

# **RESEARCH STUDY**



## **Work Commitment and work Performance of Cooperative Employees in Iloilo City**

### **Objectives**

**To determine the level of work commitment and work performance of selected cooperative employees in Iloilo City**

# Highlights

1. The cooperative employees in Iloilo City have a high level of work commitment whether taken as an entire group or classified according to the age, sex, marital status, educational background and length of employment.
2. The cooperative employees in Iloilo City have a very good work performance whether taken as an entire group or classified according to the age, marital status, educational background and length of employment. However when grouped according to sex, the male employees had an excellent performance while the female employees had a very good work performance.
3. There were no significant differences in the work commitment among cooperative employees in Iloilo City when they were classified according to age, sex, marital status, educational background, and length of employment.
4. There were no significant differences in the work performance among cooperative employees in Iloilo City when they were classified according to age, sex, educational background, and length of employment. However, a significant difference was observed when they were grouped as to their marital status.
5. There was no significant relationship between work commitment and work performance among cooperative management employees in Iloilo City.

# Recommendation

1. Cooperative management students must be encouraged to attend training programs and seminars that would improve and enhance their level of work commitment and work performance.
2. Cooperative employees should give attention to their commitment and performance towards their work to gain sustainable growth corresponding to the employees developing working condition and which may result to productive outcome.
3. The faculty members of College of Business and Management should motivate their students and encourage them to attend training on the latest trends and standard required in order to be an effective employee later on.
4. Further researchers may conduct related research to validate the results of this study. Furthermore, the results of the study will serve as an springboard for future researchers who are interested to work on commitment and work performance in a cooperative or in any related type business.



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