respondents; 2) determine the level of organizational commitment of employees in terms of personal and job related characteristics; 3) determine the level of work motivation of employees in terms of personal and job related characteristics; 4) determine the level of job performance of employees in terms of personal and job related characteristics and; 5) determine the level of organizational commitment and work motivation of employees in relation to their level of job performance. The study used a descriptive-relational research design that utilized a one-shot method for data gathering;

Results of this study show that employees have very high level of affective and normative organizational commitment and high level of continuance organizational commitment. They are highly motivated and have good to excellent job performance. Moreover their organizational commitment and work motivation were related to their job performance