

Abstract

The study on “Employee’s Opinions Toward the Effect of Patronage System on Work Efficiency” aims at exploring employee’s opinion on work efficiency arising from the utilization of patronage system for administrative benefits. Samples of the study consist of 188 operational employees in the Organization under study. The data are collected by questionnaires and analyzed by SPSS Program using Arithmetic Mean, Standard Deviation, t-test and Chi-Square with statistical significance at 0.05.

The study finds that the Organization’s employees are more females than males, and the majority of them are bachelor’s degree graduates. Information collected concentrates on their opinions on the forms of patronage being practiced in the Organization. The employees moderately agree that those forms of patronage have moderate effect on work efficiency. Personal factors influencing the acknowledgement of the forms of patronage are age, educational attainment, income, and years of work, while personal factors responsible for work efficiency are age, work position, educational attainment, income, and years of work. Relationship between the forms of patronage and the output of work efficiency is found to be at a moderate level especially on two aspects namely work progress and work measurement. The employees maintain that beneficial utilization of patronage system must be principally directed and various possible impacts should be considered.

Conclusions derived from the study are that work efficiency can really be developed if the administration system is rightly directed, having manpower, or human resource planning and comprehensive policies on organizational management. Patronage system is merely a supplement adding up work efficiency within an organization with concrete transparency, and its utilization should be based on fairness.