Employment Attitude and Work Engagement of Hotel Industry Training for Work Scholarship Program Beneficiaries of TESDA

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The study sought to identify the employment attitude and level of work engagement among hospitality industry workers who became beneficiaries of TESDA under the Training for Work Scholarship Program (TWSP). The researcher utilized the descriptive method of research to explore the paradigms of organizational behavior among those beneficiaries under the TWSP program of TESDA. The respondents of this study were 711 individuals among the various hotel in Metro Manila, dispersed across various hospitality accommodation classes, ranging from Economy Class (motels and pension houses), Standard Class, First Class, and Deluxe Class. Results show that: (1) respondents had positive responses in their attitude towards employment; (2) the relationship of an employee to his/her company is often dictated by the length of his/her service; (3) and that the significance indicated in the Highest Educational Attainment among the respondents would mean that organizational commitment is often dictated by the status that the individual has achieved academically. With the indication of these results, the following recommendations were: (1) an agreement between the government and the industry must be in place to ensure parallel employment options; (2) implementation of programs by the HR department to strengthen organizational commitment; (3) routine employee evaluation to gauge not only their performance, but also their personal perceptions; (4) and research and development must be in place in companies, to continuously look for methods to improve organizational commitment. Results from the conducted research may be retained in a module for standardized evaluation of employee productivity, job satisfaction and commitment.

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