

## **ABSTRACT**

This descriptive study examines the levels of management practices, productivity, and performance among 40 employees in the hospitality industry of Pilar, Capiz. The findings reveal high perceived effectiveness in management practices, with industries implementing strategies perceived as very effective by employees. However, productivity levels are perceived as moderately effective overall, indicating potential areas for improvement. Despite this, employees hold a positive perception of industry performance, reflecting satisfaction with outcomes and individual contributions. Importantly, the study identifies a significant positive relationship between management practices and performance, highlighting the crucial role of effective management in driving organizational success. Conversely, no significant relationship is found between productivity and performance, suggesting the need for a more comprehensive approach to performance management. Based on these findings, recommendations are made to prioritize investment in leadership development, address specific areas of productivity improvement, foster a culture of continuous improvement, and explore additional factors influencing performance outcomes. Overall, the study underscores the importance of effective management practices in shaping industry performance within the dynamic hospitality industry landscape.

Keywords: Management practices, productivity, performance hospitality industry employees