

Factors affecting the job performance of church officers in the borough of Brooklyn in the Northeastern Conference of Seventh-Day Adventists in New York

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Problem

The empirical model in which organizational commitment, recognition, motivation, and training are predictors of job performance, as perceived by Church Officers of the Northeastern Conference of Seventh-day Adventists in the Borough of Brooklyn, New York, USA.

Methodology

The research was empirical quantitative, descriptive, exploratory, explanatory and transversal. The study population was made up of 424 church officers of the Borough of Brooklyn, in the Northeastern Conference of Seventh-day Adventists in York, USA. An instrument was administered and 163 church officers from the population were described. The substantive statistical process was based on regression analysis, performed in SPSS 23.0.

The constructs for the five instruments used were done through factorial analysis techniques (with explained variance levels of over 65.0%, which are acceptable) and the reliability, measured with the Cronbach alpha coefficient for each instrument, was acceptable (with the lowest explained variance levels of (.880)). For the analysis of this hypothesis, the statistical technique of multiple linear regression was used.

Results

The model was validated with the sample of church officers of the Brooklyn Borough in the Northeastern Conference of Seventh-day Adventists. Organizational commitment, recognition, motivation, and training are good predictors of job performance, according to the perception of the church officers of the Brooklyn Borough in the Northeastern Conference of Seventh-day Adventists. When evaluating the influence of independent constructs through the standardized beta coefficients, it was found that the best predictor is training, followed by Organizational commitment, then motivation.

Conclusion

It is recommended to the administration of the Northeastern Conference of Seventh-day Adventists and the Senior Pastors of the churches in the Northeastern conference to implement training programs at the local level, district level and regional level for all church officers at all levels of the local church with the aim to train and empowering its Church officers to function at their best on a professional level so that God will be glorified. Additionally, the focus should be placed on organizational commitment, motivation, and recognition of church officers since these variables directly impact the job performance of church officers. These constructs are all good predictors of church officers' job performance.