

**WORKPLACE INCENTIVES AND WORKLOAD ADEQUACY STRATEGIES
AMONG TOURIST ATTRACTION IN RELATION TO EMPLOYEES'
PRODUCTIVITY IN MISAMIS OCCIDENTAL**

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**In Partial Fulfillment of the Requirement for the Degree
Bachelor of Science in Hospitality Management**

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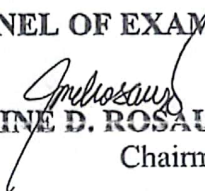
APPROVAL SHEET

In partial fulfillment of the requirements for the degree Bachelor of Science in Hospitality Management, this thesis entitled, **"Workplace Incentives and Workload Adequacy Strategies among Tourist Attractions in Relation to Employee's Productivity in Misamis Occidental"** has been prepared and submitted by **De Guzman Diane P. Banawan, Rocene Mae P. Hisoler, Jude Mycko D.** has been examined and is recommended for acceptance and approval for oral examination.


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	THESIS ABSTRACT Title : Workplace Incentives and Workload Adequacy Strategies Among Tourist Attraction in Relation to Employees' Productivity in Misamis Occidental No. of Pages : 81 Author : De Guzman Diane P. Banawan, Rocele Mae P. Hisoler, Jude Mycko D. Institution : Misamis University Ozamiz City Degree : Bachelor of Science in Hospitality Management Academic Year : 2023-2024 Research Adviser : Ana Bonita A. Balaba, DM Every organization could not last without its employees; they are the main reason for its existence. This study examined workplace incentives and workload adequacy strategies among employees in tourist attractions about employee productivity. The study employed a quantitative-correlational research design among the one hundred twenty (120) employees of selected tourist attractions in Misamis Occidental. Data was analyzed through mean, standard deviation, and Pearson correlation coefficients. It can be deduced from the major findings that employees gleaned towards rewards and recognition, time management, and job satisfaction. It can be further inferred that workplace incentives are directly correlated with employee productivity, whereas workplace adequacy has no significant difference with employee productivity. The results imply that the significance of employees in the tourism industry must be considered as it is naturally labour-concentrated. Hence, the overall portability of tourism depends on the quality of service the tourist provides to the customers. The need to facilitate such an endeavor of the employees and workplace incentives are two of the motivating factors.	
		

Keywords: Employee Productivity, Stress Management, Time Management Tourism Sector, Workload Adequacy, Workload Incentives



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Researchers



DEDICATION

This
paper
is a heartfelt
dedication to the diligent
employees of tourist attraction
in Misamis Occidental, whose
unweaving commitment serves as
an enduring inspiration through out
the entire
conduct
of this
study.

Researchers



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INTRODUCTION

Attainment of specific goals in any organization involves close monitoring of its internal and external environment, and it is largely dependent on employee performance. Hence, it is important to realize that many factors may contribute to employee performance and productivity. On such note, human resources is the most important one. This has led to the increasing attention given to human resources and employee productivity by different Organizations, and tourism industries are no exception since they strongly depend on the human factor and direct contact with customers.

The Philippines is a tropical paradise that offers many tourist attractions for travelers, and the tourism industry has become an important contributor to the economy. In this context, the concept of tourism attraction productivity is an important aspect of the tourism industry as it directly impacts the success and sustainability of tourist attractions. According to Elaho and Odion (2022), productivity refers to the efficiency and effectiveness of resources that are used to generate revenue and visitor satisfaction.

This could only be achieved through financial and non-financial compensation that would promote employee satisfaction. This was supported by Awan (2022). Who postulated that workplace incentives play a crucial role in handling workload productivity? Accordingly, when employees are offered incentives such as bonuses, promotions, and recognition, it will motivate them harder and achieve a higher level of productivity as it drives employees to put in extra effort to meet their goals and function on their regular duties. Moreover, incentives create a sense of completion among employees, pushing them to strive for excellence and deliver exceptional results. Ultimately, by rewarding employees

for hard work and dedication, the organization/establishment can foster a culture of productivity.

On the other hand, workplace strategies are essential for creating a productive and harmonious work environment. Zhu et al. (2019) emphasized that regularly evaluating and adjusting workload is important as it involves assessing the capabilities, resources, and overall workload to ensure that the employees are not overwhelmed by the workload; in today's fast-paced work environment, finding strategies to manage or cope workload is essential in marketing productivity.

Studies and existing literature have been on workload incentives and workload adequacy strategies worldwide. Nevertheless, there is still a gap between both factors, especially in the hotel and tourism industry, hence this research study. The researchers recognize the need to conduct further studies on such factors as it will contribute to understanding the roles of employee productivity in every organization's goal. This study discusses the Importance of workload incentives and workload adequacy strategy for every employee's productivity among the selected tourist attractions in Misamis Occidental. This study highlighted the Importance of determining employee performance in determining employee productivity in terms of workplace incentives and workload adequacy strategies among tourist attractions about employee productivity. Moreover, employee satisfaction helps increase the productivity of the organization. Thus, it is necessary to understand the factors affecting employee performance as it will give a detailed analysis of the Importance of achieving employee productivity within any organization. Lastly, the study will help the management of the tourist attraction and industry to overcome the colleagues to enhance their future portability.



RESEARCH OBJECTIVES

Employees are the most important resource in every organization since they play a big part. Having long-term employment and making employees productive is one way to invest in a company's success. Hence, this study examined the workplace incentives and workload adequacy strategies among employees in tourist attractions about employee productivity. Specially, this study seeks to answer the following:

1. What is the level of workplace incentives perceived among employees in tourist attractions regarding reward recognition and cash incentives?
2. What is the level of workload adequacy strategies perceived among employees in terms of time and stress management?
3. What is the level of employee productivity as perceived by tourist attraction employees in terms of job satisfaction and good relations with co-workers?
4. Is there a significant relationship between workplace incentives and employees' productivity?
5. Is there a significant relationship between workload adequacy and employee productivity?

Null Hypotheses

Ho1: There is no significant relationship between workplace incentives and employee's productivity.

Ho2: There is no significant relationship between workload adequacy and employee's productivity.

REVIEW OF LITERATURE

As an academic paper, this section was a review of studies and knowledge of existing concepts and findings on variables that were examined in this study.

Overview of Human Resource in Every Organization

Employees are considered the most important figure in any organization, as the success or failure of an organization depends largely on the employees' performance. Inevitably and tremendously, every organization sector looks forward to their performance level and output productivity. This could be attributed to the fact that human resource management entails dealing with the problems that arise from employees, labourers, managers, and other workers to support the activities in the organization toward achieving its goals or vision (Nugroho, 2022).

Yilmaz (2023) enunciated that to optimize the production and utilization of the workforce, one must understand the Importance of human resource management, which relies on human expertise and skills. Thus, Iqbal et al. (2015) enunciated that human resources are the main asset of any modern company as the concept of skills and set of experiences is considered nevertheless an important factor in determining the current predicament of any organization as well as its future endeavors, which most likely geared

towards the performance of human resource. Furthermore, a concept that improved the talented workforce's capabilities, knowledge, and skills has been validated.

Akhter et al. (2022), employees are considered the strategic workforce that brings greater advantages to any company. This is because of the positive relationship between the workplace and employees; hence, human resource management's gradual and constant development has been actively implemented. It is defined as a set of rules and regulations aimed at maximizing the organization's goals through employee commitment and quality of work.

Understanding the Theories Undertaken in this Study

This study is anchored on the theories of Goal-Setting Theory as first introduced by Locke (1968), as cited by Carr (2018), and Organizational Theory, as first introduced by Etzioni, 1964 as cited by Ferdous (2016). Carr (2018) expounded that the Goal-Setting Theory emphasizes that an employee's individual goals significantly impact his motivation to achieve higher levels of performance. Employees are expected to incorporate the capacity to draw in representatives in common objective settings, explain job assumptions, and give customary execution criticism.

Further, this theory posited that goals influence behaviour in the following instance, to act and give attention to individuals by helping them attain the objective through perseverance, for it can be concluded that when a person spends more time on behaviours, it will lead him to perform and achieve his goals. His effort to work harder may improve a high level and capacity-building techniques that can be used to achieve specific goals. In this context, employee motivation increases, and increased goals are perceived as feedback on progress is received (Carr, 2018).



On the other hand, Organizational Theory, as cited by Ferdous (2016), opined that the concept is used to utilize organizational changes to improve performance. This is ultimately because of its direct impact on employees' productivity. The attainment of shared goals and objectives could be achieved through proper division of labour, imposition of authority, and responsibilities by all individuals belonging to each employee's contribution with clarity of the competence towards attaining the organization's goals and objectives. Further, accordingly, human resource management has become the most important sector in the organization as it maintains the company's working arrangement and how the organization should view the external world as it greatly affects the organization (Ferdous, 2016).

Overview of the Variables Undertaken in this Study

Analyzing the performance of businesses in the effects of globalization is a status of enterprise competitiveness that ensures sustainable market presence. Consequently, this study is limited to workplace rewards recognition and cash incentives, whereas workload strategies involve time and stress management. Employee productivity is limited to good relations with co-workers and job satisfaction.

Workplace Incentives

Incentives are the driving force that would encourage workers to exert great effort and work more efficiently to achieve the institution's goals. Goehring (2023) defined workload incentives as a motivation to enhance service quality and customer service; this is done by focusing on employees' need to be motivated and bring their best in work. It is also a form of encouragement as it has gained positive effects among employees by improving the quality of the service and satisfying the customer by delivering efficient services.

Alfandi & Alkahsawneh (2014) postulate that employee productivity could be improved by changeling the Importance of human resource management, as it is the main concern of every organization in the tourism industry, with no exception. The nature of work and its demand has led to different plans and strategies to improve productivity. One cannot deny that growth incentives are most likely to stimulate employees and thus should be considered.

This was supported by Daniel (2019), who posited that incentives are considered a stimulus to act on certain promises. It is an additional gift purposely to incite greater action. In workplace settings, it can be in any form of benefit to reciprocate the individual's achievement. Hence, it can be a driving force for employees to work hard and be motivated. Nevertheless, it is posited that different incentives affect performance and job satisfaction differently. Hence, the main idea is to and a balance between incentives that generate job satisfaction and improve productivity. However, this study is limited to rewards and recognition and cash incentives.

Rewards and Recognition

According to Muhenda et al. (2022), rewards and recognition give a worker a sure reputation inside an organization. This is essential for achieving satisfaction and the ability to be motivated to work for a greater purpose inside the organization. It also suggested that a lack of rewards and recognition can lead to stress, anxiety, and turnover intention; hence, applying or implementing an appropriate reward and recognition system is an important issue in the company.

This was supported by Rangarajan (2022), who posited that rewards and recognition refer to acknowledgment and appreciation of individual and team efforts, achievement, or



positive behaviour in the workplace. Organizations often implement these rewards and recognition programs to motivate employees, boost employee morale, and enhance overall performance.

Lastly, Akoth (2020) opined that employee productivity entails a dynamic understanding of what motivates employees to improve performance, which is considered one of the important aspects for managers and supervisors and remains a constant challenge.

Cash Incentives

It is undeniably true that motivation received by an employee is manifested in job satisfaction. Studies across different fields involving organizational commitment and employee performance go a long way and establish that incentives influence the employee's commitment to work and job satisfaction. Cash incentives have been considered the most effective strategy to motivate and boost employee productivity. This was supported by Bryant (2016), who opined that cash incentives could be a form of bonus, commission, or prize and are commonly used in business settings to inspire employee productivity or encourage customer loyalty. These incentives can be powerful tools to motivate individuals and drive deserved behaviour.

Based on those explanations, this study indicates that recognition and cash incentives arouse inner feelings of contentment and thus gate a sense of belongingness that could lead to employee turnover and remaining in the organization. It will further result in such an organization recognizing their effort and caring about the employees' well-being.

Workload Adequacy

Workload adequacy embraces employees' workload management so that they can finish the task; overkill will result in burnout. According to Haz & Marinescu (2023), an adequate workload should be assigned to the employee to perform well on the task. The efficient workload adequacy helps the employees to become efficient and productive.

Time Management

Management is crucial because employees' performance and provision of quality service result in customer satisfaction. Accordingly, time management has been considered an important tool for employees to manage and strategize their time effectively. This conformed with Martin et al. (2018), who enunciated that managing time will provide a healthy working environment and result in productive work as it is an effective way for time management to meet goals and ensure the task is done.

Stress Management

Stress management often becomes a challenge to every employee. Stress can also equate to a workplace atmosphere where tension among the employees will also contribute to course problems. Hence, the ability to provide debarring for work anxiety, burnout, and even misunderstanding is an effective strategy to motivate employees to improve well- Wang et al. (2023). This was supported by Oludeyi (2015), who emphasized that effective stress management is critical in increasing temp employee productivity in the indictable work environment. Moreover, stress may result in lower commitment and lack of interest, which would, to employees lead to productivity.

Employee's Productivity

Perry (2023)) posited that employee productivity is the quality of work employees render. Accordingly, productivity can be measured regarding worker satisfaction, customer satisfaction, and financial results. This was supported by Lakshmi (2021), who enunciated that productivity improvement can be thought of in two ways: most, helping employees do work faster or more efficiently or making it enjoyable for them to do their work, leading to a higher quality product. The second is to help employees to practice and appreciate teamwork. This was further supported by Ernanda (2021), who 16 posited that the workplace becomes more productive by helping people be more human and encouraging the employees to do better work; people work better when they know how to do it, which matters. It is important for effective employee engagement and lessening tools, focusing on the overall employee experience.

Job Satisfaction

Job satisfaction is an important concept that any organization should consider to measure success. The issues and concerns related to this should be dealt with, according to Dziuba et al. (2020). Job satisfaction is a feeling employees have about their achievement and success. It is directly correlated with performance and productivity towards the personal well-being of every employee.

Good Relations with Co-workers

Employee engagement with co-workers is considered an important aspect of maintaining harmonious relationships in the company. According to Macey et al. (2009), maintaining a good balance with co-workers creates an avenue that would entice employees within the organization to work hard and employees within the organization to work hard



and continually perform their roles amidst the differences in personalities and ideologies. It will help to facilitate and maintain the organization's operation as good relations with co-workers entail a dynamic but balanced working environment (Martin, 2018).

This study's findings will provide additional insight into the relationship between workplace incentives and adequacy strategy and thus contribute to the existing studies and literature involving the variables.

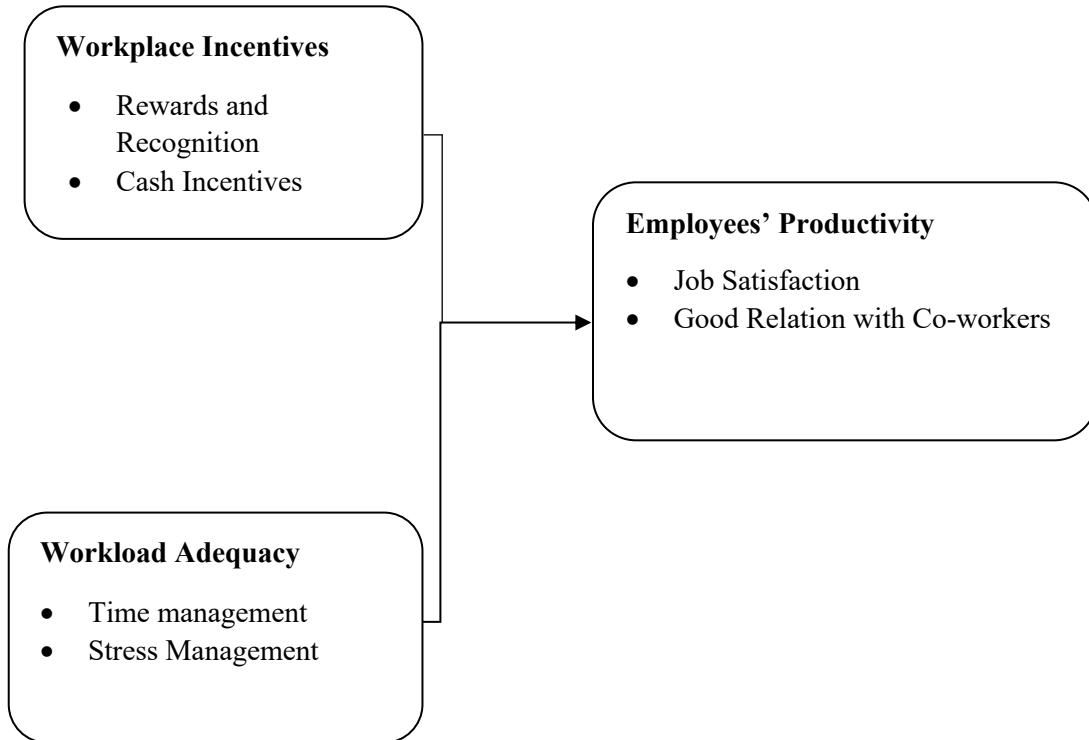


Figure 1. *Schematic Diagram of the Study*

METHODS**Research Design**

This study employed quantitative-co relational. It is quantitative as it collects information or data from the selected employees among the tourist attractions in Misamis Occidental. It is co-relational because it establishes the significant relationship between the variables involved. It aimed to draw concrete insight from the participants. In this study, the researcher implemented the survey method as well as interviews to draw conclusions from the research respondents. The research considered the answered questionnaire as the primary source of information, and secondary data were taken from books, the internet, and previous studies which the researcher relied on.

Locale of the Study

This study took place in Misamis Occidental, the tourist attraction in Misamis Occidental delivered impressive growth over the past few years with high occupancy and employment rates. Among the tourist attractions involved in this study were Cotta Fort in Ozamiz City, Overview Garden Resort located in Sinacaban Misamis Occidental, Clarin House of Suman in Clarin Misamis Occidental, Tudela Highland Resort and Eco Park located in Tudela, Bless Amare Sunrise located in Baliangao, Misamis Occidental, Villa Tagalog Beach Resort located in Panaon, Hoyohoy View Deck, located in Tangub City.

Research Respondent and Sampling Procedure

To gather data information, purposive sampling was used by the researcher. Purposive sampling is a non-probability sample that is selected based on the characteristics of a population and the objective of the study and does not rely on the

use of randomization techniques to select members of the sampling population but rather purposefully sought after the identified research respondents. Hence, for this study, 120 employees from the different tourist attractions in Misamis Oriental are the following: Cotta Fort in Ozamiz City, 20; Overview Garden Resort in Sinacaban, 20; Clarin House of Suman in Clarin, 23; Tudela Highland and Eco Park in Tudela, 13; Bless Amari Sunrise in Baliangao, 15; Villa Tagalog Resort in Panaon, 11; Hoyohoy View Deck in Tangub, 18. The employees included are those in the establishment for 1 to 3 years and those who consent to participate in this study.

Research Instrument

For the measurement of productivity, the researchers adapted the widely used instrument of Workplace Incentives by Meadows, K. (2003), Workload Adequacy by McLafferty, S.L. (2003), and Employee Productivity by Edgerton et al. (1947) as illustrated in Appendixes. Workplace Incentives consist of two (2) categories: Rewards and Recognition and Cash Incentives with ten (10) statements. Workplace Adequacy Strategy consists of two (2) categories: Time Management and Stress Management, with nine (9) statements. Employee productivity consists of two (2) categories: Job satisfaction and good Relationship with co-workers, with ten statements. A four-point Likert-type scale was used to determine workplace incentives, workplace adequacy, and employee Productivity. The scale has statements with four choices against each statement. The scoring is shown in the table below.

Responses	Continuum	Interpretation
4- Strongly Agree (SA)	3.25-4.00	Very High (VH)
3- Agree (A)	2.50-3.24	High (H)
2-Disagree (DA)	1.75-2.49	Low (L)
1-Strongly Disagree (SD)	1.0-1.74	Very Low (VL)

Data Gathering Procedure

The researchers prepared a letter of request addressed to the Human Resource Officer of the identified tourist attractions asking permission to conduct this study in their company and a letter of consent to the focal persons, the respondents, to complete the questionnaire. The respondents' vacant time was identified for administering the questionnaire and the key interviews. The researchers did the administration of the survey questionnaire and interviews.

Data Analysis

The researcher employed a quantitative method of treating the data for analyses. Mean and Standard Deviation. These basic statistical tools were used to describe and measure productivity based on workload incentives, workload adequacy, and employee productivity among the selected tourist attractions in Misamis Occidental. These descriptive statistics are appropriate to answer and analyze research problems number two (1), number two (2), and number three (3) since these variables are measurable quantitatively. The Pearson Correlation Coefficient. It was used to identify the significant relationship between this study's independent and dependent variables at a 0.05 level of significance.

Ethical Considerations

Before conducting the study, approval from the Misamis University Researcher Ethic Board (MUREB) was sought to conduct the study accordingly. This study was conducted following a strict rule of ethical consideration in doing research by obtaining information content from participants. This involves providing participants with information about the research, including its purpose, potential risks and benefits, and their rights as participants; most volunteers decide whether or not to participate in this study. Without coercion or pressure from the researcher, additionally, the researcher ensured the confidentiality and privacy of participants, protecting their personal information and assuring their identity was not revealed in/out of the concert. Finally, the researcher also considered the potential impact of the research on vulnerable populations, such as children, older people, or individuals with w/mental or physical disability, and took steps to minimize any potential harm.



RESULTS AND DISCUSSION

Table 1. Level of Workplace Incentives

N= 120

Constructs	Mean	Std. Deviation	Interpretation
Reward and Recognition	2.863	.3730	High
Cash Incentives	2.752	.4953	High
Workplace Incentives	2.808	.3577	High

Note: Scale: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Table 1 shows the level of workplace incentives among tourist attraction employees in the province of Misamis Occidental. Statistical figures have shown that the overall result was rated as high, with a weighted mean of 2.808 and a standard deviation of .3577. On the one hand, both constructs were rated as high with the following statistical figures: Rewards and Recognition (M=2.863; SD= .3730) and Cash Incentives (M= 2.752; SD= .4953).

The study's findings revealed that the respondents or employees in the tourist attractions in Misamis Occidental valued the rewards and recognition given to them by their employees. It establishes that management is able to recognize and acknowledge their work. Further, it can be deduced that respondents appeared satisfied with the workplace incentives. Lastly, it validates the notion that recognition facilitates and promotes healthy labor-management relationships, which benefits any organization as it is a strong motivational tool toward organizational goals and objectives, paving employee performance forward.

On the other hand, cash incentives have a lower mean value than reward and recognition. This implies a twofold rationale; first, it could mean that employees recognize

the cash incentives given to them but not that significant, unlike the rewards and recognition given to them, or secondly, it could mean that employees were given enough or satisfied with their work wages/salary as to their respective designation or positions. It is a positive connotation that management is able to overcome one of the most challenging aspects, and that is job satisfaction. Hence, a deeper investigation as to its effect is needed.

The result of the study conforms with Than Thar Fernando's (2023) reward and recognition serve as proof of an employee's capacity and ability. It also recognizes the employee's work effectively with/her job. He further elaborated that recognition is a form of appreciation to signify the efficiency and effectiveness of employees' routine duties. Similarly, non-monetary recognition was considered an under-utilized form of inducement for employees but has been found to have motivational effects comparable to those of monetary obligation, where managers and supervisors opt to appreciate and value employees' work within the company. Further, it is recognized as a constructive response to employees' contributions and personal dedication to the organization's goal. In turn, it creates and provides a sense of belonging and loyalty and increases employee retention rate in the long run.

Nevertheless, the Importance of cash incentives must be considered since monetary compensation has always been the common desire of every employee. According to Pandey (2023), cash incentives are crucial in motivating employees. The essence of monetary incentives is for the employees to strive hard and explore the opportunities given to them. It is considered an extra commitment to pay back the organization by recognizing its potential. Any reward and recognition system manifests the desire of the company to invest in the employees' commitment and performance, hence considered a positive measure in fulfilling



the company's performance in the workplace. It is not just the gesture of providing the employee incentives but the feeling of being valued greatly impacting their performance. Hence, one cannot deny that one incentive program encourages teamwork, work efficiency, and motivation, which would reduce employee relations and lower productivity costs (Marin, et. al. 2023).

Table 2. Level of Workload Adequacy

N=120

Constructs	Mean	Std. Deviation	Interpretation
Time Management	3.155	.3473	High
Stress Management	3.002	.3753	High
Workload Adequacy	3.078	.2891	High

Note: Scale: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Table 2 shows that time management got the highest mean value of (3.155), S.D. (.3473), whereas stress management has the mean value of (3.002), S.D. (.3753). Both categories got "High," which implies that the majority of the employees' management gave great Importance to time and stress management. The results imply that the management of selected tourist attractions in this study understands the nature of work among its employees. The management understands that the occurrence of understanding in positions, as well as overtime work, would ultimately result in burnout, stress, and employee turnover. The recognition of the respondents on the adequacy of workload as to time and stress management is a positive inclination gleaned towards how the management appreciates and understands employees' needs. Hence, a balance of work and life priorities has been gaining

attention among organizations as it entails quality of life and work. Hence, workload adequacy has been introduced as it positively correlated with organizational outcomes.

On the other hand, stress management is expected to have a lower mean value as it encompasses a dynamic concept. Employees are people with different needs and satisfaction. Hence, stress management comes with difficulty. One must understand that employees in the tourism and hotel industry cater to customers directly and daily; as they meet different personalities, their stress-coping mechanisms vary. Hence, stress management could be a crucial step for management. In this case, it may have got a lower mean value than time management, but still, respondents recognized that the management achieved to manage stress having "High" on interpretation.

The results validated the concept laid down by Tapor (2020): workload adequacy can be defined as the ability of workers to make choices influencing when, where, and how long they engage in work-related tasks. It is a win win situation between an employer and employee, for both parties can benefit. Bruggen (2015) investigated the effect of workload performance. Such validated the notion that workload can impact employee performance at different levels, and any organization must assess such to be decisive with the decision. Accordingly, the need to balance workload and employee performance should be paramount.

Table 3. Level of Employees' Productivity**N=120**

Constructs	Mean	Std. Deviation	Interpretation
Job Satisfaction	3.365	.3700	Very high
Good Relation with Co-workers	3.220	.3453	High
Employees productivity	3.293	.2477	Very high

Note: Scale: 3.25-4.0 (Very High); 2.50-3.24 (High); 1.75-2.49 (Low); 1.0-1.74 (Very Low)

Table 3 show that Job Satisfaction $M = 3.365$, $SD = .3700$. Good Relation with Co-workers $M = 3.220$, $SD = .3453$. Employee's productivity $M = 3.293$, $SD = .2477$. As to the level of employees' productivity, it can be inferred that job satisfaction contributes mainly to employee productivity with a mean value of (3.365) with "Very High" in terms of interpretation, whereas having good relation with coworkers has a mean value of (3.220) with "High" in interpretation. The results implied that both categories play an important role in work productivity. The notion of productivity is familiar in the field of resource management. It is considered an expected factor in working because it directly contributes to achieving organizational goals. This is no exception in the tourism and tourist industry as it also involves the conversion of inputs such as human resources, money, and time into outputs and thus becomes an important facet of work culture in the organization.

It can be inferred from the results that employees in the selected tourist attractions are satisfied with their designated work or position. It implies that despite being in labor-concentrated work, employees give absolute value experience. This could be attributed to management's ability to prioritize and understand their employees. It is a positive connotation that employees are satisfied and fulfilled with their jobs, working towards the success of any business organization or operation. The results also validate the notion that

job satisfaction will directly influence the employee's level of execution, which can convey their best and likewise increase work productivity.

On the other hand, results show that employees' relationships with co-workers also increase productivity. The tourism industry is a sector that maintains relationships with clients as high regard and reputation are always at stake. Hence, timely cooperation and teamwork among employees is a necessity. This study validates the notion of employees who understand that they need each other to increase productivity. It takes coherence with other employees to put up with different kinds of people from all walks of life. Hence, results implicate that management can create a conducive environment for employees as they can put their differences while working.

This was in agreement with Ryba (2019), who explained that job satisfaction increases work productivity because satisfied employees have a positive attitude, which could impact job performance. Accordingly, the worker works efficiently by attending to work on time, has efficient target output, and has less supervision but higher loyalty and commitment to work-related responsibilities. The positive attitudes will ultimately increase the quality and quantity of employee performance.

Memon et al. (2023) posited that employee productivity is attributable to the ability of the management to create an environment where employees can work with their coworkers, as greatly improves productivity as it creates a working environment that gleaned towards enhancing work-life balance in an organization and without hesitation which likely brings their best interest towards the organization's goal.

This was supported by the Organizational Theory as postulated by Ferdous (2016), who enunciated that an organization is a deliberately organized social object that



conscientiously looks forward to attaining a common set of objectives that would likely help worker's productivity relies solely on the idea that employees put its' best effort with efficiency with a conducive working environment in mind. Thus, the management should be able to cope with the employees' demand for contentment, which is sourced not only from the differences in education but also from the mismatch of skills and the skills demanded in the job.

In the context of productivity, it has been held that human resource management should consider aspects that greatly affect the relationship between and among the employees and job satisfaction and fulfillment.

Table 4. Correlations of Workplace Incentives and Employee's
N=120

Constructs	r-value	p-value	Interpretation
Employees productivity and Workplace Incentives	-.244**	.007	Moderate negative correlation/there is significant relationship

Source: Author's work (2019)

*Note: *** 1% significant level, ** 5% significant level, * 10% significant level*

Undoubtedly, employees are strategically positioned in any organization or industry. It is their efforts to convert inputs to productive outputs. Hence, employees ought to be adequately compensated. Hence, the adoption of a workplace incentives platform is a necessity. Table 4 shows that workplace and employee incentives recorded an R-value of (-.244) vs. the p-value of (.007); data implies a significant relationship at a 0.05 significance level.

It can be inferred from the results that the first null hypothesis of this study is rejected, as it establishes that workplace incentives and employees' productivity areas are

directly correlated. It implies that employees' ability to receive incentives, whether in recognition or cash, plays an important role in their productivity.

As to the level of employees' productivity, it can be inferred that job satisfaction contributes mainly to employee productivity with a mean value of (3.365) with "Very High" in terms of interpretation, whereas having good relation with co-workers has a mean value of (3.220) with "High" in interpretation. The results implied that both categories play an important role in work productivity.

It implies that respondents gave high regard to the incentives given to them by their management, and in return, a more efficient and effective output is expected. It also implies that the management can motivate their employees through incentives, thus directly affecting employees' productivity. Further, it establishes that management can maximize and utilize their employees by giving incentives and, thus, a greater enthusiasm for employees to improve and work efficiently in their given position.

The results enlightened one important aspect of the tourism industry: the Importance of giving employee satisfaction in any form, and workplace incentives cannot be disregarded. This is because this sector is naturally labor-concentrated as employees are in direct contact with customers as it pleases them. Therefore, the motivation of the employees is considered a major factor as it is directly related to performance level or turnover intention. Lastly, one should take into consideration that in the tourism industry, portability largely depends on service quality, which should be the concern of the management as employees and workplace incentives are motivating factors.

Howell and Brown (2023) confirmed the Importance of incentives as they correspond well with motivation. Accordingly, the Importance of incentives comes from



the appreciation for a job well done. The job with efficiency and effectiveness creates an internal desire to do well, encouraging employees to pour out effort in completing the designated job. In this context, employees who perceived that profit-sharing plans, premium pay, and cash bonuses were the types of financial benefits enjoyed that enhanced their motivation to work and, thus, the compensation system positively contributed to organizational performance and increased their productivity.

Table 5. Correlations of Workload Adequacy and Employee's Productivity
N=120

Constructs	r-value	p-value	Interpretation
Workload Adequacy and Employees productivity	.092	.318	There is no significant relationship

*Note: *** 1% significant level, ** 5% significant level, * 10% significant level*

Source: Author's work (2019)

Table 5 shows that workload adequacy and employee productivity correlations recorded an r-value of (.092) vs. the p-value of (.318). The results imply that no significant difference can be inferred at 0.01, 0.05 or 0.1 significance level. The study's results accept the second hypothesis, as there is no significant relationship between workload adequacy and employees' productivity. However, the assumption is limited to its relationship with stress and time management.

The productivity of employees is a noteworthy subject among employee performance and workload adequacy. Time and stress management are prevailing factors. The results validated the context that stress and time management are dynamic concepts that need deeper intervention among management. It is intricate in nature as it involves a more personal aspect of how employees deal with their routine duties and responsibilities. It deals

with how employees deal with people of different backgrounds, and lastly, it deals with how employees see themselves within the organization.

On the other hand, results of the study may also mean that employees involved were likely satisfied with their incentives and that stress and time management were no longer an issue as they were exposed to it daily and, as such, they were used to them and likely does not become a hindrance on their output or productivity. Nevertheless, one cannot generalize such a notion. Hence, a deeper investigation of the variables is needed.

According to Alfandi & Alkawsaneh (2014), it lacks a labor force as the tourism industry needs manpower in important positions. However, it can be concluded that employees need the abilities or capacity for the position. Lastly, some employees are not tourism management professionals, with limited outlook and perspective, uncertain direction in management, and need more innovative ideas to promote the tourism industry. With the current predicament of the tourism industry, Kate (2019) emphasizes that top management needs to promote workload mechanisms for tourists. There is a need to understand that reasonable workload strategies can attract employee retention as they ensure employee loyalty, commitment, and work output efficiency among the employees.

Lastly, the tourism sector is considered labor concentrated, and one should consider that an efficient workforce is badly needed in this field. It is one of the industries that always deal with high turnover. Hence, management should be able to determine that a lack of incentives, career growth opportunities, and skills/training affects employees' commitment to staying and working hard. Thus, it is important to emphasize the Importance of probing workload strategy and workplace incentives in the tourism industry.



CONCLUSION

Based on the gathered summary findings, workplace incentives are directly related to employee productivity.

1. This only implies that human resources is one of the most important and valuable resources in any organization. Moreover, one needs to emphasize that motivation plays an important role in employees' journey in the organization. It is one determinant of employees' productivity.
2. On the other hand, findings also established that employees' productivity is not directly correlated with workload adequacy regarding time and stress management. This may be inferred from the nature of work in tourism industries, which lack a labour force since tourism staff positions have been filled with employees not inclined toward tourism management, hence limited vision as to its aspect. Nevertheless, such findings must be fully generalized as their application for time and stress management are dynamic concepts that need a deeper understanding and investigation. Its relationship with employee productivity largely depends on individual skills, identity, and feedback mechanisms in the organization.
3. Therefore, it is timely for human resource management in tourism and hotel industries to emphasize the Importance of understanding the context of qualifications, experience, proper staffing pattern, efficient scheduling, and cleared job rules and regulations of employees to allow them to perform their duties effectively and serve customers with a high level of service. Lastly, it is vital for tourist attractions to regularly review and adjust workload and incentive strategies to ensure that they align with their employees' needs and capabilities.

RECOMMENDATIONS

1. The management of Misamis Occidental's tourist attractions should continue to provide rewards and recognition. Nevertheless, one should recognize the Importance of cash incentives to employees as they pave the way to improve employee productivity.
2. The management of tourist attractions of Misamis Occidental should likewise improve its stress management practices as it affects employee productivity, which pen ultimately results in employee turnover.
3. Lastly, it is recommended that the management of tourist attractions of Misamis Occidental continue its management practices towards job satisfaction and provide an avenue to maintain good relations between and among employees as it establishes fulfilment with their designation and position.

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APPENDIX A

RESEARCH QUESTIONNAIRE

Part 1 Workplace Incentives

Directions: Please check (/) on any of the response categories mention against the following statements showing your degree of disagreement and agreement.

1-Strongly Disagree 2-Disagree 3-Agree 4-Strongly Agree

INDICATORS	RESPONSES			
WORKPLACE INCENTIVES	4	3	2	1
A. Rewards and Recognition				
1. I have knowledge about the rewards and recognition in the company.				
2. I am aware with the management of rewards system of the organization/establishment which is being followed genuinely.				
3. I spend time with my supervisor co-workers out of the workplace which makes me motivated to work.				
4. I have confident that my supervisor/co-workers cared for me.				
5. I feel valued and appreciated in the workplace.				
B. Cash Incentives				
1. I receive cash prize during occasion gathering.				
2. I receive winning prizes raffle draw.				
3. I receive hazard pay special event that the company holds.				
4. I enjoy health care insurance which is shouldered by our management.				

Source: Meadows, K. A. (2003). So you want to do research? 5. Questionnaire design.
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Part II

Directions: Please check (/) on any of the response categories mention against the following statements showing your degree of disagreement and agreement.

1-Strongly Disagree 2-Disagree 3-Agree 4-Strongly Agree

INDICATORS	RESPONSES			
WORKLOAD ADEQUACY	4	3	2	1
A. Time Management				
1. I do the most of the important task at my best time during the day.				
2. I set deadline for myself to finish the task given to me.				
3. I avoid wasting time.				
4. I finish at least one-thing-task every day to become organize and systematic.				
5. I divided large project/task into smaller units to assure a smooth flow of work.				
B. Stress Management				
1. I exercise daily before going to work to set my mood.				
2. I smile and greet at my co-worker whenever possible to inflict positivity in the workplace.				
3. I listen to music during free time to make myself calm and active.				
4. I read books after my work to make me at ease and comfortable.				
5. I sleep for 8 hours to assure that I will aware refresh and energized to work on the following day.				

Source: McLafferty, S. L. (2003). Conduct questionnaire survey. Essential methods in geography, 1(2), 87-100 20(4), 22-39. Retrieved from <https://www.proquest.com/scholarly-journals/knowledge-retention-practices-among/docview/2768532148/se-2>

Part III

Directions: Please check (/) on any of the response categories mention against the following statements showing your degree of disagreement and agreement.

1-Strongly Disagree 2-Disagree 3-Agree 4-Strongly Agree

INDICATORS	RESPONSES			
EMPLOYEES' PRODUCTIVITY	4	3	2	1
A. Job Satisfaction				
1. I am satisfied with my job since it gives me the opportunity to develop my daily skills and hone my abilities.				
2. I am satisfied with my job since I have experienced career advancement opportunity in my chosen work experience.				
3. I am satisfied with my job since I serves as my training ground to be adopt in my chosen career path.				
4. I am satisfied with my job since intensive training and workshops are provided in order to become on effective and efficient employee and to be redirected with my task and responsibilities.				
5. I am satisfied with my job since I avail opportunity to improve my skills and knowledge at work.				
B. Good Relation with Co-workers				
1. I involved myself with people to become competent in work.				
2. I show respect with my supervisor/co-workers.				
3. I experience teamwork in the workplace with my supervisor/co-workers.				
4. I trust my supervisor/co-workers.				
5. I am discriminated with my supervisor however since fair treatment among his/her subordinations is evident.				

Source: Edgerton, H. A., Britt, S. H., & Norman, R.D. (1947). Objective difference among various types of respondents to a mailed questionnaire. American Sociological Review, 12(4), 435-444

Appendix B

SAMPLE FILLED OUT QUESTIONNAIRE

WORKPLACE INCENTIVE & WORKLOAD ADEQUACY STRATEGIES AMONG TOURIST ATTRACTIONS IN RELATION TO EMPLOYEES' PRODUCTIVITY IN MISAMIS OCCIDENTAL

Adapted by: Meadows (2003), McLafferty (2003), Edgerton, Britt, & Norman. (1947).

Directions: Please check (✓) on any of the response categories mention against the following statements showing your degree of disagreement and agreement

1-Strongly Disagree 2-Disagree 3-Agree 4-Strongly Agree

Name: Jessa Talisk

Occupation: _____

Indicators		Responses			
		4	3	2	1
WORKPLACE INCENTIVES					
A. Rewards and Recognition					
1	I have knowledge about the rewards and recognition in the company.			✓	
2	I am aware with the management of rewards system of the organization/establishment which is being followed genuinely.			✓	
3	I spend time with my supervisor co-workers out of the workplace which makes me motivated to work			✓	
4	I have confident that my supervisor/co-workers cared for me.			✓	
5	I feel valued and appreciated in the workplace.		✓		
B. Cash Incentives					
1	I receive cash prize during occasion gathering.			✓	
2	I receive winning prizes raffle draw.			✓	
3	I receive hazard pay special event that the company holds.		✓		
4	I enjoy health care insurance which is shouldered by our management.			✓	
WORKLOAD ADEQUACY					
A. Time Management					
1	I do the most of the important task at my best time during the day.			✓	
2	I set deadline for myself to finish the task given to me.		✓		
3	I avoid wasting time.		✓		
4	I finish at least one-thing-task everyday to become organize and systematic.			✓	
5	I divided large project/task into smaller units to assure a smooth flow of work.		✓		
A. Stress Management					
1	I exercise daily before going to work to set my mood.		✓		
2	I smile and greet at my co-worker whenever possible to inflict positivity in the workplace.		✓		
3	I listen to music during free time to make myself calm and actived.	✓			
4	I read books after my work to make me at ease and comfortable.	✓			
5	I sleep for 8 hours to assure that I will aware refresh and energized to work on the following day.		✓		
EMPLOYEES' PRODUCTIVITY					
A. Job Satisfaction					
1	I am satisfied with my job since it gives me the opportunity to develop my daily skills and hone my abilities.	✓			
2	I am satisfied with my job since I have experienced career advancement opportunity in my chosen work experience.		✓		
3	I am satisfied with my job since I serves as my training ground to be adopt in my chosen career path.			✓	
4	I am satisfied with my job since intensive training and workshops are provided in order to become on effective and efficient employee and to be redirected with my task and responsibilities.		✓		
5	I am satisfied with my job since I avail opportunity to improve my skills and knowledge at work.		✓		
B. Good Relation with Co-workers					
1	I involved myself with people to become competent in work.		✓		
2	I show respect with my supervisor/co-workers.	✓			
3	I experience teamwork in the workplace with my supervisor/co-workers.	✓			
4	I trust my supervisor/co-workers.		✓		
5	I am discriminated with my supervisor however since fair treatment among his/her subordinations is evident.	✓			

APPENDIX C
REQUEST LETTER TO ADAPT THE INSTRUMENT



MISAMIS UNIVERSITY
OZAMIZ CITY

December 2, 2023

Sara L. McLafferty
2066 Natural History Bldg.
1301 West Green Street Urban, IL 61880
smclaff@illinois.edu

Dear Mrs, mcLafferty,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

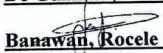
For this, the study has its purposetoexamine the relationship between workplace incentives and workload adequacy for satisfaction in employee's productivity. As an output of the study, the researcher will proposean action plan to help the working professionals, and neighboring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and with their capabilities.

With this, we humbly asking for your approval to allow us to adapt your research instrument used in your study: **"6 Conducting Questionnaire Surveys"** This also request for a copy of your survey questionnaire. Rest assured that it will only be used for research purposes and would be treated with utmost confidentiality. With your experience and generosity, we are humbly asking your approval and rest assured that you will be properly cited.

We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.


Banawan, Rocco Mae P.


Hisoler, Jude Mycko D.
BSHM Student Researchers

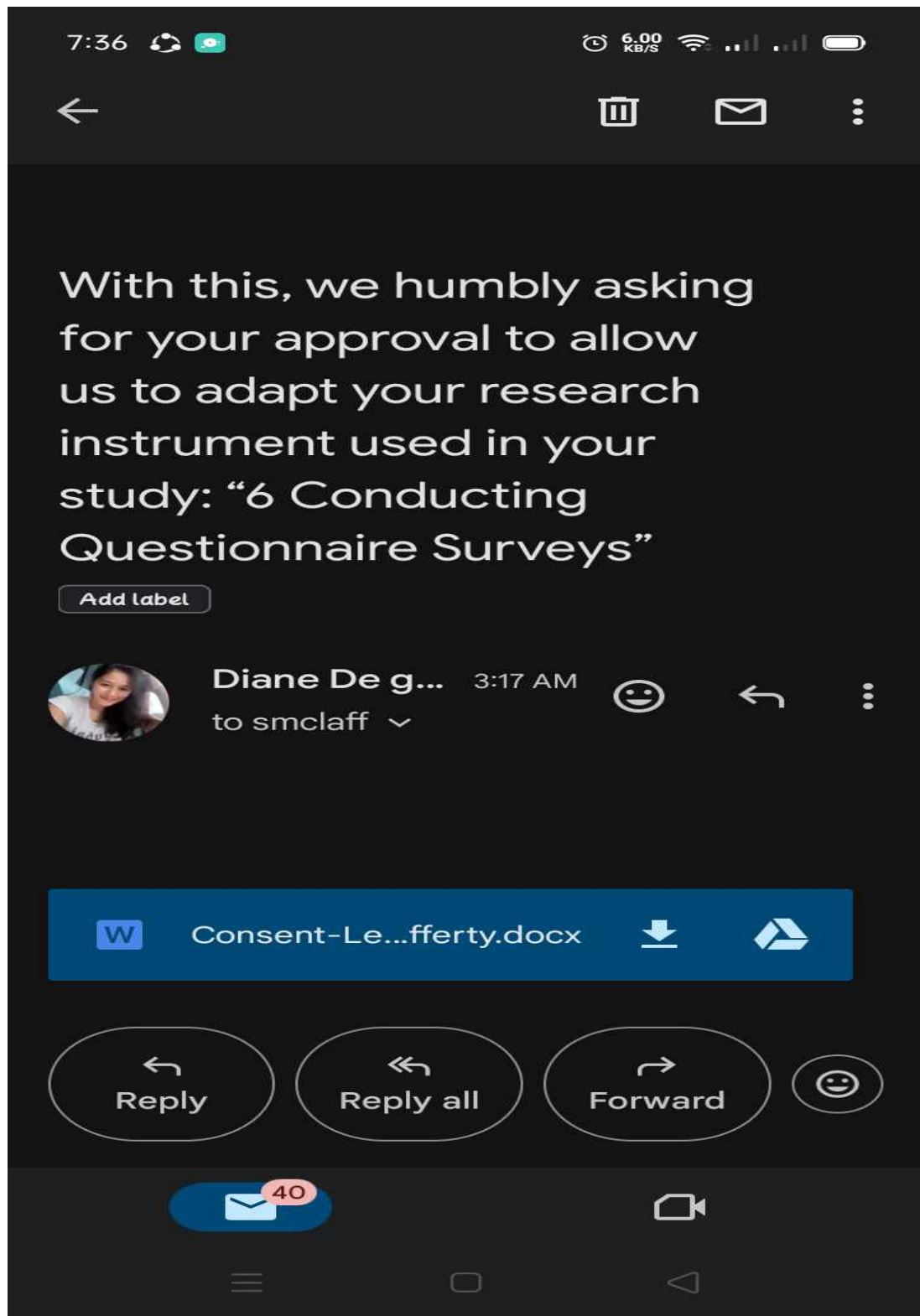
Noted by:


Dr. Ana Bonita A. Balab
Research Adviser

Received and Approved by:

Name: **Sara L. McLafferty**
Author: **"6 Conducting Questionnaire Surveys"**

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
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MISAMIS UNIVERSITY
OZAMIZ CITY

December 2, 2023

Keith A. Meadows
4008 S 302nd Pl, Auburn, WA.
Kpmeadows@msn.com

Dear Mr. Meadows,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

For this, the study has its purpose to examine the relationship between workplace incentives and workload adequacy for satisfaction in employee's productivity. As an output of the study, the researcher will propose an action plan to help the working professionals, and neighboring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and with their capabilities.

With this, we humbly asking for your approval to allow us to adapt your research instrument used in your study: *"So you want to do research?4: An introduction to quantitative methods"* This also request for a copy of your survey questionnaire. Rest assured that it will only be used for research purposes and would be treated with utmost confidentiality. With your experience and generosity, we are humbly asking your approval and rest assured that you will be properly cited.

We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.


Banawan, Rocio Mae P.


Hisoler, Jude Mycko D.
BSHM Student Researchers

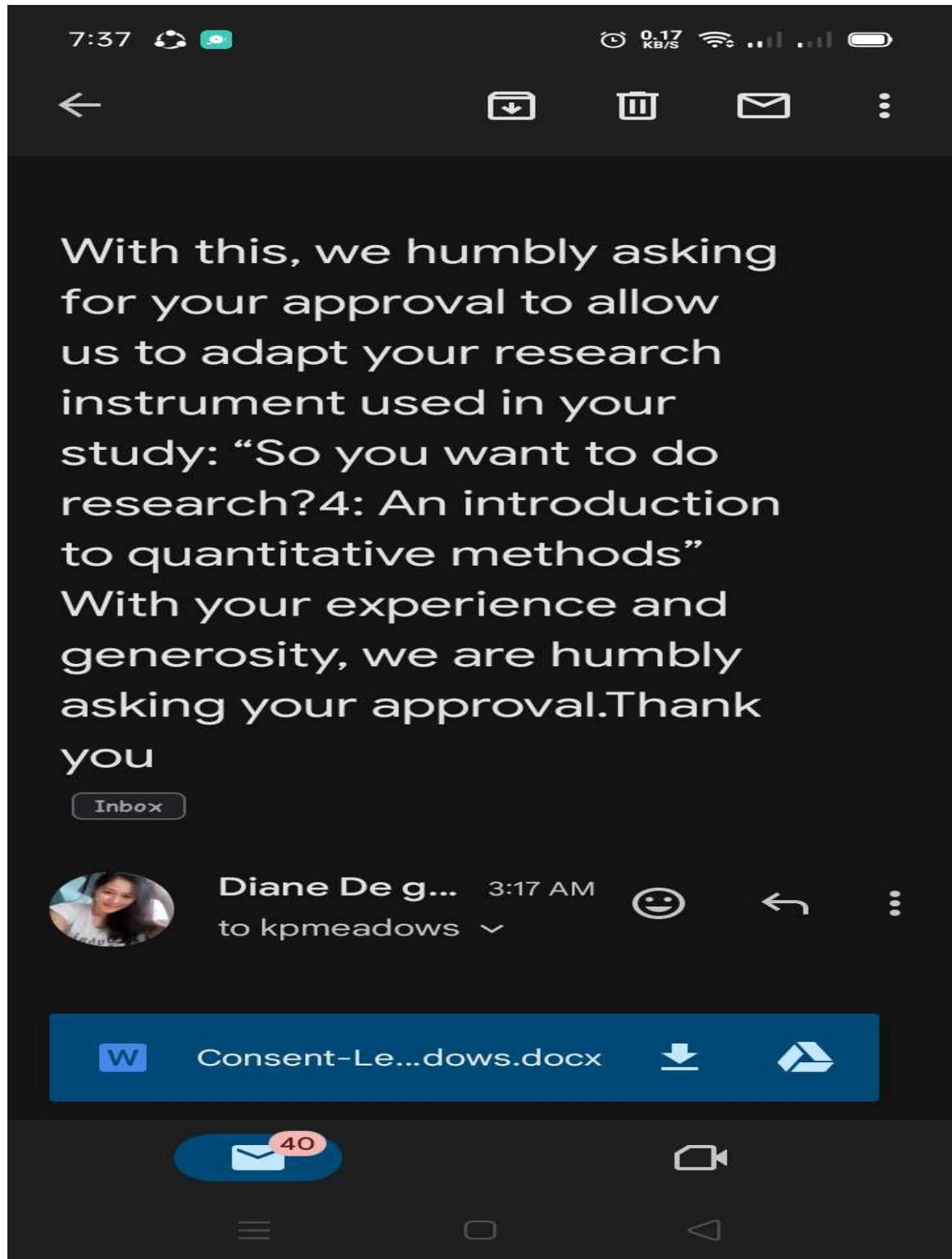
Noted by:


Dr. Ana Bonita A. Balab
Research Adviser

Received and Approved by:

Name: **Keith A. Meadows**
Author: *"So you want to do research?4: An introduction to quantitative methods"*

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MISAMIS UNIVERSITY
OZAMIZ CITY

December 2, 2023

Docrtor Horld E. Edgerton
University of Nebraska-Lincoln
Washington, DC,

Dear Doc. Harold,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

For this, the study has its purposetoexamine the relationship between workplace incentives and workload adequacy for satisfaction in employee's productivity. As an output of the study, the researcher will proposean action plan to help the working professionals, and neighboring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and with their capabilities.

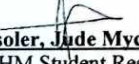
With this, we humbly asking for your approval to allow us to adapt your research instrument used in your study: **"The Volunteer Subject"** This also request for a copy of your survey questionnaire. Rest assured that it will only be used for research purposes and would be treated with utmost confidentiality. With your experience and generosity, we are humbly asking your approval and rest assured that you will be properly cited.

We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.


Banawan, Rocco Mae P.

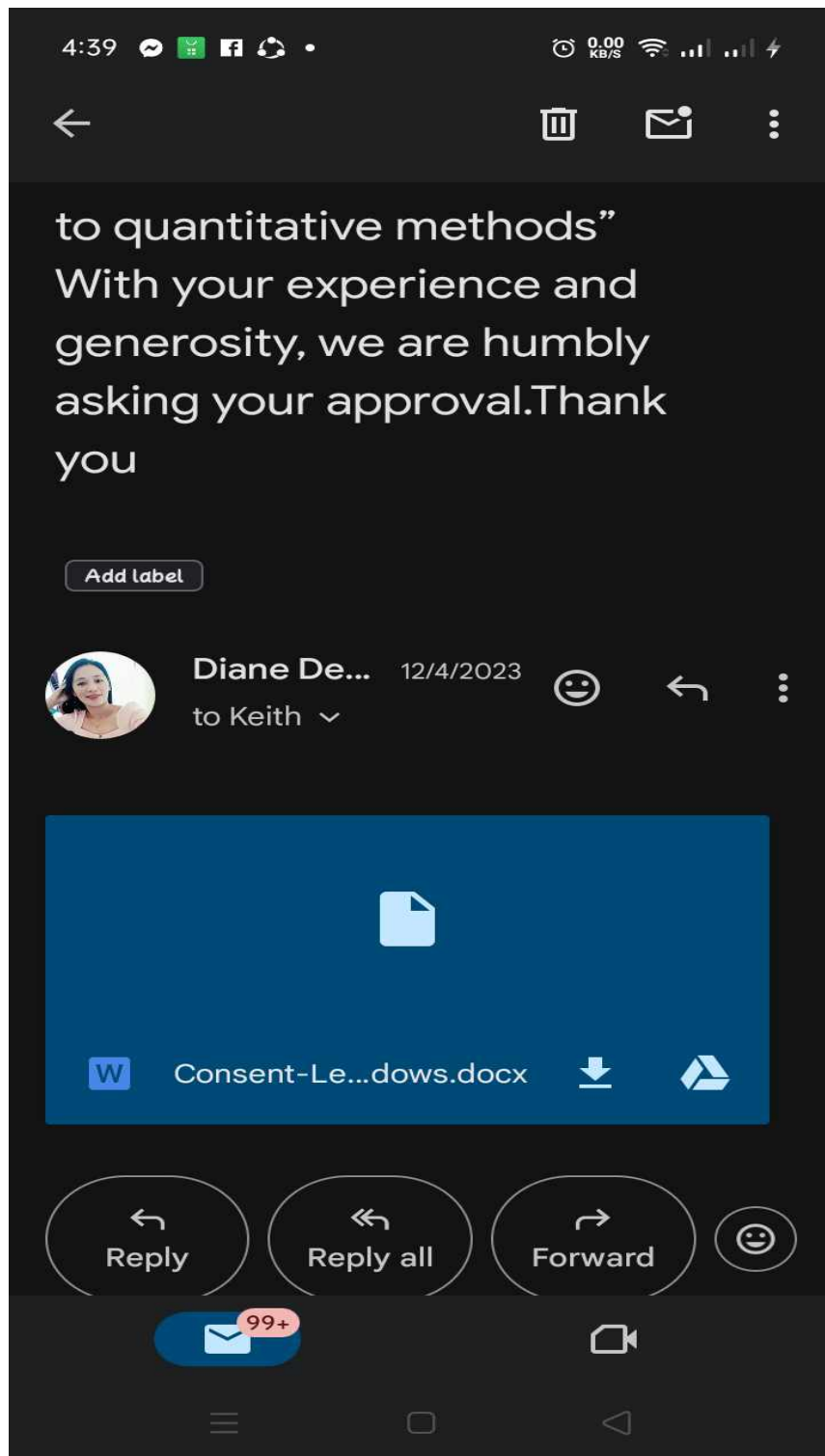

Hisoler, Jude Mycko D.
BSHM Student Researchers

Received and Approved by:

Name: **Horld E. Edgerton**
Author: **The Volunteer Subject**

Noted by: 
Dr. Ana Bonita A. Balab
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APPENDIX D
APPROVED LETTER OF INTENT



MISAMIS UNIVERSITY
OZAMIZ CITY

Date: October 13, 2023

Mr. Welfredo Reducto
Owner
Sinacaban, Misamis Occidental

Dear Sir/Maadam,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

For this, the study has it's purpose to examine the relationship between workload adequacy and workload incentives for satisfaction in employee productivity. As an output of the study, the researcher will propose to help future researchers, working professionals, and neighbouring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and are with their capabilities.

With this, I humbly asking permission from the **Overview Garden Resort in Sinacaban Misamis Occidental** to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality. Should you have any concerns regarding this query, here are my contact details: 09517938776 and email address deguzmandianep@gmail.com

We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.


Banawan, Rocio Mae P.


Hisoler, Jude Mycko D.
BSHM Student Researchers

Noted by: 
Dr. Ana Bonita A. Balaba
Research Adviser


MR. WELFREDO REDUCTO
Owner

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
www.mu.edu.ph



MISAMIS UNIVERSITY
OZAMIZ CITY

October 16, 2023

Sabiniano S. Canama
City Mayor of Tangub

Attention Sergia Villegas
Barangay Chairman

Dear Sir/Madam,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEES PRODUCTIVITY IN MISAMIS OCCIDENTAL "**.

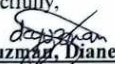
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With this, we humbly asking permission from the **Hoyohoy view deck Tangub City** to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

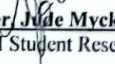
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Thank you.

Respectfully,

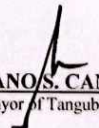

De Guzman, Diane P.


Banayan, Rocio Mae P.


Hisoler, Jude Mycko D.
BSHM Student Researchers

Noted by:

Dr. Ana Bonita A Balaba
Research Adviser


SABINIANO S. CANAMA
City Mayor of Tangub City

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367 / (088)-521-0431



MISAMIS UNIVERSITY
OZAMIZ CITY

Date: October 13, 2023

HON. ENGR. EMETERIO DACER ROA JR.
Municipal Mayor
Clarin, Misamis Occidental

Dear Sir/Madam,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

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With this, I humbly asking permission from the **Clarin House of Suman in Misamis Occidental** to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

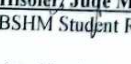
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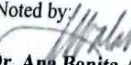
We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.


Banawan, Rogele Mae P.


Hisoler, Judge Mycko D.
BSHM Student Researchers

Noted by: 
Dr. Ana Bonita A. Balaba


ENGR. EMETERIO DACER ROA JR.
 Municipal Mayor

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
www.mu.edu.ph

 **MISAMIS UNIVERSITY**
OZAMIZ CITY

October 13, 2023

Hon. Samuel L. Parojinog
Municipal Mayor
Tudela, Misamis Occidental,

Attention: John Philip S. Rafallo
Tourism Officer-Designate

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking research study writing entitled: "WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION TO EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL".

For this, the study has its purpose to examine the relationship between workload adequacy and workload incentives for satisfaction in employee productivity. As an output of the study, the researcher will propose to help future researchers, working professionals, and neighbouring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and are with their capabilities.

With this, we are humbly asking permission from your good office of the Tudela Highland Resort and Eco Park formerly Subanen Village in Tudela, Misamis Occidental to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

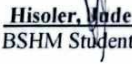
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We are looking forward to a positive response to our request on this matter.

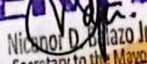
Thank you.

Very respectfully yours,


De Guzman, Diane P.

Banawan, Mae P.

Hisoler, Mycko D.
BSHM Student Researchers

Noted by: 
Dr. Ana Bonita A. Balaba
Research Adviser


RECEIVED
SIGNATURE: 
DATE: 10/17/23
Secretary to the Mayor

HON. SAMUEL L. PAROJINOG
Municipal Mayor

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
www.mu.edu.ph



MISAMIS UNIVERSITY
OZAMIZ CITY

Date: November 03, 2023

Ms. Marie Beatrice Mendoza
Owner
Baliangao, Misamis Occidental

Dear Sir/Maadam,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

For this, the study has it's purpose to examine the relationship between workload adequacy and workload incentives for satisfaction in employee productivity. As an output of the study, the researcher will propose to help future researchers, working professionals, and neighbouring localities to be able to make better decisions and gain additional insights that are more in-line with their preferences and are with their capabilities.

With this, I humbly asking permission from the **Bless Amare Sunrise Beach Resort in Baliangao Misamis Occidental** to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

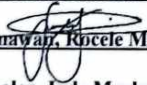
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We are looking forward to your request and would merit your positive response.

Thank you.

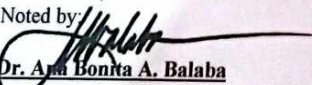
Respectfully,


De Guzman, Diane P.


Banawan, Rocio Mae P.

Hisoler, Jude Mycko D.
BSHM Student Researchers


MS. MARIE BEATRICE MENDOZA
Owner

Noted by: 
Dr. Anna Bonita A. Balaba
Research Adviser

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
www.mu.edu.ph

 **MISAMIS UNIVERSITY**
OZAMIZ CITY

Date: October 13, 2023

Dr. Oscar C. Tagalog
Villa Tagalog Beach Resort/ Owner
Panaon, Misamis Occidental

Dear Sir/Madam,

Greetings!

The undersigned are students of Bachelor of Science in Hospitality Management (BSHM) in Misamis University undertaking thesis writing having the research entitled: **"WORKPLACE INCENTIVES AND ADEQUACY STRATEGIES AMONG TOURIST ATTRACTION IN RELATION EMPLOYEE'S PRODUCTIVITY IN MISAMIS OCCIDENTAL"**.

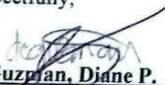
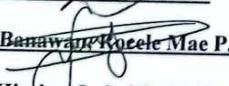
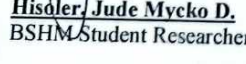
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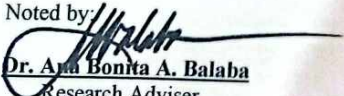
With this, I humbly asking permission from the **Villa Tagalog in Panaon Misamis Occidental** to answer the questions related to the study. Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality.

Rest assured that the information that would be obtained will only be used for research purposes and would be treated with utmost confidentiality. Should you have any concerns regarding this query, here are my contact details: 09517938776 and email address deguzmandianep@gmail.com.

We are looking forward to your request and would merit your positive response.
Thank you.

Respectfully,


De Guzman, Diane P.

Banawara Kocle Mae P.

Hisoler, Jude Mycko D.
BSHM Student Researchers

Noted by 
Dr. Ana Bonita A. Balaba
Research Adviser


MR. JASON ESTANERO
Manager

College of Business and Management
Misamis University
Ozamiz City, Misamis Occidental, Philippines
(088)-521-0367/ (088)-521-0431
www.mu.edu.ph

APPENDIX E
STATISTICAL OUTPUT

Statement of the Problem

This will examine the workplace incentives and workload adequacy strategies among tourist attraction in relation to employee's productivity. Specifically, this study will seek to answer the following research questions:

What is the level of workplace incentive as perceived among employees in tourist attraction in terms of rewards and recognition and cash incentives?

Constructs	Mean	Std. Deviation	interpretation
Reward and Recognition	2.863	.3730	High
Cash Incentives	2.752	.4953	High
Workplace Incentives	2.808	.3577	High

Note: Workplace Incentives is the overall weighted mean...

Descriptive Statistics

	N	Mean	Std. Deviation
Reward and Recognition	120	2.863	.3730
Cash Incentives	120	2.7521	.49525
Workplace Incentives	120	2.80771	.357730
Valid N (list wise)	120		

What is the level of workload adequacy strategies as perceived among employees in terms of time management and stress management?

Constructs	Mean	Std. Deviation	interpretation
Time Management	3.155	.3473	High
Stress Management	3.002	.3753	High
Workload Adequacy	3.078	.2891	High

Note: Workload Adequacy is the overall weighted mean

Descriptive Statistics

	N	Mean	Std. Deviation
Time Management	120	3.155	.3473
Stress Management	120	3.002	.3753
Workload Adequacy	120	3.0783333333	.28906785378
Valid N (listwise)	120		

What is the level of employee's productivity as perceived by tourist attraction employees in terms of job satisfaction and good relation with co-workers?

Constructs	Mean	Std. Deviation	interpretation
Job Satisfaction	3.365	.3700	Very high
Good Relation with Co-workers	3.220	.3453	High
Employees productivity	3.293	.2477	Very high

Note: Employee's productivity is the overall weighted mean...

Descriptive Statistics

	N	Mean	Std. Deviation
Job Satisfaction	120	3.365	.3700
Good Relation with Co-workers	120	3.220	.3453
Employees productivity	120	3.2925000000	.24773342273
Valid N (listwise)	120	00000	3986

Is there a significant relationship between workplace incentive and employees' productivity?

Tests of Normality

Constructs	p-value	interpretation
Branding effectiveness	.110	Normally distributed
Customers repetitive visit	.095	Normally distributed
Marketing strategy	.006	Not normally distributed

a. Lilliefors Significance Correction

Correlations

Constructs	r-value	p-value	interpretation
Employees productivity and Workplace Incentives	-.244**	.007	Moderate negative correlation/there is significant relationship

** . Correlation is significant at the 0.01 level (2-tailed).

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
Workplace Incentives	.084	120	.037	.982	120	.110
Workload Adequacy	.088	120	.023	.981	120	.095
Employees productivity	.116	120	.000	.968	120	.006

a. Lilliefors Significance Correction

Correlations

	Workplace Incentives	Employees productivity
Spearman's rho		
Workplace Incentives	1.000	-.244**
Correlation Coefficient		
Sig. (2-tailed)	.007	
N	120	120
Employees productivity	-.244**	1.000
Correlation Coefficient		
Sig. (2-tailed)	.007	
N	120	120

**. Correlation is significant at the 0.01 level (2-tailed).

Is there a significant relationship between workload adequacy of employee's productivity?

Correlations

Constructs	r-		interpretation
	value	p-value	
Workload Adequacy and Employees productivity	.092	.318	There is no significant relationship

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

	Workload Adequacy	Employees productivity
Spearman's rho		
Workload Adequacy	Correlation Coefficient	1.000
	Sig. (2-tailed)	.092
	N	.318
Employees productivity	Correlation Coefficient	120
	Sig. (2-tailed)	.092
	N	120

What recommendation plan can be developed based on the relationship off the variable?

APPENDIX F
SURVEY DOCUMENTATION (PHOTO)

Tudela Highland Resort and Eco Park



Hoyohoy View Deck in Tangub City



Clarín House of Suman in Clarín



Cotta Fort in Ozamis City



Bless Amare Sunrise in Baliangao



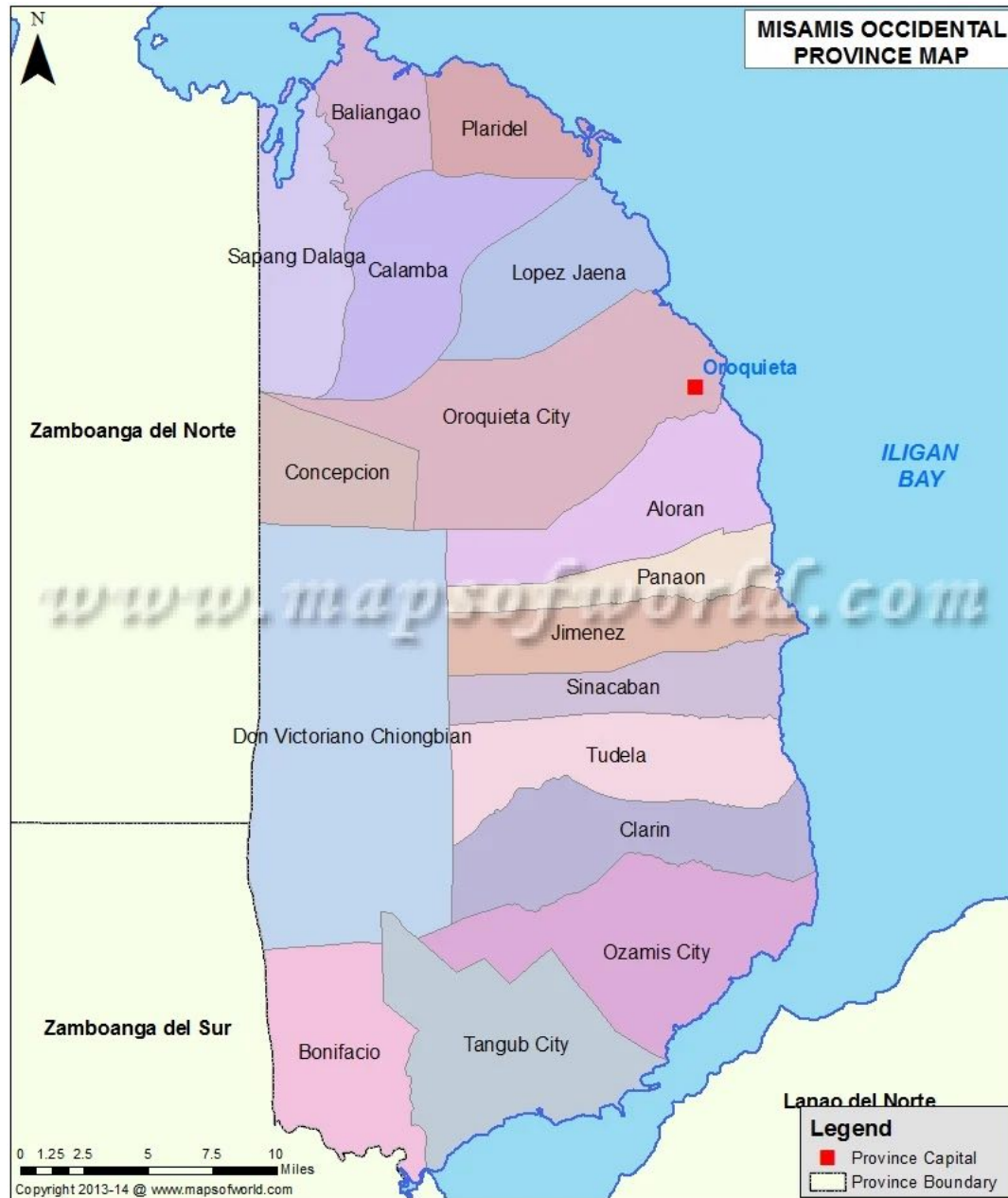
Villa Tagalog Resort in Panaon



Overview Garden Resort in Sinacaban



Map of Misamis Occidental



APPINDEX G

PLAGIARISM TEST RESULT



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APPENDIX H

GRAMMARLY TEST RESULT



Report: Workplace-Incentives-Workload-Adequacy-Strategies-among-Tourists-Attractions-in-Relation-to-Employees-Productivity-in-Misa

1

Workplace-Incentives-Workload-Adequacy-Strategies-among-Tourists-Attractions-in-Relation-to-Employees-Productivity-in-Misa

by Misamis University

General metrics

60,144	8,487	711	33 min 56 sec	1 hr 5 min
characters	words	sentences	reading time	speaking time

Score



This text scores better than 99% of all texts checked by Grammarly

Writing Issues

73	32	41
Issues left	Critical	Advanced

Plagiarism

This text hasn't been checked for plagiarism



Report: Workplace-Incentives-Workload-Adequacy-Strategies-among-Tourists-Attractions...

Writing Issues

34

Clarity

26

Wordy sentences



8

Unclear sentences



1

Delivery

1

Incomplete sentences



38

Correctness

3

Determiner use (a/an/the/this, etc.)



1

Punctuation in compound/complex sentences



5

Incorrect phrasing



3

Incorrect citation format



2

Improper formatting



15

Ungrammatical sentence



2

Unknown words



1

Incorrect verb forms



1

Pronoun use



1

Misspelled words



3

Incorrect noun number



1

Wrong or missing prepositions



Unique Words

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unique words

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Page 2 of 87





Report: Workplace-Incentives-Workload-Adequacy-Strategies-among-Tourists-Attractions...

Rare Words

41%

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rare words

Word Length

5.4

Measures average word length

characters per word

Sentence Length

11.9

Measures average sentence length

words per sentence

APPEDIX I CURRICULUM VITAE

Rocele Mae P. Banawan

Address: P6 Lam-an Ozamis City, Misamis Occidental

Contact Number: 09457404610

Email: rocelepuertosbanawan@gmail.com



Objective:

I am looking forward to work in an organization or company that would provide opportunities and at the same time significant challenges which will help develop my skills and expand my knowledge on any task and also for me to contribute well in attaining organization goals of the company.

EXPERIENCE

- Work Immersion January 2019
MU MANOR HOTEL, Ozamis City
Housekeeping

SEMINARS AND TRAINING ATTENDED

- Balloon Décor Shop
MU MANOR HOTEL, Ozamis City
- Housekeeping
MU MANOR HOTEL, Ozamis City
- Understanding Mental Health and Well-Being
MISAMIS UNIVERSITY, H.T. Feliciano St, Ozamis City, 7200 Misamis Occidental
- Cake Decorating and Customizing Workshop using Fondant
MU MANOR, Misamis Occidental
- Lecture and Demonstration on Basic Housekeeping and Bed Making
Mezzo Hotel Pres. Quezon Street, Mabolo, Cebu City
- Career Orientation Seminar in the Cruise Line Industry
MIHCA Cebu 128, F Ramos St. Cebu City

CERTIFICATES

- Balloon Décor Shop
- Housekeeping
- Understanding Mental Health and Well-Being
- Cake Decorating and Customizing Workshop using Fondant
- Lecture and Demonstration on Basic Housekeeping and Bed Making
- Career Orientation Seminar in the Cruise Line Industry

Personal Data

- Age: 23
- Date of Birth: June 24, 2000
- Citizenship : Filipino
- Gender : Female
- Civil Status :Single
- Religion : Roman Catholic

Education

COLLEGE

Undergrad/4th year

- Bachelor of Science in Hospitality Management

MISAMIS UNIVERSITY, H.T. Feliciano St, Ozamis City, 7200 Misamis Occidental

SENIOR HIGH SCHOOL

2017-2018

- San Isidro High School
Tambulig Zamboanga del sur

JUNIOR HIGH SCHOOL

2015-2016

- San Isidro High School
Tambulig Zamboanga del sur

ELEMENTARY

2011-2012

- Liloan Central School
Liloan, Bonifacio, Misamis, Occidental

Skills

- Dancing
- Photograph
- Baking
- Serving
- Bed Making

References

Ms. Marlou M. Puertos
Pat. Assistant PNCO
09269670721

Mrs. Catherine D. Rosauo
Faculty
MISAMIS UNIVERSITY
09518855461
catherine.rosauo@mu.edu.ph



DIANE P. DE GUZMAN

ABOUT ME

To seek a position, where I can apply my relevant skills and knowledge to gain practical experience and contribute to the success of the organization while developing my professional skills.

EXPERIENCE

Work as Cashier January 2019
Gaisano Capital Ozamis City
JP Rizal Avenue, Ozamis City

SEMINARS AND TRAINING ATTENDED

- Body Image and the Reality of Eating Disorder
Misamis University H.T. Feliciano St, Ozamis City,
- NCII- Bread and Pastry in Production Program, Molave ZDS
- Cake Decorating and Customizing Workshop using Fondant
MU Manor, Misamis University Ozamis City, Misamis Occidental
- Lecture and Demonstration on Basic Housekeeping and Bed Making
Mezzo Hotel Pres. Quezon Street, Mabolo, Cebu City
- Career Orientation Seminar in the Cruise Line Industry
MIHCA Cebu 128. F Ramos St. Cebu City

CERTIFICATES

- Certificate of Bread and Pastry in Production Program Nc-11
- Certificate of Body Image and the Reality of Eating Disorder
- Cake Decorating and Customizing Workshop using Fondant
- Lecture and Demonstration on Basic Housekeeping and Bed Making
- Career Orientation Seminar in the Cruise Line Industry

REFERENCES

Mrs. Catherine D. Rosauro MBA, MIHM

Faculty
Misamis University Ozamis City
Phone: 09518855461
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Dr. Ana Bonita L. Balaba

Faculty
Misamis University, Ozamis City
phone: 09758809738
Anabonita.lamanilao@mu.edu.ph

09517938776

deguzmandianep@gmail.com

P4 San Antonio Ozamis City
Misamis Occidental

PERSONAL DATA

Date of Birth: December 10 1993
Citizenship: Filipino
Gender: Female
Civil Status: Single
Religion: Roman Catholic

EDUCATION

Elementary

2006-2007
• DUMINGAG CENTRAL
SCHOOL
DUMINGAG ZAMBOANGA DEL
SUR

High School

2011-2012
• JOSEFA HERIRA CERILLIES
STATE COLLEGE DUMINGAG
DUMINGAG ZAMBOANGA DEL
SUR

College

2019-2023
• BACHELOR OF SCIENCE IN
HOSPITALITY MANAGEMENT
MISAMIS UNIVERSITY, H.T.
FELICIANO ST, OZAMIS CITY,
7200 MISAMIS OCCIDENTAL

SKILLS

- Active Listening
- Time Management
- Good Communication
- Leadership
- Serving
- Bed Making
- Baking/Cooking



JUDE MYCKO D. HISOLER

P1 Embargo Ozamis City, Misamis Occidental

CAREER OBJECTIVES

Seeking a position with a progressive organization that provides an opportunity to harness my skills and ability in the field of Hospitality Management.

CONTACT

PHONE:
09613064577
EMAIL:
hisolerjude05@gmail.com

SEMINAR AND TRAINING ATTENDANT

Lecture and Demonstration on Basic Housekeeping and Bedmaking.
Held at Mezzo Hotel. Quezon Street, Mabolo, Cebu City April 26, 2023.

Career Orientation Seminar in the Cruise Line Industry.
Held at Magsaysay Center for Hospitality and Culinary Art-Cebu MIHCA Cebu City April 24, 2023

Cake Decorating and Customizing Using Fondant
Held at MU Manor, MISAMIS UNIVERSITY, Ozamis City June 09, 2023

Joint Delivery Voucher Program Enhancement Training in Shielded Metal Arc Welding (SMAW) NCII for 40 Days.
Naomi's Botanical Garden Function Hall, Ozamis City, Misamis Occidental March 1, 2019

EDUCATION

ELEMENTARY
BACLAY TUKURAN ELEMENTARY SCHOOL
(2007-2013)
JUNIOR HIGH SCHOOL
LABO NATIONAL HIGHSCHOOL
(2014-2017)
SENIOR HIGH SCHOOL
LABO NATIONAL HIGHSCHOOL
(2018-2019)
COLLEGE
Bachelor of science in Hospitality Management
(2019-2024)
Misamis University

ACHIEVEMENTS

NCII Passer
Shielded Metal Arc Welding (SMAW)
Dec 01, 2018

SKILLS

Customer Service
Creativity
Time Management

References

Mrs. Ruby P. Salig, MBA, MIHM
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