

THE INFLUENCE OF EMPLOYEE RECOGNITION INITIATIVES ON THE WORK PERFORMANCE OF SELECTED PUBLIC AND PRIVATE SECTOR IN MEYCAUAYAN, BULACAN: A COMPARATIVE STUDY

ABSTRACT

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Employee recognition plays a crucial role in fostering motivation, job satisfaction, and overall work performance. Despite its importance, organizations in both the public and private sectors face challenges in implementing effective recognition programs. This study investigated the influence of recognition initiatives on work performance in Barangay Bahay Pare (public sector) and Oracle Petroleum Corporation (private sector), using the PERMA+4 framework to examine psychological and behavioral outcomes. Additionally, The research explored how demographic factors—such as age, gender, length of service, and organizational classification—interact with recognition strategies to affect employee motivation, job satisfaction, and sense of belonging. A comparative descriptive research design was employed, using purposive sampling to select 25 employees from both the public and private sectors. Survey questionnaires assessed perceived types of recognition, effectiveness, and perceptions of recognition's influence on motivation, job satisfaction, sense of belonging, and work performance, as well as challenges affecting recognition initiatives. Data were analyzed using weighted means and Pearson's r correlation to compare responses between sectors and to assess relationships between variables. Findings showed that both sectors value employee recognition, with public sector employees reporting stronger positive effects on motivation, satisfaction, and productivity. Private sector responses were more varied but similarly positive. Challenges like lack of authenticity, managerial support, and consistency affected effectiveness. No significant correlation was found due to limited response variability, which reduced statistical sensitivity. The study suggests that employee recognition positively influences work performance in both public and private sectors, particularly in motivation, job satisfaction, and productivity. Although statistical correlation couldn't be confirmed due to limited response variability, descriptive results show stronger engagement and purpose, especially in the public sector. To enhance impact, organizations should personalize recognition, clarify criteria, and use tools like peer feedback and performance reviews.

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