

# IMPACT OF EMPLOYEE MOTIVATION ON ORGANIZATIONAL PRODUCTIVITY IN HCH CORPORATION

(Student Collaborative Research)

By

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## Abstract

*Employee motivation brings an impact on organizational productivity considering that the institution being studied was found to provide the necessary requisites starting from safety mandate down to the benefits needed for every employee. When it comes to motivating employees, the management is so concerned with putting on top of every situation. Management knows the consequences of labor turnover and hence, keeping people is far better than hiring a new one. The overall assessment of the employee being surveyed were both enthusiastic and manifested that they possess a good working relationship with their co-workers. Due to the uncertainties, continuing adjustments are needed for every business organization to be able to stay in active, and at the same time, keeping potential and talented employees is a must. In the business context, a combination of employee participation practices such as delegation and consultation and employee compensation can be a unique idea and methodology that could help organizations to achieve success, and employee retention is considered as the heart of every organizational stretch. Finding is somewhat favorable to the company since employees show a positive response in terms of employee performance. The degree of competition is always challenged by the changing environment and the imposition of the quality system is considered the stronghold for every business to stay on top. The overall findings are somewhat favorable to the firm and employees do not find difficulty working with the organizations they are in suggests that management should maintain a clear leadership and communicate to workers their long-term goals so that employees will be well informed. They should be open to ideas from the rank and file considering that since they are on the business front lines, their contribution is very beneficial for the future management agenda as a basis for improvement.*

**Keyword:** *Impact of employee motivation on organizational productivity in HCH Corporation*

## Introduction

The success of every business alike lies largely on how committed, dedicated, responsible, and possesses a result-oriented mentality of the workforce within. Motivation is a term, that is somewhat used and abused word but not everyone has done closer to being perfect since the requisite embraced thereto although it is doable and much refuse for some unknown reasons. Motivation for an employee is reflected in the one who represents the company since their presence energizes them depending on how the organization deals with the goals and long-term objectives. Regardless of some environmental concerns that pave the way and the directions of the company, motivating employees is always a management concern. Traditionally, and in the old management practices, there are two areas where they concentrated

much on motivating employees by providing them with either the intrinsic or the extrinsic form. However, as the world becomes complex, the old motivation practices seem to fade, and strengthening this aspect is embodied with some universal terms such as empowerment. An empowered employee perform far beyond receiving the two motivation (the extrinsic and intrinsic) since being empowered means that the management does not only treat you as a mere employee but at the same time, you represent as part of somebody in the organization. Being empowered, you can make decisions, you are being entrusted, listened to, allowed to express ideas, and recommends some plan of action for the betterment of the company. In the old management practice, owners do not allow the so-called delegation of responsibilities since they fear that all/her time spent in building the company and the years spent in developing will not be sustained and will result in nothing. This mindset is no longer prevalent considering that once the owner/entrepreneur is in doubt to anyone, delegation is impossible. In the international arena, success testimonials reveal that there is a positive contribution to business success through motivation and delegation, and once there is a low motivation among employees can be harmful so, they should be mindful and do away with the possible pitfall.

On the other hand, motivation will result in productivity in the overall environment of the firm especially when people have the feeling of being secure. A common problem arises o every organization that fails to apply the motivational technique will result in employee turnover. Motivation is costly on the part of the employer, however, to keep the business going and excel in the field, this is the ultimate solution. Turnover seems disadvantageous to every firm since hiring is more costly than retaining employees. Some companies even provide other benefits over and above the tangible and the intangible form just to keep people because an expert says, people is not replaceable by machine. Něme Čková, I. (2017) said that the success or failure of each company in a competitive environment is dependent on many factors and key parameters such as human potential. Peter Drucker in his book predicted that knowledge and those identified as knowledge workers would become an essential capital and decisive capital. Motivation is an important driving force for the development and competitive advantage of each company is human capital, knowledge-based work teams employees who work in a knowledge-based society. With this instance and revelation gained from experiences, firms can now have a clear picture of the importance of motivation and are technically able to apply for their advancement.

## Method

A quali/quantitative method was used in this study and randomly selected 176 respondents that comprise the rank and file employees. Since the time that this study was conducted, government restrictions are still in effect and the Inter-Agency Task Force (IATF) enforced policy, the mode of data gathering is a combination of limited face to face and utilizes a platform as a mechanism that supplements the efforts of the data gathering. The target respondents were given an equal opportunity to answer the same questionnaire where responses are recorded for further analytical review. Those respondents not available during the conduct of this study were interviewed using the social media platforms like calls by setting an appointment. Google meets, and even Skype whenever is convenient to respondents. Information gathered was carefully tallied and tabulated to ensure its veracity, credibility, and validity. The respondent's observation covering twelve (12) months from June 2020 to 2021 was used to benchmark some competent initiatives in sustaining its operation. Reinforced data from other sources like the Department of Labor and Employment (DOLE). Some important information drawn from selective face-to-face interviews following the mandated safety protocol from the Inter-Agency Task Force (IATF) is carefully observed. Thus their executive reports received descriptively were triangulated to the ethnographic notes of the field researchers on the period specified. Since the study deals with the effect of customer loyalty on organizational performance in the case of the Katipunan Bank, the element of "truth"

in the qualitative data, exchange of ideas, and other methods of generating prepondering shreds of evidence were carefully recorded.

## **Findings and Discussions**

The impact of employee motivation on organizational productivity in HCH corporation consider the 1) Working conditions, 2) employee relationship and 3), compensation, 4) employee performance, and 5) quality management are among the necessary elements that need to be strengthened as it is believed that having all these factors contribute to achieving organizations long-term goals and thus, the findings below are:

### **On working condition**

Is a estate of providing cracking atmosphere to workers for them to become efficient and productive in the workplace. According to *Lee, C., & Park, S. (2021)*, working conditions are defined as the physical and psychological environment in the workplace and the interaction of employees with their organizational climate. The term does not only limit to providing a physical and structural element for one to be in a good working condition, however, working condition is also far beyond what the term defines. Safety, security, and healthcare are among the components of a good working condition. To have good working conditions in the workplace, the government initiate a mandate that since employees are prone to different challenges such as physical risk and occupational accidents, they need to be protected. Another element that embraces the working condition is having self-awareness of the employees and their organization in terms of the necessity to use the basic solution in ensuring occupational health and safety, and complex personnel policies ensuring the fairness of working conditions, often developed at a philosophical-ethical and economic level. Therefore, the problems of working conditions for employees do not only concern the enterprise which employs the employee, but they are also part of the socio-economic governance that ensures its sustainability, *Cierniak-Emerych, A., & Golej, R. (2020)*. a good working condition is further explained using the diagram in figure 1.



The above diagram identifies some element that embraces an organizational standard of good working condition. As supported by the study of Ngwenya, V. C. (2021), to deliver quality work performance to employees for them to become effective and competitive, employees must enjoy the fair pay, which is commensurate with the noble exercise of their profession and as a way of motivation and retain a good image and as an example. This study was conducted to ascertain that there is an element that impacts employee motivation on the organizational productivity of every organization. Using the instrument to survey the targeted respondents reveal that the employee surveyed "disagree" that they experience discomfort in the workplace like heat, excessive noise, cold, exposure to offensive odors, absence of the use of protective gears, safe against moving machinery while working. Both elements contained in the survey found out that the surveyed employees whose responses are used to determine whether they experienced some discomfort while working means that they are not in any way experiencing the series of questions contained in the survey. This implies that the institution being studied provides the necessary requisites starting from safety mandates down to benefits needed for every employee. Further, this finding concluded that when it comes to motivating employees, the management is concerned putting on top of everything the employee safety, and concern about the employee welfare for them to remain loyal, motivated, and productive employees. Also, the top management knows the consequences of labor turnover, and hence, keeping people is far better than hiring a new one.

Table 1. Presents the finding of the respondents in terms of better working conditions.

<i>Indicators</i>	<i>Mean</i>	<i>Interpretation</i>	<i>Description</i>
1. <i>I experienced excessive heat.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
2. <i>I experienced excessive noise.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
3. <i>I experienced excessive cold.</i>	2.0	<i>Disagree</i>	<i>Productive</i>
4. <i>I am exposed to offensive odor.</i>	2.0	<i>Disagree</i>	<i>Productive</i>
5. <i>I am required to wear personal protection equipment.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
6. <i>I work on an uneven walking surface.</i>	2.0	<i>Disagree</i>	<i>Productive</i>
7. <i>I work around machinery with moving partners.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
8. <i>I work around heavy equipment.</i>	2.0	<i>Disagree</i>	<i>Productive</i>
9. <i>I work near others.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
10. <i>I work around moving objects or vehicles.</i>	2.1	<i>Disagree</i>	<i>Productive</i>
<b><i>General Average</i></b>	<b>2.6</b>	<b><i>Agree</i></b>	<b><i>Moderately productive</i></b>

## On Employee Relationship

Employee relationship is one of the many elements that motivate an employee to perform in the workplace. A good employee relationship reduces stress and is tantamount to having an atmosphere good working spirit. The organization surrounded by many employees with an astounding environment produces productivity and a greater impact on the organization. A study that explores the impact of internal strategic communication and relationships management with employees for organization resilience, ineffective, and internal crisis communication, thereby filling the gap bring forth productivity, Kim, Y. (2021). This study even extends the scope of current crisis communication theories to emphasize managerial efforts directed at organizational resilience. Practical insights for developing an organization denotes investing in two-way symmetrical communication and positive employee relation. The relationship can be between organization to organization, between co-workers, between an employee and his/her boss, and between another member of management. In an organizational setup, if an individual spends his/her maximum time at the workplace with his fellow workers or even more than the maximum hours in a day manifest that there is a presence of good employee relationship. There is always a good relationship with everyone in the organization when respect is shared among the workers within. It will create a feeling of being comfortable with each other due to a healthy environment which results in productivity.

A study was designed to conduct an assessment of the presence of this variable component to impact the employee motivation on organizational productivity of the HCH Corporation. The effort is designed to know if the motivating employee has tangible exhibits of productivity resulting to improve the business. The result of the study is presented in tabular matrix form for analysis and the result is shown in the table.

Table 2. Presents the finding of the respondents in terms of relationships with co-workers.

<i>Indicators</i>	<i>Mean</i>	<i>Interpretation</i>	<i>Description</i>
<i>1. I encouraged an open and collaborative environment.</i>	<i>3.1</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>2. I give moral support</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>3. I resonate positively</i>	<i>3.1</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>4. I develop trust with my workmates.</i>	<i>3.1</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>5. I witness favoritism.</i>	<i>3.1</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>6. I respect my workmates.</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>7. I compete with my workmates.</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>8. I had a great time with my workmates.</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>9. I share personal issues and troubles.</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>10. I always listen.</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately Productive</i>
<i>General Average</i>	<i>3.0</i>	<i>Agree</i>	<i>Moderately productive</i>

The finding was revealed from the above table that when it comes to the relationship of the co-workers found out that the respondents surveyed agree on all elements contained in the instruments as such, they are encouraged with an open and collaborative environment, and they are provided with moral support, they can resonate positively, develop trust to their co-workers, that the company does not practice favoritism, healthy competition is played between workers, spending great time with a workmate, the company allows sharing personal issues and troubles, and the organization listens to their employee. The overall assessment of the employee being surveyed were both enthusiastic and manifested that they possess a good working relationship with their co-workers. This employee behavior is somewhat reflective of the organization as an old saying goes "*what you eat, you are*" which simply means that since employees behave the way they used to be, defines the standard set forth by the organization. However, since people are sometimes influenced by the external environment, the organization should bear in mind that keeping people remains to be their primordial concern.

### **On Compensation**

Is simply a remuneration awarded to an employee in exchange for their services or practically an individual contribution to the business. It can be their time, knowledge, skill, abilities, and commitment to the company. This is very important for every organization as it provides an impact on employee motivation on the organizational productivity of every company. The agency-led the Department of Labor and Employment (DOLE), continuously conducts the so-called employee compensation program (ECC). This is a very important element in every business organization since this is the major means of survival for employees. The agency is advocating training and seminar aimed at strengthening the linkage between the ECC and the DOLE. This initiative is the primordial concern of the agency to create awareness of the employee and one way of increasing workers' awareness concerning social protection and safety. According to Khalid, K., & Nawab, S. (2018), in this era of hyperactive environment, the formulation

and implementation of traditional human resource management (HRM) strategies and practices are not enough to retain a talented workforce. In short, the compensation plan of every organization changes from time to time as the environment changes since there are many factors contributory to it. According to (Kashyap & Rangnekar, 2014), with the inclusion of more and more generation X and Y employees in the workforce, utilization of these traditional retention strategies is becoming less effective to meet the requirements of these generations. Organizations are compelled to find ways to be more adaptive, complaisant, and cooperative as the challenges and pressures of competition in the global changing markets are nerve breaking and highly intense, (Park, Appelbaum, & Kruse, 2010). Due to the uncertainties, continuing adjustments are needed for every business organization to be able to stay in business and at the same time, keep the potential and talented employees. In the business context, a combination of employee participation practices such as delegation and consultation and employee compensation can be a unique idea and methodology that could help organizations to achieve success, and employee retention is considered the heart of organizational success, (Yukl, 2010). As compensation used to be the yardstick in measuring employee performance, the study was born and designed to deepen the their understanding on the importance and impact to organizational success.

Table 3. Presents the finding of the respondents in terms of compensation and salary package.

<i>Indicators</i>	<i>Mean</i>	<i>Interpretation</i>	<i>Description</i>
<b>1. I am satisfied with my life insurance benefit.</b>	2.9	<i>Agree</i>	<i>Moderately productive</i>
<b>2. I am satisfied with my health benefits package.</b>	3.0	<i>Agree</i>	<i>Moderately productive</i>
<b>3. I am satisfied with my salary.</b>	3.0	<i>Agree</i>	<i>Moderately productive</i>
<b>4. I am satisfied with receiving my opportunities for promotion, raises, and bonuses.</b>	2.9	<i>Agree</i>	<i>Moderately productive</i>
<b>5. I am satisfied with my retirement plan.</b>	2.9	<i>Agree</i>	<i>Moderately productive</i>
<b>6. I am satisfied with my financial benefits.</b>	2.9	<i>Agree</i>	<i>Moderately productive</i>
<b>7. I receive payment for holidays together with my salary.</b>	3.0	<i>Agree</i>	<i>Moderately productive</i>
<b>8. I am satisfied with the number of vacation, sick, and personal days that I receive.</b>	3.0	<i>Agree</i>	<i>Moderately productive</i>
<b>9. I am satisfied with my paid time off.</b>	3.0	<i>Agree</i>	<i>Moderately productive</i>
<b>10. I am satisfied with my working hours.</b>	2.9	<i>Agree</i>	<i>Moderately productive</i>
<i>General Average</i>	<b>3.0</b>	<b><i>Agree</i></b>	<b><i>Moderately productive</i></b>

The above table reveals the findings of the study conducted at the HCH Corporation about the compensation package provided by the company and uses their employees as respondents of the study. The finding shows that the employee agrees to terms of compensation which means that they are moderately productive and motivated the way in terms of satisfaction with providing an insurance package, the provision of health benefits, salary, opportunities and promotion, increases and bonuses, financial benefits, payment of holidays, vacation and another form of benefits, paid overtime and off time, and in terms of the working hours. This finding implies that something has to be done by the company since the employee as respondents are not inclined and satisfied with what they received. This suggests

that a review of the benefits package and salary adjustment is needed to keep potential and loyal employees.

### **On Employee Performance**

As a saying goes, if you want to ensure the exponential growth of your business, then you must understand the importance of measuring employee performance. Performance is measured by the way workers perform within. It is a tool used to determine the organization's standing in the aspects of revenue generation and profits. This is very important for the firm since the non-performing employees have no room to stay in the business organization since they became a liability instead of being an asset to the firm. This is the role of the human resource manager to track down the employee performance so that action and decisions can be taken at a proper time and venue. According to Owen et al., (2020), work placement is the assigning of employees to handle specific and well-defined task that depends on their abilities and skill. The statement was supported by the study of Endang Suswati (2021), that this is a challenge that must be faced by managers in improving employee performance. To place the employee in the job that follows their respective personalities, managers need to recognize the personalities of their subordinates well. It will not only give a positive effect on employees. Recognizing the personality of each employee will also have a positive impact on the company because employees feel comfortable. This statement holds since a well-motivated employee increases their performance and hence, management should look upon them in a more specific way. Owen further stresses that motivation can be described as a process in which one's internal energy is directed towards various goals in one environment. It can inspire both cognitively and emotionally which in turn increase their productivity. Productivity is always coupled with how the employee performs and thus, measuring employee performance is very important as it plays a vital role for any business to succeed. A study was conducted to assess the effectiveness of employee performance and how it impacts employee motivation on the organizational productivity of HCH Corporation. Using their employees as respondents of the study, the finding and results are presented in tabular form labeled table 4.



Table 4. Presents the finding of the respondents in terms of employee performance.

<i>Indicators</i>	<i>Mean</i>	<i>Interpretation</i>	<i>Description</i>
<i>1. I quickly comprehend the new task and workflow.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>2. I am open to receiving feedback.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>3. I motivate myself to get my job done.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>4. I consider my performance to be the most productive.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>5. I am satisfied to choose sometimes to prioritize easy tasks ahead of urgent ones,</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>6. I feel comfortable taking a risk and approachable to my manager's new ideas,</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>7. I can finish my job on time.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>8. I have a work ethic.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>9. I am satisfied whenever I get the work done within a reasonable time frame.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>10. I am the best employee.</i>	3.4	<i>Extremely Agree</i>	<i>Highly productive</i>
<i>General Average</i>	<b>3.4</b>	<b>Extremely Agree</b>	<b>Highly productive</b>

The table above explains the result of the study conducted about the employee performance of the HCH Corporation and uses its employees as respondents of the study. The table shows that the employees extremely agree and they are highly productive since they find that the nature of the job is easy for them to comprehend quickly even if the workflow is new, they are happy and motivated by the company's practice of being open to receiving feedback from them, they are also motivated in getting the job done, assessing themselves in the performance and knowing that they are productive, the company prioritize job for urgent ones, feels comfortable in taking a risk since managers are approachable in introducing new ideas, motivated to finish jobs on time, practice work ethics, and satisfied whenever they get the job done within the reasonable time frame. The finding is somewhat favorable to the company since employees show a positive response in terms of employee performance. This finding implies that both the employees as respondents have the feeling of being comfortable working suggests that management should maintain this atmosphere as it is observed and felt by the employee resulting in being highly productive.

## On Quality Management

It is the mechanism that drives people in the organization guided by a well-defined plan, and strategy where competencies are needed to have quality management. The sole intention of every organization to attain quality management is to put everything into a process so that realizing things to be done should be following the expected desired output. Bryman, (2015); Kvale & Brinkmann, (2014), describes quality management as practices and challenges faced by management in the attainment of daily quality work. The trust in achieving quality management is not only a responsibility of a single member but it is a collaborative effort involving everyone in the organization. Further, it is also a combined endeavor of management and employees, workers, and suppliers to get and go beyond the client's happiness point. Understanding quality management is very essential on the part of the management since these are the element being looked into by the employee. Good management guarantees a lesser turnover

rate among employees. The reason behind this study is to see if quality management brings an impact on employee motivation on organizational productivity. According to Andaleeb & Conway, (2020), the basis for effective functioning of the quality system in the organization is a matter of implementation. Many businesses are aware of what and how quality management works however, following them becomes a challenge due to the prevailing requisites.

A study was conducted to check if there is an impact on employee motivation towards organizational productivity. Many elements embrace quality management however, failure to implement such could mean nothing in business. Durairatnam, S., Chong, S. C., Jusoh, M., & Dharmaratne, I. R. (2021), in his article mentioned that to attain quality management, commitment, employee empowerment, training, employee involvement and teamwork form part of it. The practices include employee work attitudes comprised of job satisfaction, affective commitment, job involvement, and turnover intentions. They ensure the implementation of the HCH quality management which impacts productivity and the result is disclosed here in figure 5.

Table 5. Presents the finding of the respondents in terms of quality Management

<i>Indicators</i>	<i>Mean</i>	<i>Interpretation</i>	<i>Description</i>
<b>1. I am provided with management policies.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>2, I am given the implementation of planning and assurance.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>3. I am satisfied with the management's performance.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>4. I am handled well by my superiors.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>5. I experienced measurable quality objectives which reflect our business aims.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>6. I am given training and development seminars.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>7. I am provided with management reviews of audit results.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>8. I experienced effective responses to any complaints.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>9. I implement quality services to customers.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>10. I provide continual improvement to meet the customer's satisfaction.</b>	3.3	<i>Extremely Agree</i>	<i>Highly productive</i>
<b>General Average</b>	<b>3.3</b>	<b><i>Extremely Agree</i></b>	<b><i>Highly productive</i></b>

The table above explains the result of the study conducted about quality management of the HCH Corporation and uses its employees as respondents of the study. As shown in the table, all employee respondents viewed the implementation of the quality system as good and in place as they extremely agree and seem that they are all highly productive when it comes to their performance. They extremely agree that they are provided with clear management policies, authorized in implementing planning and

assurance, they are satisfied with management performance, they are handled well by their superiors, the management sets measurable quality objectives which reflect their business, provided with training and development seminars, management conducts a review of the audit results, act immediately on response to complaints, provide quality service to customers, and provide a continuous improvement aimed at meeting customer satisfaction. The above findings of the employees as respondents have a common observation in terms of the implementation of the quality management system of the company. It is manifested from their response and thus, this implies that when it comes to the degree of the implementation on the quality system, they find it in place, and in fact, this yield productivity. The uncontested views of the respondents suggest that top management should maintain this kind of environment and at the same time continue to explore more to remain competitive despite the confidence shown by the employee. The degree of competition is always challenged by the changing environment and the imposition of the quality system is considered the stronghold for every business to stay on top.

### **Conclusion and Recommendation**

Employee motivation brings an impact on organizational productivity considering that the institution being studied was found to provide the necessary requisites starting from safety mandate down to the benefits needed for every employee. When it comes to motivating employees, the management is so concerned with putting on top of every situation. Management knows the consequences of labor turnover and hence, keeping people is far better than hiring a new one. The overall assessment of the employee being surveyed were both enthusiastic and manifested that they possess a good working relationship with their co-workers. Due to the uncertainties, continuing adjustments are needed for every business organization to be able to stay in business, and at the same time, keeping potential and talented employees is a must. In the business context, a combination of employee participation practices such as delegation and consultation and employee compensation can be a unique idea and methodology that could help organizations to achieve success, and employee retention is considered the heart of every organizational stretch. Finding is somewhat favorable to the company since employees show a positive response in terms of employee performance. The degree of competition is always challenged by the changing environment and the imposition of the quality system is considered the stronghold for every business to stay on top. The overall findings are somewhat favorable to the firm and employees do not find difficulty working with the organizations they are in suggests that management should maintain a clear leadership and communicate to workers their long-term goals so that employees will be well informed. They should be open to ideas from the rank and file considering that since they are on the business front lines, their contribution is very beneficial for the future management agenda as a basis for improvement.

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