

Evaluation of Filipino Workers' Job Performance in
Japanese-Managed Corporation at Export Processing
Zone Authority Rosario, Cavite 1995-1996

Thesis

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THESIS ABSTRACT

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OBJECTIVES

General

Find out the evaluation of Filipino Workers' performance in Japanese-Managed corporations at EPZA, Rosario, Cavite, CY 1995-1996.

Specific

1. Determine the profile of Japanese Managers in EPZA in terms of age, and length of work with Filipino workers.
2. Find out the level of performance of Filipino

workers as evaluated by Japanese managers in terms of technical competence, personal competence, interpersonal competence, and organizational sensitivity.

3. Find out the significant differences in the level of performance of Filipino workers as evaluated by Japanese managers grouped according to age; and

4. Determine the significant differences in the level of performance of Filipino workers as evaluated by Japanese managers grouped according to length of work with Filipinos.

Scope and Delimitations

This study involved 35 Japanese managers who are the respondents of this study with their 706 or 30% Filipino workers classified as Managers, Section Manager, supervisors and Operators as subjects in selected 10 Japanese-managed corporations at EPZA, Rosario, Cavite.

Methodology

The descriptive method of investigation was employed in this study. It determined the level of Japanese managers evaluation of Filipinos as workers using the validated questionnaire. Likewise, it reached the relationship of the Filipino workers performance to the Japanese managers' age and length of work with Filipino

workers. The data on these demographic variables were obtained from the Japanese companies at EPZA. To answer the specific questions and test the hypothesis, the mean, frequency count, percentage and F-test or One-Way ANOVA, were used.

Summary of Findings

1. The biggest percentage of Japanese managers in terms of age is 43 percent which falls between the age group of 41-50, while the lowest is 11.40 percent which falls between the age group of 21-30. In terms of length of work with Filipinos, majority of these respondents or 31 percent have worked with Filipinos for 5 years.

2. The computed mean of 3.56 showed that Filipino managers performed very satisfactorily in all aspects, while Filipino supervisors obtained 3.09 which indicated a satisfactory performance, and 2.11 for the operators which showed a fair level of performance.

It can also be seen that Filipino workers regardless of their positions were found to be best in terms of interpersonal competence. This is supported by the mean of 3.75 for managers, 3.26 for supervisors, and 2.29 for operators. On the other hand, their weakest point was in organizational sensitivity.

3. In terms of Japanese managers' age group, the computed mean of 2.79 showed that the 21-30 age group gave the lowest evaluation in technical competence. In terms of personal competence, those in the 51-60 age group gave the highest competence, those in the 51-60 age group gave the highest evaluation of 2.98. In terms of interpersonal competence, the highest evaluation was rated by those in 31-40 age group bracket with the mean level of 3.27, while the lowest mean of 2.52 was between the age group of 21-30.

It was further revealed that there is no significant differences in the level of performance of Filipino workers as evaluated by the Japanese Managers grouped according to age as supported by the F-Prob. (.6647) which is higher than the 55% level of significance.

4. In terms of level of performance of Filipino workers as to the Japanese Managers' length of service with the Filipinos, the computed mean in terms of technical competence is 3.23 which showed that Japanese managers with longer length of work with Filipinos gave higher performance evaluation. In terms of personal competence and organizational sensitivity those Japanese managers who have worked with Filipinos for four years gave the highest evaluation of 3.07 and 2.78

respectively. In terms of interpersonal competence, Filipino's performance level is 3.24 under the Japanese managers who have worked with them for 4-5 years.

There are no significant differences in the performance level of Filipinos as evaluated by Japanese Managers grouped according to length of work with Filipinos as shown by the F-Prob. (.0573) which is greater than the 5% level of significance Filipino workers and rated satisfactorily by all group level.

Conclusions

In the light of the above findings, the following conclusion were drawn:

1. The level of perception of Japanese managers in selected Japanese-managed corporation at EPZA, Rosario, Cavite were very satisfactory for Filipino managers, satisfactory for the supervisors, and fair perception for the lower level operators. The demographic variables age and length of work with Filipinos had no relation with their length of work with their level of perception.

2. The profile of Japanese managers in selected Japanese-managed corporations at EPZA, Rosario, Cavite in terms of age was 43% which falls between the age group of 41-50 which is the biggest number. In terms of

length of work with Filipinos, majority of the respondents have been working with Filipinos for 5 years which have 31.40%.

3. Japanese managers perceptions regarding the interpersonal competence of Filipino workers had satisfactory level of performance in the overall result whether managers, supervisors, or operators

Recommendations

Based on the aforementioned findings and conclusions, the following are recommended:

1. Filipino workers must be more acquainted and aware of Japanese management set-up to improve their level of performance, especially in their organizational sensitivity.

2. Lower level workers should study and undergo more training in line with the Japanese organizational objectives.

3. The same study should be conducted to other foreign companies in the country for Filipinos to be efficient, and effective workers.

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