



THE INFLUENCE OF TEMPORARY EMPLOYMENT ON THE EMPLOYEE PERFORMANCE AMONG NON-PERMANENT EMPLOYEES IN THE CITIES OF BATANGAS

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ABSTRACT

The study investigated the influence of temporary employment on employee performance among non-permanent employees in the three cities of Batangas Province. It evaluated employee performance against the quantity and quality of units, timeliness, cost-effectiveness, absenteeism, creativity, and adherence to policy. It determined the significant difference between the profiles and the extent of influence of temporary employment and the significant relationship between performance and temporary employment. It identified the challenges encountered by non-permanent employees and Human resource managers with temporary employment. Similarly, the study forwarded the action plan to enhance employee performance. The study adopted descriptive research design and utilized an explanatory sequential mixed method. A sample size of 171 non-permanent employees was selected as key respondents of the study. Results reveal that majority of respondents are 20-39 years old, female, married, received college level, and with 0-5 years of experience. As for motives for temporary employment, an expectation to gain permanent employment in the City drives temporary employees to high levels of performance. For perceived employability, the line managers providing supervisory support like coaching and feedback to employees on their job performance receive the highest weighted mean and the item of the contract being renewed by the company in the past as to expected employment continuity. Concerning employee performance, respondents show agreement on most of the items listed and concurred on promoting the organization's values and goals through staying focused, following rules, completing work on time, setting priorities, observing attendance policy, and taking on challenging tasks. Both motives for temporary employment and perceived employability show no significant relationship with profile variables. Whereas in expected employment continuity, only marital status and number of years are found significant. Only the quality of units produced under expected employment continuity bears a strong positive relationship with temporary employment. The action plan has been crafted to enhance employee performance.

Keywords: Employee Performance, Temporary Employment, Explanatory sequential mixed method, Philippines