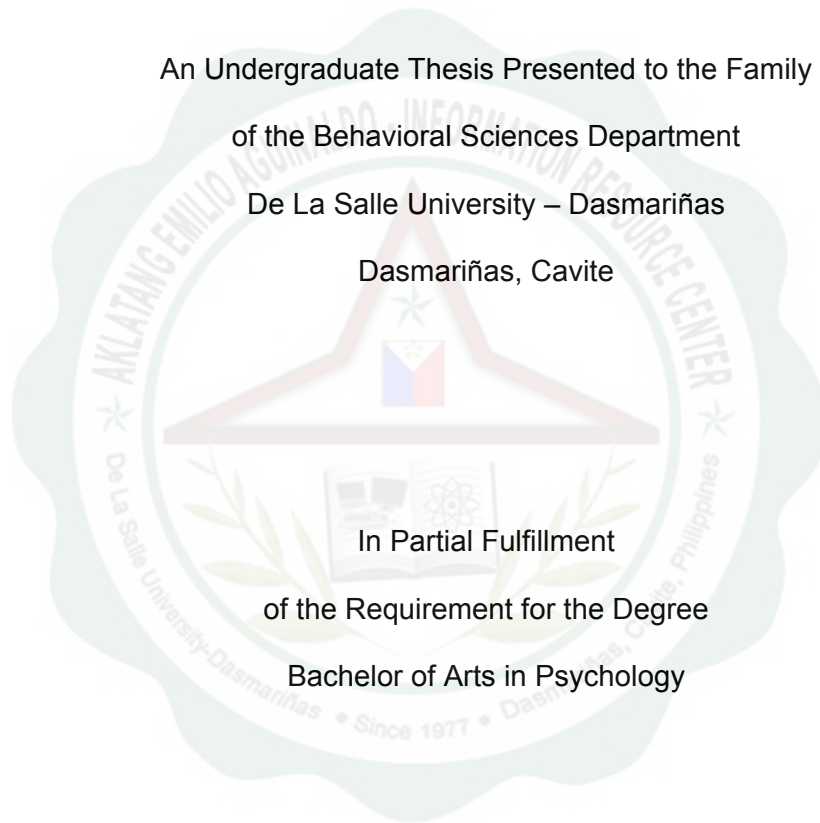


Relationship of Job Satisfaction and job Performance
of Supervisors in Selected Manufacturing Firms

An Undergraduate Thesis Presented to the Family
of the Behavioral Sciences Department
De La Salle University – Dasmariñas
Dasmariñas, Cavite



In Partial Fulfillment
of the Requirement for the Degree
Bachelor of Arts in Psychology

Kalinisan, Charilou T.

Mosquito, Maria Rosario I.

March 2007

ABSTRACT

Title: Relationship of Job Satisfaction and Job Performance of Supervisors in Selected Manufacturing Firms

Researchers: Charilou T. Kalinisan
Ma. Rosario I. Mosquito

Funding Source: Parents

Cost: Php 7,000.00

Date Started: July 2006

Date Finished: February 2007

Objective of the Study:**A. General Objective**

This study aims to know the relationship of job satisfaction and job performance of supervisors in selected manufacturing firms.

B. Specific Objective

Specifically, this study sought to find answers to the following questions:

1. What is the demographic profile of the respondents in terms of gender, age, civil status and length of tenure?
2. What is the level of job satisfaction of supervisors in terms of pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, coworkers, nature of work, and communication?
3. What is the level of job performance of supervisors according to job function (planning, organizing, directing, coordinating and controlling) and job skills (technical, conceptual, interpersonal, decision-making and communication)?

4. Is there a significant relationship between levels of job satisfaction and job performance of supervisors?

Scope and Limitation

The researcher respondents were the thirty four (34) supervisors working in the selected manufacturing firms.

Methodology

This paper is utilized the descriptive-correlational design. Specifically, the use of standardized survey and a research-made performance evaluation form was used to gather data. The researchers used a non- probability purposive sampling on the selection of the respondents.

Findings

Based on the results rendered by this study, there is a significant relationship between job satisfaction and job performance of supervisors in selected manufacturing firms.

Conclusion

Supervisors working in manufacturing firms have high job satisfaction. Job skills are more improved than job functions of supervisors. Job satisfaction and job performance could have a strong relationship even without the presence of a third variable.

Recommendation

The study was recommended for the organizations/companies, supervisors, human resource practitioners, and future researchers. The paper may give support to them to have a better understanding on the relationship of job satisfaction and job performance of supervisors in selected manufacturing firms.