

Factors affecting job performance in the Northeastern Conference of Seventh Day Adventist

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Problem

This thesis sought to determine how work environment, leadership management, and employee motivation predict employee performance at the Northeastern Conference of Seventh-day Adventists (NCSDA).

Methodology

The researcher adopted a quantitative, explanatory, and cross-sectional approach in order to answer the research questions. The target population for the study consisted of 200 staff members at NC SDA. The researcher adopted purposive and convenience sampling in order to recruit the study respondents. After performing the recruitment, the final study sample consisted of 160 respondents. The research tool for this study was a structured questionnaire whose validity and reliability were established through factor analysis and the Cronbach alpha coefficient respectively. A multiple linear regression analysis was then performed in order to determine the effect of each of the three predictor variables on job performance.

Results

The applied method of step wise in the regression analysis shows that the best predictor was the variable leadership

because it explained 13.1 % of the variance of the dependent variable, job performance (see Model 1, Figure 2, Table 16). Model 1 has a F value equal to 24.715 and p value equal to .000. As it can be observed that the p value is less than .05, therefore, there is a positive and significant linear correlation. Thus, the null hypothesis is rejected.

It was also observed that the variables leadership and work motivation were good predictors of work performance (model 2, Figure 3). As it can be seen that the p-value is less than 0.05, therefore, there is a positive and significant linear correlation.

Conclusion

Research results are consistent with the findings of other empirical studies in extant literature except for the relationship between work environment and job performance. However, the predictive power of the three predictors could be improved through the adoption of mixed methods i.e. adoption of both qualitative and quantitative techniques. Future research should also focus on examining additional leadership aspects that could affect job performance in order to improve the model's explanatory power.