

## **ABSTRACT**

This study was conducted to determine the motivational factors and the job performance of the MSMEs employees in Pilar, Capiz. The key specific objectives of this study were as follows: 1. to assess the socio-demographic profile of the respondents in terms of age, gender, civil status, and years employed, 2. to find out the motivational factors affecting the job performance of the employees, 3. to determine the job performance of the employees in the MSMEs in Pilar, and 4. To determine whether there is a significant relationship between motivation factors and employees' performance. There were 30 respondents coming from the MSMEs in Pilar, Capiz and were selected using Universal sampling technique. A questionnaire was the instrument used in gathering data from the respondents. Frequency, percentage, mean, and Pearson R Correlation were the statistics used in the analysis of data.

The result revealed that most of the respondents were females, were 18-27 years old, were single, married and had been employed for 1-4 years.

The data also revealed that the respondents strongly agree that monetary and non-monetary factors influenced employees' job performance. The data indicated that the job performance of respondents were good.

There is a significant relationship between monetary factors and the job performance of the MSMEs employees.

There is a significant relationship between the non-monetary factors and the job performance of the MSMEs employees.