

**DELA CRUZ, John Albert., Aratan Kristelle, Briones Vanessa Jireh. An Assessment of Motivation Factors on the Job Satisfaction Among Employees of the Local Government Unit of Sta. Ignacia Tarlac.**

This study employed the descriptive-correlational research design. The descriptive section of the research was utilized to assess the motivation factors on the job satisfaction among employees of the Local Government Unit of Sta. Ignacia, Tarlac in relation to Herzberg's two-factor theory of hygienic and motivation. On the other hand, the correlation aspect was used to determine the relationship between the Herzberg's two-factor theory and job satisfaction among employees. The respondents of the study were the 37 employees of the LGU of Santa Ignacia Tarlac. It utilized convenience sampling which falls under non-probability sampling. This study used a survey questionnaire to gather the necessary data. It is composed of three (3) parts: Part I states the respondent's demographic profile; Part II includes survey on the motivation and hygiene factors and Part III includes survey on the factors that affect job satisfaction.

Most of the respondents are qualified enough to handle the job aligned to their age; single since they are working for their own expenses and help their parents for their family expenses; equipped with enough knowledge and skills applied in their jobs; have a short length of service to the organization; received a minimum salary and regular/permanent in their job. However, both genders have the equal opportunities in their working job.

In terms of motivation and hygiene factors, it can be then implied that the employees are generally highly satisfied and happy with their works. Employees are satisfied on the way they were being handled by the management. They are satisfied in the job and workplace, benefits and rewards, recognition and communication.

Motivation factors had no bearing on their job satisfaction. On the other hand, hygiene factors contributed positively in their job satisfaction except for working condition. Thus, a truly satisfied and motivated employee leads to the improved organizational productivity, decreased employee turnover and reduced job stress in in the working organization.