



ABSTRACT

Name of Institution: Nova Foundation

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Title: The Self-esteem and Motivation of Differently Abled Employees and its Implication on their Work Performance

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Statement of the Problem

This study aimed to answer the following questions:

1. What are the demographic data of the participant? In terms of:
 - Age
 - Sex
2. What is the mean level of the self-esteem and motivation of the participants with the use of Self-Esteem test?



3. What is the mean level of the work performance of the participants by the performance appraisal of the participants?

4. Is there a significant relationship between self-esteem and motivation on the work performance of the participants?

Scope and Limitation

The research focused on the self-esteem and motivation of the adult working differently abled employees particularly the orthopedic, deaf, and mute in various institutions in Metro Manila. Selected participants fell within the age group of 20-50 years old of both sexes. The research measured the self-esteem, motivation and working performance of these participants to know if there is a significant relationship among the three (3) variables. However, the study did not involve the interaction of self esteem and motivation but only aimed to determine their implication to work performance as individual variables.

Methodology

The respondents of this study were adult working differently abled employees from category such as orthopedic, deaf and mute. The total number of respondents in this study is thirty (30) differently able employees. The respondents were from an institution in Metro Manila; fifteen (15) orthopedic and fifteen (15) deaf and mute employees comprised the respondents. This study required the age range from twenty to fifty (20-50) year's old.



The researchers used random sampling as a mode of selecting the participants for the research. Random sampling is defined as having equal chance of being chosen and it is a way of selecting subjects for research based on chance. Random sampling is also known as probability sampling.

The researchers found out that there is no significant relationship between self-esteem and motivation and its implication on their work performance. However, the study did not focus on the interaction of motivation and self-esteem but merely on their implication to work performance as individual variables.

Conclusion

After the results were analyzed and stimulated from the previous chapter, the researchers concluded the following:

1. The correlation between self-esteem and work performance was .272, while the correlation between motivation and self-esteem was .102 significant at 0.05 level. Therefore, null hypothesis was accepted and showed that self-esteem and motivation had no implication on the work performance of the differently abled employees. These factors did not influence the working capacity of the respondents of the study. However, there were other factors influencing work performance in which this study did not include.
2. The correlation between self-esteem and motivation was .049 at 0.05 level. Thus the null hypothesis was rejected and showed that self-esteem and motivation had significant relationship with each other. However, they did not influence the work performance of differently abled employees.



Recommendation

In the light of the foregoing, the researchers strongly suggest the following:

1. The government should give more attention to the different needs of the differently able employees and help them carry out their equal human rights in the society.
2. The private sectors must treat the differently abled employees with fairness and equality like non-disabled employees.
3. The HR Managers must keep in mind that differently abled individual have a good working capacity and that they are of great help to industrial field. And also, the HR managers would conduct training for these employees to further enhance their skills in the workplace and would boost their self esteem and motivation at the same time.
4. The differently abled employees of the study and those alike must give more importance to their work and become better at skill.
5. The significant others of the differently abled employees must help these individuals live out their lives by providing their needs especially on emotional aspect.
6. The future researchers should further conduct a study regarding differently abled employees and other factors influencing their work performance. This is to aid them and serve as their guide or basis for their study.