



De La Salle University – Dasmariñas

**Shift Schedule among Workers of N. T. Philippines
and Its Implication to Work Performance**

An Undergraduate Thesis
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ABSTRACT

NAME OF INSTITUTION : De La Salle University – Dasmariñas

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OBJECTIVES OF THE STUDY:

A. GENERAL

This study employed a descriptive-correlational research it aimed to describe the work performance of the day shift workers and the night shift workers and further find out the implication of shift work to the work performance of workers.

B. SPECIFIC

Specifically, this study attempted to answer the following questions:

1. What is the demographic profile of the line leaders according to:
 - a. Sex
 - b. Age
 - c. Marital status



- d. Educational attainment
 - e. Shift schedule
2. What is the work performance of day shift workers and night shift workers according to the following:
- a. Quantity of Work
 - b. Quality of Work
 - c. Work Attitude
 - d. Work Knowledge
 - e. Interpersonal Relationship
3. Is there a significant difference between the work performance of the day shift workers and the night shift workers?

SCOPE AND COVERAGE:

The study focused on the work performance of production operators who were working on a day shift and night shift. The respondents for this research are composed of line leaders who monitored the work performance of their fellow production operators in their respective production team through the use of performance evaluation sheet. The respondents were mainly evaluators of the shiftworkers. The study also covers a single company, the N.T. Philippines, located in Rosario, Cavite.

METHODOLOGY:

The study was carried out through a descriptive-correlational research design. Validated researcher-made evaluation sheet and questionnaire were distributed to 30 line leaders of N.T. Philippines, 15 respondents from the day shift, and the other half from the night shift. Data gathered from the evaluation were analyzed through t-Test statistical treatment. The responses from the questionnaire strengthened the results of the evaluation.



MAJOR FINDINGS:

1. The production operators of N.T. Philippines were entirely composed of females, and most of them were from the age group of 18 to 25 years old. Line leaders were also dominated by females, with very few men that are employed. Line leaders were mostly from the age group of 20 to 24.
2. Majority of the production operators and line leaders are single.
3. Workers from both day and night shifts claim that there are certain advantages and disadvantages about their current shift schedule. Respondents from both shifts expressed that the workers sometimes feel sleepy during working hours.
4. Statistics for each dimension of work performance show that quality of work and work attitude is slightly better in the day shift, while quantity of work and interpersonal relationship is slightly elevated in the night shift.
5. There is no significance difference in the work performance in the day shift and night shift workers. Both shifts provide very satisfactory work performance as evaluated by the line leaders.

CONCLUSIONS:

1. Majority of the line leaders were from the age bracket of 20 to 24. N.T. Philippines employs female factory workers ages 18 to 25.
2. In terms of marital status, there were more single than married workers in the production unit of N.T. Philippines.
3. All of the line leaders and production operators have finished secondary education, while some were able to graduate from college or vocational courses, and few were college undergraduates.
4. In general, work performance of the day shift workers was found to be very satisfactory. Each dimension of work performance was also found to be very satisfactory. Quality of work and work attitude was slightly higher in the day shift compared to the night shift which could be attributed to the presence of



the supervisors who could immediately correct the mistakes of the production operators and reprimand them for their misbehavior.

5. In general, work performance of the night shift workers was found to be very satisfactory. Each dimension of work performance was also found to be very satisfactory. Quantity of work and interpersonal relationship was somewhat elevated in the night shift, the probable cause is that there were fewer interruptions from work and that less number of supervisors increases the chances for workers to interact and relate more with each other.
6. There is no significant difference in the work performance of the day shift workers and the night shift workers.

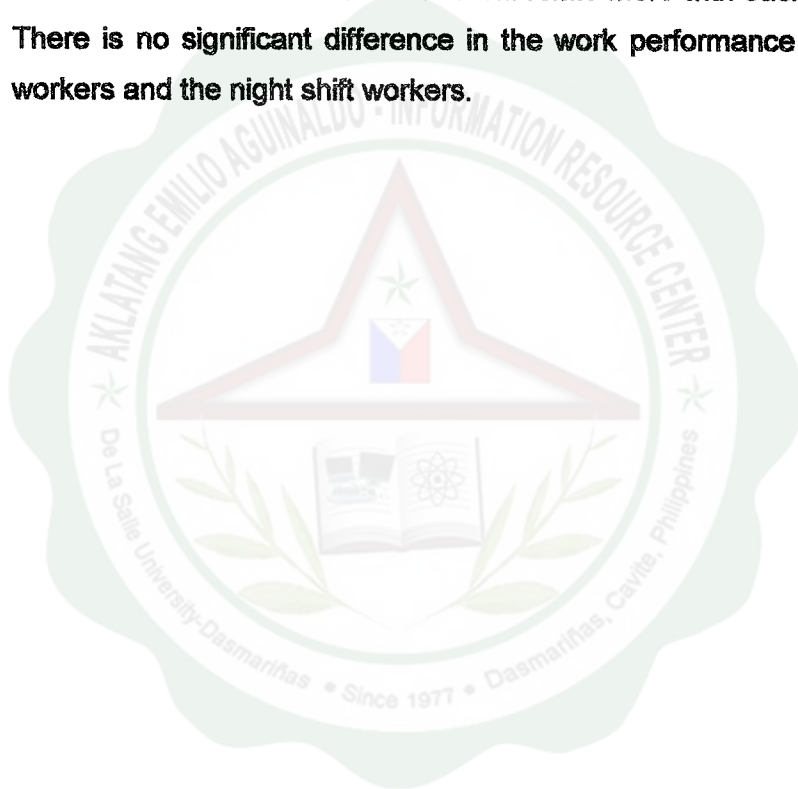




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- Certification from the Statistician

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- Letter to the Company

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