



# FACTORS AFFECTING WORK ENGAGEMENT AND PRODUCTIVITY OF ISAP EMPLOYEE

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## ABSTRACT

This study used descriptive qualitative research. This study used a self-designed 4-point Likert scale questionnaire for 67 participants. Using stratified sampling, 49.30% of ISAP employees are 20–25 years old. Employees are young and middle-aged. 34 women and 33 men participated. Most school administrators are unmarried, have a Bachelor's degree, and work full-time, with 62.5% having worked at International School of Asia and the Pacific for more than a year. "Agree" describes the factors that affect employee engagement and productivity, as evaluated by a randomly selected employee of the institution in terms of work environment, training, career opportunities, pay structure, employee wellness, and system and procedure. "Agree" can be used to describe professional development, recognition & rewards, communication & connection, and job engagement and productivity. Need refinement, successful, and excellent have "Agree" descriptors. The institution benefits from ISAP personnel' job engagement and productivity. Productivity should peak too. This research report will examine the Factors Affecting ISAP Staff Work Engagement and Productivity using a stratified sample strategy, a descriptive approach, a qualitative method, and a float questionnaire to 67 respondents. A company's success is due to its employees' efficiency. An organization's success depends on its staff. The study examines International School of Asia and the Pacific workers' work engagement and productivity elements and personalities. This study seeks to understand ISAP workers' involvement and productivity. Work environment, training, and career opportunities, compensation structure, employee wellbeing, system and procedures, career development, recognition & rewards, communication & relationships, needs improvement, and effective & exceptional. The study processed, that employees should work together to create a happy, motivated, and productive workplace to meet the organization's goals. Researchers also urge that administrators pay attention to employee orientation to better match their efforts with the payment structure, employee wellness, system, and procedure to achieve and drive the organization's goals and objectives.

**Key words:** *Employees, engaging employees, Productivity, Motivating Employee*

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## INTRODUCTION

The success of organizations depends on their knowledgeable, competent, and experienced workforce. Therefore, organizations must value continuous employee training and development in order to maintain sustainability. A large percentage of successful organizations consider the progress of their employees and subsequently invest in their training, providing development programs beneficial investments. This improves skill and competency, which boosts morale and productivity (Sheeba, 2011). Development appears to reduce employee attrition (Deckop et al., 2006). Thus, advancement



opportunities not only reduce tardiness, but they raise morale and decrease turnover by encouraging workers to stay put. (Atif et al., 2010). Employees who are motivated about their work and feel committed to their employer are more productive. Their motivation extends beyond personal factors, making them more focused and motivated than their colleagues who are disengaged. They are effective and committed to the success of the organization. Instead of emphasizing employee engagement, most organizations prioritize meeting deadlines and completing tasks. They frequently overlook the importance of employee enthusiasm for their work. Ten disengaged employees can contribute much less to the productivity of an organization than one engaged employee.

Training and development are crucial for all levels of employees. As a result of the fact that skills degrade and become obsolete over time, they must be replaced (Nishtha and Amit, 2010). The transformation of the rewards and recognition system is one method to increase employee engagement. Other methods involve encouraging a more positive workplace culture, establishing defined objectives for management and employees, and establishing paths for open communication.

This research study focuses on the factors affecting work engagement and productivity of employees in International School of Asia and the Pacific.

This study aims to identify the factors that influence employee engagement and productivity of ISAP employees, specifically how employee engagement and performance evaluation vary across groups and variables. Determine the connection between employee engagement and performance in order to improve productivity. And to determine their level of fulfillment to assess their performance. By this research study it will be a key aspect for ISAP employee to be heard within the institution for their concerns and recommendations. Their grievances for workplace concern regarding team management or regarding terms of their employment, work engagement and productivity. It will also be a strong reason for the institution on how to response for the concerns, complains and recommendations of their employees through their work engagement and productivity in the workplace within the institution.

## **METHODOLOGY**

### **Research Design**

The descriptive-inferential research strategy will be used for this investigation. It is generally agreed that a descriptive study is a study of the facts that requires careful analysis and interpretation. Since the study's goal is to identify the elements that influence ISAP workers' enthusiasm for and output during their shifts, the chosen methodology seems fitting. The assessment or evaluation research technique, by which motivation and output are typically referred to, will be used as part of the descriptive approach. Given the subjective nature of respondents' impressions and perceptions, a survey is a suitable method for this research. Using a descriptive approach allows researchers to characterize a situation as it will be experienced during the study and investigate its origins.



In order to draw reasonable findings and practical suggestions from this research, we chose for this methodology, which relies on collecting primary data from participants.

### **Respondents of the Study**

The 67 participants in this study are staff members from various College department programs at International School of Asia and the Pacific. Participants were chosen using a stratified random selection technique. This technique was used to gather information from a representative sample of people who were picked at random. In a nutshell, the pool of research respondents targeted by this sampling method is large enough to provide the necessary information for the study.

### **Research Instrument**

The Researchers used a self-made questionnaire as the major tool in gathering the needed information. The researchers disseminated the questionnaires to the research respondents through printed questionnaires whereas, research respondents will put a checkmark on the box that corresponds their answer.

The first part of the research questionnaire is based on the demographic profile of the respondents and their nature of employment. The second part was their factors affecting their work engagement and productivity. The third part was their level of work engagement. And the last part was their level on performance evaluation. The data gathering tool was structured as a 4-point Likert Scale. Whereas, for the second to last part of the questionnaire the following scale corresponds to respondents' choices; (4) Strongly Agree, (3) Agree, (2) Disagree and (1) Strongly Disagree). The questionnaire was ordered in such way that the participants will be able to answer easily.

### **Data Gathering Process**

The Researcher made a letter of approval address to the OIC President, Research Focal Person, ISAP Research Coordinator, Program Coordinator, College Dean, Research Director and to the Vice President of the International School of Asia and the Pacific to conduct the research study.

The Data for this research study were collected using survey questionnaire. The Researcher made a questionnaire validated by the professor of the subject and questionnaire then distributed to the respondents of the study which is the ISAP employees in Alimano Hills Peñablanca Cagayan. The Researcher explained the questions and instructed properly the respondents, to be able to understand the content of the study.

### **Data Analysis**

The Researchers used the frequency count and percentage distribution, weighted mean, One-way ANOVA and Independent T-Test to analyze and interpret the responses of the respondents of the study. These statistical tools are used to determine the Factors Affecting Work Engagement and Productivity of ISAP employees.



**Frequency and Percentage Distribution** This statistical tool is utilized to determine the frequency and percentage the respondents on the profile variables, Age, Sex, Civil Status, Highest Educational Attainment, Department or Offices, Job Status and Monthly Income of ISAP employees.

**Mean** This statistical tool is used to determine the mean of the respondent's responses.

**One-way ONOVA** To determine the significant difference between the assessment of the respondents on their level of work engagement and performance evaluation.

## RESULT AND DISCUSSION

**TABLE 1.1 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF AGE**

AGE	FREQUENCY	PERCENTAGE
20-25 years old	33	49.30
26-30 years old	28	41.80
31-35 years old	2	3.00
36-40 years old	3	3.00
41-50 years old	1	1.50
<b>TOTAL</b>	<b>67</b>	<b>100.00</b>

In the table 1.1, A greater percentage or 49.30 belong to the age 100.00 bracket of 20-25 years old. Followed by a frequency of 28 or 41.80 percent of the total population belongs to the age bracket of 26-30 years old. The remaining 6 respondents belongs to the age bracket of 31 to 50 years old. This implies that employees are in their young and middle adulthood stage whereby productivity is expected to reach its peak.

**TABLE 1.2 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF SEX**

SEX	FREQUENCY	PERCENTAGE
Male	33	49.30
Female	34	50.70
<b>TOTAL</b>	<b>67</b>	<b>100.00</b>

From the above table, majority or 50.70 percent of our respondents are females. While Males has a frequency of 33 with a percentage of 49.30 percent. This means that employees are female-dominated the males.



**TABLE 1.3 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF CIVIL STATUS**

<b>CIVIL STATUS</b>	<b>FREQUENCY</b>	<b>PERCENTAGE</b>
Single	59	49.30
Married	8	50.70
<b>Total</b>	<b>67</b>	<b>100.00</b>

In the table 1.3, in terms of their civil status, majority of the respondents are single that has a frequency of 59 with a percentage of 49.30. While 8 of 50.70 % of the respondents is married. This mean that are respondent are most likely single in their job employment.

**TABLE 1.4 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF HIGHEST EDUCATIONAL ATTAINMENT**

<b>HIGHEST EDUCATIONAL ATTAINMENT</b>	<b>FREQUENCY</b>	<b>PERCENTAGE</b>
High School	1	1.50
Bachelor's Degree	56	83.60
Master's Degree	10	14.90
<b>Total</b>	<b>67</b>	<b>100.00</b>

It can be seen from above that the Bachelor's Degree holder has the highest total frequency with 56 out 67 respondents with percentage of 83.60, followed by Master's Degree with a total frequency of 10 and with a percentage of 14.90 and last High School Graduate with a total of 1 and percentage of 1.50. This manifested that the highest educational attainment of our respondents has a Bachelor's Degree.



**TABLE 1.5 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF DEPARTMENT OR OFFICE**

DEPARTMENT OR OFFICE	FREQUENCY	PERCENTAGE
College of Information Technology and Engineering	2	3.00
College of Criminal Justice Education	2	3.00
College of Arts Sciences and Teacher Education	4	6.00
College of Business Education and Management	7	10.40
General Education Department	17	25.40
Administration	35	52.20
<b>TOTAL</b>	<b>67</b>	<b>100.00</b>

Table 1.5 show that the respondents come from 6 Department. Administration has the most number with 35 out of 67 respondents and with percentage of 52.20, followed by General Education Department with a total of 17 having 25.40 %, followed by College of Business Education and Management with total number of 7 and with percentage of 10.40, followed by College of Arts Sciences and Teachers Education with total number of 4 and with percentage of 6.00, Followed by College of Criminal Justice Education with total number of 2 and with percentage of 3.00 and lastly College of Information Technology and Engineering with total number of 2 and with percentage of 3.00. This means that among our respondents, Department from the Administration has the most likely affect their work engagement on the questions posited on the Stated of the Problem.

**TABLE 1.7 DISTRIBUTION OF THE RESPONDENTS IN TERMS OF MONTHLY INCOME**

MONTHLY INCOME	MEAN	PERCENTAGE
P5,000-P10,000	8	11.90
P10,001-P15,001	43	64.20
P15,001-P20,001	12	17.90
P20,001 and above	4	6.00
<b>TOTAL</b>	<b>67</b>	<b>100.00</b>

It can be seen from the table 1.7, approximately 64.20 percent of the research participants have a monthly income of 10,001 to 15, 001 pesos with a frequency mean of 43 out of 67 respondents. While 12 among the respondents have a monthly salary of 15,001 to 20,001 pesos or 17.90 percent. P5,000-



P10,000 and maximum of 20,000 has a weighted mean of 8 and 4 with a percentage of 11.90 and 6.00% respectively. This implies that employee's monthly income is ranging to 10,001 15,001.

**TABLE 2.1 ASSESSMENT ON THE RESPONDENTS 'ACTIVITY IN TERMS OF WORK ENVIRONMENT**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. The organization operate in a socially responsible manner	3.25	STRONGLY AGREE
2. The organization provide all the tools and materials needed in doing my job	3.16	AGREE
3. Do you have the basic amenities to feel comfortable and relaxed at work	3.21	AGREE
4. The organization dedicate to diversity and inclusiveness	3.22	AGREE
5. The organization's work positively impacts others' lives	3.27	STRONGLY AGREE
<b>CATEGORICAL MEAN</b>	<b>3.22</b>	<b>AGREE</b>

In the Table 2.1 shows the Mean assessment on the factors affecting the respondents 'Activity in terms of Work environment The Statement 1 "The organization dedicate to diversity and inclusiveness" with a mean of 3.22 and interpreted as Agree. "The organization's work positively impacts other is lives. Acquired the highest mean of 3.27 with descriptive meaning of Strongly Agree. "The organization provide all the tools and materials needed in doing my job has the mean of 3.16 resulting to a descriptive meaning of Agree. Resulting to an overall categorical mean of 3.22. This implies that the employee who takes part of this research activity feel that they are secured in their work environment. This further supported by literature Madhura Bedarkar, Deepika Pandita (2014) working environment and team and coworker interaction were found to have the most significant influence.



**TABLE 2.2 ASSESSMENT ON THE RESPONDENTS 'ACTIVITY IN TERMS OF TRAINING AND CAREER OPPORTUNITY**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. This organization encourage me to develop professionally and/or acquire new skills.	3.34	STRONGLY AGREE
2. This organization helps me to pursue a career path that aligns with my skills and interests.	3.33	STRONGLY AGREE
3. This organization provided as much initial training as I needed.	3.15	AGREE
4. This organization provides the training that can equip to do my job well.	3.21	AGREE
5. This organization provided as much ongoing training as I needed.	3.18	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.22</b>	<b>AGREE</b>

Table 2.2 Mean Assessment on the factors affecting the respondents Activity in terms of Training and Career Opportunity From the above table, Statement 1” This organization encourage me to develop professionally and/or acquire new skills” has acquired the highest mean of 3.34 with descriptive meaning of Strongly Agree. the lowest mean of 3.15 on “The organization provided as much initial training as I needed,” in the assessment of the employees in terms of Training and Career Opportunities has a total categorical mean of 3.22 and resulting to an overall descriptive meaning of Agree. This further supported by literature John Ugoani (2020) An organization's ability to review and improve the quality of its workforce's education and training, with an eye on encouraging and supporting the development of lifelong learning habits and techniques to maintain productivity over extended working periods, is greatly enhanced through performance appraisal.



**TABLE 2.3 ASSESSMENT ON THE RESPONDENTS 'ACTIVITY IN TERMS OF PAY STRUCTURE**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1.My pay is fair for the work I perform.	2.76	AGREE
2.Overall, I am satisfied with this organization's benefits package	2.90	AGREE
3.I am satisfied with my salary	2.61	AGREE
4. I am satisfied with opportunities for promotion, raises, and bonuses	2.87	AGREE
5.I am compensated in accordance with the terms of the contract.	2.96	AGREE
<b>CATEGORICAL MEAN</b>	<b>2.82</b>	<b>AGREE</b>

Table 2.3 Mean Assessment on the factors affecting the respondents 'Activity in terms of Pay Structure "I am compensated in accordance with the terms of the contract" in the statement 5 has acquired the highest mean of 2.96 with a subsequent descriptive meaning of Agree. "I am satisfied with my salary" has the same descriptive meaning of Agree and a weighted mean of 2.61. Resulting to an overall categorical mean of 2.82 and with a described meaning of Agree. This further supported by literature Muhammad Baqir, Sajid Hussain, Rashid Waseem, KM Anwarul Islam (2020) Employees might be motivated to improve their performance with the help of rewards and recognition programs and encouraging leadership.



**TABLE 2.4 ASSESSMENT ON THE RESPONDENTS 'ACTIVITY IN TERMS OF EMPLOYEE WELLNESS**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. The workload assigned to you allow you to achieve a healthy work-life balance	3.00	AGREE
2. The organization give you a reasonable workload	3.10	3.10
3. The organization allow you to allocate time to physical fitness	2.94	AGREE
4. The organization allow you to spend enough time with family, friends, non-work activities	2.94	AGREE
5. The organization allow you to take enough vacation time throughout the year	2.90	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.00</b>	<b>AGREE</b>

Table 2.4 Mean Assessment on the factors affecting the respondents 'Activity in terms of Employee Wellness The item "The organization give you a reasonable workload" has acquired the highest weighted mean of 3.10 with a described meaning of Agree. "The organization allow you to allocate time to physical fitness" and "The organization allow you to take enough vacation time throughout the year" has a weighted mean 2.90 with a total categorical mean of 3.00 and has and overall descriptive result of Agree. The assessment of the employee on the Activity in terms of employee wellness a great impact on their work. This further supported by literature Chandra Sekhar Patro(2013) Only when workers are happy in their positions, have faith that the company supports them, and have a competent HR manager can they exhibit such caring attitudes and behaviors.



**TABLE 2.5 ASSESSMENT ON THE RESPONDENTS 'ACTIVITY IN TERMS OF SYSTEM AND PROCEDURES**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. Am I inspired with the purpose and mission of my organization	3.13	AGREE
2. The organization maintain high standard	2.96	AGREE
3. The organization guarantees an operational procedure and decision-making process that uniform and consistent across cases	3.13	AGREE
4. The organization have a development plan to aimed and improves employees' skills	3.12	AGREE
5. The organization provide a date when the policy was developed or updated	3.13	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.10</b>	<b>AGREE</b>

Table 2.5 Mean Assessment on the factors affecting the respondents 'Activity in terms of System and Procedures The 3 items "Am I inspired with the purpose and mission of my organization", "The organization guarantees an operational procedure and decision-making process that uniform and consistent across cases" and "The organization provide a date when the policy was developed or updated" has acquired the same weighted mean of 3.13 and a descriptive meaning of Agree, The overall weighted also suggest that majority of the respondent a descriptive meaning of "Agree" to the above-mentioned situation as shown in the categorical mean of 3.10, This table shows that in terms of System and procedure of the organization are well developed. This further supported by literature Susan Abraham(2012 )Management has taken all precautions to ensure that there are sufficient programs and initiatives in place to meet the needs of their staff. However, they recognize that contentment is not guaranteed to boost output.



**TABLE 3.1 ASSESSMENT ON THE LEVEL OF WORK ENGAGEMENT IN TERMS OF CAREER DEVELOPMENT**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. I am satisfied with the job-related training my organization offers.	3.13	AGREE
2. I am satisfied that I can apply my talents and expertise in the organization.	3.33	STRONGLY AGREE
3. The organization provides opportunities for me to develop to the next level.	3.21	AGREE
4. The organization prioritizes formal learning and training opportunities for me on an annual basis.	3.21	AGREE
5. The organization encourages my technical growth and development.	3.22	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.22</b>	<b>AGREE</b>

Table 3.1 Mean Assessment on the level of work engagement in terms of Career Development Among the items, “I am satisfied that I can apply my talents and expertise in the organization.” Has acquired the highest weighted mean of 3.33 with a described meaning of “Strongly Agree,” While the above Statement “I am satisfied with the job-related training my organization offers.” descriptive meaning of “Agree” with the lowest mean result of 3.13 This means that the categorial mean average the level of work engagement in terms of Career Development has resulting to “Agree.” and a categorical mean of 3.22. This further supported by literature Maimuna Muhammad Nda, Rashad Yazdani Fard (2013 ) investing in training and development is critical to maximizing an organization's human resources.



**TABLE 3.2 ASSESSMENT ON THE LEVEL OF WORK ENGAGEMENT IN TERMS OF RECOGNITION AND REWARDS**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. I feel valued and appreciated at work.	3.24	AGREE
2. The organization gives me enough recognition for work that is well done		
3. Is the organization's recognition program fair	3.06	AGREE
4. The organization reward system followed genuinely.	3.12	AGREE
5. I am satisfied with the recognition/reward that I got.	3.10	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.15</b>	<b>AGREE</b>

Table 3.2 Mean Assessment on the level of work engagement in terms of Recognition and Rewards From the above table, All the Item Statements has the same descriptive meaning of "Agree" but the Statement "I feel valued and appreciated at work" has the highest acquired percentage of 3.24. "Is the organization's recognition program fair" 3.06 mean, resulting to an overall of 3.15 weighted mean and a descriptive mean of Agree. This Table shows that the level of Work engagement in terms of recognition and rewards was majority agreed on the organizations program. This further supported by literature Maimuna Muhammad Nda, Rashad Yazdani Fard ( 2013 ) Companies that invest in their employees by providing them with opportunities to learn and grow reap rewards in the short and long term.



**TABLE 3.3 ASSESSMENT ON THE LEVEL OF WORK ENGAGEMENT IN TERMS OF COMMUNICATION AND RELATIONSHIP**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. This organization effectively communicates its progress towards meeting departmental goals.	3.28	STRONGLY AGREE
2. This organization makes a strong effort to minimize discrimination.	3.19	AGREE
3. This organization treats me like a person, not a number.	3.19	AGREE
4. The organization respects and works as a team.	3.24	AGREE
5. The organization builds collaboration with honest effort.	3.25	STRONGLY AGREE
<b>CATEGORICAL MEAN</b>	<b>3.24</b>	<b>AGREE</b>

Table 3.3 Mean Assessment on the level of work engagement in terms of Communication and Relationship Above Table, resulting to 3.24 Categorical mean in level of work engagement in terms of Communication and Relationship has a descriptive meaning of Agree, the statement with the highest mean “This organization effectively communicates its progress towards meeting departmental goals.” And lowest mean “This organization makes a strong effort to minimize discrimination and “This organization treats me like a person, not a number. Last items below with the same weighted mean of 3.19. this table shows that the organization Relationship with employees has an effective progress in their work. This further supported by literature Madhura Bedarkar, Deepika Pandita (2014) Focusing on communication, work-life balance, and leadership, the study delves into the notion of employee engagement and sheds light on important determinants of employee engagement.



**TABLE 4.1 MEAN ASSESSMENT ON THE PRODUCTIVITY IN TERMS OF NEEDS IMPROVEMENT**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. Inconsistent interactions with co-workers/management.	2.76	AGREE
2. Takes no little to initiatives, even with prompting.	2.76	AGREE
3. Inconsistently demonstrate and does not fully perform all requirements and duties in the organization	2.70	AGREE
4. Work is regularly incomplete and have not mastered key job responsibilities	2.55	AGREE
5. Often misses deadlines.	2.40	DISAGRE
<b>CATEGORICAL MEAN</b>	<b>2.64</b>	<b>AGREE</b>

Table 4.1 Mean Assessment on the Productivity in terms of Needs Improvement It can be gleaned from the result that the Statement “Inconsistent interactions with co-workers/management” and “Takes no little to initiatives, even with prompting,” has acquired the same highest weighted mean of 2.76 with a Agree result. the lowest mean on “Often misses deadlines” 2.40 n resulting to a descriptive meaning of Disagree. Overall Categorical mean of 2.64 and a descriptive mean of Agree. thus, implies that in terms of Needs Improvement they often miss deadlines. This further supported by literature John Ugoani (2020) Increased output is possible because to the motivation that drives employees to strive for excellence and realize their full potential. Getting more done with the same or fewer resources enhances an organization's bottom line, making productivity a key indicator of success.



**TABLE 4.2 MEAN ASSESSMENT ON THE PRODUCTIVITY IN TERMS OF SUCCESSFUL**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. Meet goals of the organization's set for the year	3.25	STRONGLY AGREE
2. Consistently interacts effectively with co-workers/management	3.21	AGREE
3. Perceived by co-workers, managers etc. As collaborative, skilled, and reliable.	3.16	AGREE
4. Possesses full depth and breadth of role knowledge	3.21	AGREE
5. The organization regularly meet and sometimes exceed expectations and role requirements	3.21	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.21</b>	<b>AGREE</b>

Table 4.2 Mean Assessment on the Productivity in terms of Successful In “Meet goals of the organization’s set for the year.” As shown in the table above, in terms of Successful a 3.25 highest weighted mean is Strongly Agree. on the Statement with lowest mean of 3.16 on “Perceived by co-workers, managers etc. As collaborative, skilled, and reliable” with a descriptive meaning of Agree. It shown that among the 5 Items of Statement 3.21 total of categorical mean has general descriptive meaning of Agree. Thus, this implies that the organization productivity in terms of successful has meet the goal of the organization. This further supported by literature Ologbo C Andrew, Saudah Sofian (2012) An important individual component that impacts both measures of engagement and the work results was found to be the support of coworkers, indicating a considerable difference between job engagement and organization.



**TABLE 4.3 MEAN ASSESSMENT ON THE PRODUCTIVITY IN TERMS OF EXCEPTIONAL**

<b>STATEMENTS</b>	<b>MEAN</b>	<b>DESCRIPTION</b>
1. The organization significantly and consistently exceed expectations and role requirements.	3.18	AGREE
2. The organization exceeds goals set for the year.	3.13	AGREE
3. Demonstrate exceptional depth and breadth of knowledge, highly recognized by others within the organization.	3.16	AGREE
4. Demonstrate role model behavior for other supervisors/staff members to emulate.	3.19	AGREE
<b>CATEGORICAL MEAN</b>	<b>3.17</b>	<b>AGREE</b>

Table 4.3 Mean Assessment on the Productivity in terms of Exceptional “Demonstrate role model behavior for other supervisors/staff members to emulate” in the Item 4 has acquired the highest general weighted mean of 3.19 with subsequent descriptive meaning of Agree. “The organization exceeds goals set for the year” has descriptive meaning of Agree and have the lowest weighted mean of 3.13 respectively. Overall, the assessment of the employee’s productivity in terms of exceptional has majority agree that it is the respondents are highly recognized within the organization. This further supported by literature Malesedi Moletsane, Orthodox Tefera, Stephen Migiro (2019) Human Resource (HR) strategies that promote open lines of communication between management and staff, as well as initiatives to enhance working conditions, might help the company's leadership accomplish this goal.



**TABLE 5.1 DIFFERENCE BETWEEN THE ASSESSMENT OF THE RESPONDENT ON THE FACTORS AFFECTING THEIR ACTIVITY TO THEIR PROFILE VARIABLE**

VARIABLES		TRAINING AND CAREER OPPORTUNITIES	WORK ENVIRONMENT	PAY STRUCTURE	EMPLOYEE WELLNESS	SYSTEM AND PROCEDURE
AGE	f/t-value	.553	1.012	.365	.841	.330
	p-value	.697	.408	.833	.505	.857
SEX	f/t-value	.571	.085	1.260	.004	1.047
	p-value	.453	.772	.266	.948	.310
CIVIL STATUS	f/t-value	.090	.267	.968	.113	.008
	p-value	.765	.607	.329	.738	.931
HIGHEST EDUCATIONAL ATTAINMENT	f/t-value	.091	.161	.589	1.113	.025
	p-value	.913	.852	.558	.335	.976
DEPARTMENT OR OFFICE	f/t-value	1.526	1.727	3.026	2.526	3.020
	p-value	.195	.142	.017	.038	.017
YEARS IN SERVICE	f/t-value	.654	.912	1.524	1.275	.831
	p-value	.524	.407	.226	.286	.440
JOB STATUS	f/t-value	.071	.004	.970	.554	.080
	p-value	.931	.996	.384	.577	.923
MONTHLY INCOME	f/t-value	.079	.353	1.185	.492	.189
	p-value	.971	.787	.323	.689	.903

The data show that age, sex, civil status, highest educational attainment, years in service, employment status, and monthly income do not affect respondents' activity. The estimated p-value exceeds 0.05. However, the department/office and the factors affecting their activity in terms of pay structure, employee wellness, and system and procedure indicate a positive and significant relationship, manifesting a much lower p-value (.017, .038, and 0.17) at 0.05 significance level, rejecting the null hypothesis. Thus, literature supports this. Madhura Bedarkar, Deepika Pandita (2014) Employee engagement is becoming a competitive advantage in these tough times. The study examines



employee engagement through communication, work life balance, and leadership. This study will evaluate how these determinants affect worker productivity and satisfaction.

**TABLE 5.2 DIFFERENCE BETWEEN THE ASSESSMENT OF THE RESPONDENTS ON THEIR LEVEL OF WORK ENGAGEMENT TO THEIR PROFILE VARIABLES**

VARIABLES		CAREER DEVELOPMENT	RECOGNITION AND REWARDS	COMMUNICATION AND RELATIONSHIP
AGE	f/t-value	.977	1.190	.873
	p-value	.427	.324	.486
SEX	f/t-value	.027	.167	.146
	p-value	.869	.684	.704
CIVIL STATUS	f/t-value	.042	.041	.095
	p-value	.837	.841	.759
HIGHEST EDUCATIONAL ATTAINMENT	f/t-value	.163	.561	.088
	p-value	.841	.574	.916
DEPARTMENT OR OFFICE	f/t-value	2.676	2.526	2.187
	p-value	.030	.038	.067
YEARS IN SERVICE	f/t-value	.688	.828	.866
	p-value	.506	.442	.426
JOB STATUS	f/t-value	.291	.259	.202
	p-value	.749	.773	.818
MONTHLY INCOME	f/t-value	.877	.481	.788
	p-value	.458	.741	.505

The data show that age, sex, civil status, highest educational attainment, years in service, employment status, and monthly income do not affect respondents' activity. The estimated p-value exceeds 0.05. However, the department/office and the factors affecting their work engagement in terms of career development and recognition and rewards show a positive and significant relationship, with a much lower p-value (.030 and .038) at 0.05 significance level, rejecting the null hypothesis. Literature confirms. Chandra Sekhar Patro(2013) Employee involvement impacts output. Every organization should want happy, fulfilled employees. Employee engagement and customer satisfaction affect the



bottom line. Engaged employees care about their work and the company's goals and procedures. Workers can only be caring if they are pleased in their jobs, believe the company supports them, and have a good HR manager. Nishtha and Amit (2010). Changing the incentives and recognition system can boost employee engagement. Encourage a positive company culture, set management and employee goals, and open communication.

**TABLE 5.3 DIFFERENCE BETWEEN THE ASSESSMENT OF THE RESPONDENTS ON THEIR PRODUCTIVITY TO THEIR PROFILE VARIABLES**

VARIABLES		NEEDS IMPROVEMENT	SUCCESFULL	EXCEPTIONAL
AGE	f/t-value	.419	.609	.564
	p-value	.794	.658	.690
SEX	f/t-value	.081	.167	.072
	p-value	.777	.684	.790
CIVIL STATUS	f/t-value	.892	.626	1.990
	p-value	.349	.432	.163
HIGHEST EDUCATIONAL ATTAINMENT	f/t-value	.907	.391	.039
	p-value	.409	.678	.962
DEPARTMENT OR OFFICE	f/t-value	.578	2.493	1.281
	p-value	.717	.040	.284
YEARS IN SERVICE	f/t-value	2.027	1.499	1.458
	p-value	.104	.231	.240
JOB STATUS	f/t-value	.639	.078	.948
	p-value	.531	.925	.393
MONTHLY INCOME	f/t-value	2.542	1.247	.846
	p-value	.064	.300	.474



The data show that age, sex, civil status, highest educational attainment, years in service, employment status, and monthly income do not affect respondents' activity. The estimated p-value exceeds 0.05. The null hypothesis is rejected since the department/office and the factors impacting their productivity show a positive and significant connection with a substantially lower p-value (.040) at 0.05 significance level. (Sheeba, 2011) Organizations succeed with skilled, capable, and experienced workers. Thus, firms must prioritize staff training and development to survive. Most successful companies spend in employee development programs. This enhances morale, productivity, and skill.

## **CONCLUSIONS**

According to the results, workers at the International School of Asia and the Pacific are optimistic, methodical, and systematized in their approach to the workplace. The staff at ISAP is unanimous in their belief that the organization is doing well. The institution has put into place a well-mannered staff that helps it achieve its goals and objectives. The institution also offers training and development to help workers maximize their unique skills for the good of the business. Staff members report a positive work environment as a result of the institution's emphasis on professional development opportunities. It encourages people to put up greater effort in order to help the institution succeed. On the other side, employees are greatly driven to execute their jobs properly and be productive by the institution's incentives and recognition programs, which are well implemented and provided.

## **RECOMMENDATIONS**

The researchers of the study also recommend administrators focus on improving employee training to ensure that workers are making efforts that are in keeping with the organization's payment structure, employee wellness, system, and procedure. The accomplishment of the firm's aims will be facilitated by this.

A career in school administration may also provide employees with the opportunity to explore new interests that could prove useful down the road.

The researchers behind the study also recommended that school leadership prioritize cultivating personnel who are goal-oriented, communicate effectively with one another, and are efficient with their time. As a result, the group would be better able to achieve its objectives.

The researchers also recommended that management recognize employees for the efforts they make at work and the expertise they bring to the company. Employees that consistently go above and above for the firm should be rewarded not only at special events but also daily. Motivated workers are better for the development of any company.



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