

**FACTORS ASSOCIATED WITH JOB SATISFACTION AND JOB
PERFORMANCE OF THE RANK AND FILE EMPLOYEES
AT CENTRAL PHILIPPINE UNIVERSITY**

GRADUATE STUDIES
LIBRARY



**A Special Paper
Presented to
The Faculty of the School of Graduate Studies
CENTRAL PHILIPPINE UNIVERSITY**

**In Partial Fulfillment
Of the Requirements of the Degree
MASTER IN BUSINESS ADMINISTRATION**

**FELY DARIO-ARMADILLO
March 2002**

**FACTORS ASSOCIATED WITH JOB SARISFACTION
AND JOB PERFORMANCE OF THE RANK AND FILE EMPLOYEES
AT CENTRAL PHILIPPINE UNIVERSITY**

By Fely D. Armadillo

ABSTRACT

This study was conducted to find out whether the rank and file employees' personal and work related factors are associated with their job satisfaction and job performance. The sample consisted of the 109 rank and file employees of Central Philippine University whose job performance were being evaluated in November 2002. The instrument used was rating scale questionnaire. The data were analyzed using the Statistical Package for the Social Sciences (SPSS) software. Descriptive statistics and central tendencies were generated to describe the rank and file employees' personal and work-related characteristics as well as their level of job satisfaction. Cross tabulations of variables were prepared and tests for association like, gamma and chi-square tests were set at 0.05 level of significance using a 2-tailed test. The highest percentage of the overall job satisfaction level of the CPU Rank and File employees was that they were somewhat satisfied with their work at CPU. Moreover, their overall job performance revealed that they were "very good". Findings revealed that only sex and civil status were significantly related to job performance of the rank and file employees at Central Philippine University.