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RESEARCH ARTICLE

COMPETITIVENESS IN OFFICE WORK OF EMPLOYEES WITH DISABILITY IN RELATION ON THE PRODUCTIVITY IN THE WORKPLACE

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Abstract

Growing number global emphasis on welfare of Person with disabilities and welfare to work policies are increasing, however studies on the competitiveness on Person with disabilities are lacking. This scantiness in research makes it difficult for managers to utilize the full work potential of PWD. The researcher analyzed the competitiveness in Office work of Employees with disability in relation on the productivity in the workplace. It specially, sought to answer the following question. 1) What Is the level of the competitiveness in office works of employees with disability in terms of: a, Ability b. Perseverance c. Loyalty d. Talent Skills 2) What is the status of productivity on work place in terms of a. Efficiency b. Complete the task c. Motivate reward 3) Is there significant effect of competitiveness in office work of employees with disability and to the productivity in workplace. It can be concluded that the Competitiveness in office work of employee with disability in terms of ability, perseverance, as "High", and loyalty, talent and skills as "Very High" based on the supervisors that every employee with disability have their own different ability, perseverance, loyalty, talent and skill it depends on what kind of impairment they have. The Status of productivity on workplace in terms of complete the task as "High" and also efficiency and motivate reward as "Very High". There is no significant effect brought by competitiveness in office work of employee with disability in relation to the productivity on workplace. For the Recommendation the PWD's must attend seminars that MSWD and other Non-Government organizations have for them so they can adapt all the learning's needed to improve their ability. Development of Workplace Facilities and working environment to increase the work efficiency of Person with disabilities. Develop activities for the PWD's to keep them motivated and truly develop self-confidence to complete their task The Local Government must continue to give funds for the employee with disability so they can help their respective family.

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Introduction:-

Persons with disability (PWD) are among the vulnerable group in the country that need utmost attention from the government. This is perhaps the reason why the institutional and legal environment has been made favorable to the

particular group especially in the area of employment. However, earlier reports note that the quality of employment of PWDs still needs improvement.

According to Ameri et al., (2015) The low employment rates of people with disabilities are not simply due to lower levels of interest in work or to reliance on disability income programs, as shown in part by high rates of job seeking among people with disabilities. Employers reluctance to hire people with disabilities even when their qualifications are identical to those of applicants without disabilities

According to Rojas (2014) the country has enough law that protect the interest of marginalized sectors such as PWDs including to help them become economically productive and to help the PWDs sector help themselves would surely make some improvement to poverty. PWDs should not impose undue or disproportionate burden but must ensure the exercise of equal opportunity for PWDs in all fundamental right as may should be modified to favor the employee. PWD's in the work force means rehabilitation, self-development, self-reliance and affirmation of PWDs as productive member of society.

This study helps the person with disability regarding to their competitiveness in Office work and to build their self-esteem and confidence to see that they also qualified in the working environment of non-disabled employee.

Methodology:-

The research design used in this study was descriptive survey in order to determine the Competitiveness in office works of employee with disability in relation to the productivity on workplace. According to Posinaseti (2014) A descriptive study is one in which information is collected without changing the environment (i.e., nothing is manipulated). It is used to obtain information concerning the current status of the phenomena to describe "what exists" with respect to variables or conditions in a situation. The methods involved range from the survey which describes the status quo, the correlation study which investigates the relationship between variables, to developmental studies which seek to determine changes over time. Purposive sampling method was used. Statistical treatment was used to analyze and interpret the data given by 20 respondents. Mean, Standard Deviation and T-test were used to determine the competitiveness in office work of employee with disability in relation to the productivity on workplace.

Results And Discussion:-

This chapter includes the analysis of the data collected as well as the interpretation of the result of the study. The major findings of the study follow the order in accordance with the statement of the problem.

Presentation, Analysis And Interpretation Of Data:-

The table 1 shows the level of competitiveness in office works of employees with disabilities in terms of ability. It further indicates that the statement number (1) which states that "The ability helps the organization become efficient" has mean of 4.35 with the standard deviation of 0.73 and verbal interpretation of "Very High". The statement number (2) which states that "The PWDs have ability to work" has computed mean of 4.65 with the standard deviation of 0.48 and verbal interpretation of "Very High". Statement number (3) which states that "The ability affects the hiring of PWDs in the workplace" has computed mean of 4.15 with the standard deviation of 0.79 and verbal interpretation of "High". Statement number (4) which states that "The disability has their own ability" has computed mean of 4.55 with the standard deviation of 0.59 and verbal interpretation of "Very High".

Lastly, statement number (5) which states "The PWDs are not qualified in the workplace" has computed mean of 2.30 with the standard deviation of 1.35 and verbal interpretation of "Low". The average mean of 4.00 with a standard deviation of 0.50 reveals that the level of competitiveness in office works of employees with disabilities in terms of ability was interpreted as "High". It is supported by the study of Lavasani (2015) Work ability among employees with disabilities did not seem to be influenced merely by individual health status. Attitudinal and dispositional factors appeared to have a significant impact on their levels of work ability. The potential positive impact of education and employment status on employees' levels of work ability

Table 1:- Level of Competitiveness in Office Works of Employees with Disabilities in terms of Ability.

Statements	Mean	SD	Verbal Interpretation
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1. The ability helps the organization become efficient	4.35	0.73	Very High
2. The PWDs have ability to work	4.65	0.48	Very High
3. The ability affects the hiring of PWDs in the workplace	4.15	0.79	High
4. The disability have their own ability	4.55	0.59	Very High
5. The PWDs are not qualified in the workplace	2.30	1.35	Low
Weighted Mean	4.00	0.50	High

Legend:

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 2:- Level of Competitiveness in Office Works of Employees with Disabilities in terms of Perseverance.

Statements	Mean	SD	Verbal Interpretation
1. The PWD are persevere regarding in their work	4.45	0.74	Very High
2. The PWD are strongly competitive	4.25	0.62	Very High
3. The disability are getting more motivated	4.00	0.89	High
4. Not all PWD are persevere in their job	3.15	1.06	Fairly High
5. Perseverance comes from weakness and failures	4.10	0.94	High
Weighted Mean	3.99	0.45	High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 2 shows the level of competitiveness in office works of employees with disabilities in terms of perseverance. It further indicates that the statement number (1) which states that “The PWD are persevere regarding in their work” has mean of 4.45 with the standard deviation of 0.74 and verbal interpretation of “Very High”. The statement number (2) which states that “The PWD are strongly competitive” has computed mean of 4.25 with the standard deviation of 0.62 and verbal interpretation of “Very High”. Statement number (3) which states that “The disability is getting more motivated” has computed mean of 4.00 with the standard deviation of 0.89 and verbal interpretation of “High”. Statement number (4) which states that “Not all PWD are persevere in their job” has computed mean of 3.15 with the standard deviation of 1.06 and verbal interpretation of “Fairly High”. Lastly, statement number (5) which states that “Perseverance comes from weakness and failures” has computed mean of 4.10 with the standard deviation of 0.94 and verbal interpretation of “High”.

The average mean of 3.99 with a standard deviation of 0.45 reveals that the level of competitiveness in office works of employees with disabilities in terms of perseverance was interpreted as “High”. It is supported by the study of Baumgärtner (2013) Employees with disabilities that are employed in the first labor market can be expected to show higher levels of job-related self-efficacy than their colleagues without disabilities, given the oftentimes considerable difficulties to find employment and the related need for perseverance and high levels of self-confidence.

Table 3:- Level of Competitiveness in Office Works of Employees with Disabilities in terms of Loyalty.

Statements	Mean	SD	Verbal Interpretation
1. The PWD are more focus in their task	4.55	0.59	Very High
2. Employers stated that PWDs are more loyal	4.15	0.65	High
3. The PWD give all their effort in every task	4.50	0.59	Very High
4. PWDs are also devoted in their work	4.45	0.67	Very High
5. PWDs can able to work for many years	4.40	0.86	Very High
Weighted Mean	4.41	0.46	Very High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

The table shows the level of competitiveness in office works of employees with disabilities in terms of loyalty. It further indicates that the statement number (1) which states that “The PWD are more focus in their task” has mean of 4.55 with the standard deviation of 0.59 and verbal interpretation of “Very High”. The statement number (2) which states that “Employers stated that PWDs are more loyal” has computed mean of 4.15 with the standard deviation of 0.65 and verbal interpretation of “High”. Statement number (3) which states that “The PWD give all their effort in every task” has computed mean of 4.50 with the standard deviation of 0.59 and verbal interpretation of “Very High”. Statement number (4) which states that “PWDs are also devoted in their work” has computed mean of 4.45 with the standard deviation of 0.67 and verbal interpretation of “Very High”. Lastly, statement number (5) which states that “PWDs can able to work for many year” has computed mean of 4.40 with the standard deviation of 0.86 and verbal interpretation of “Very High”. The average mean of 4.41 with a standard deviation of 0.46 reveals that the level of competitiveness in office works of employees with disabilities in terms of loyalty was interpreted as “Very High”.

It is supported by the study of Marlies (2015) The factors that determine employee loyalty in a local Manufacturing Company. Employee loyalty has always been an issue for organizations because of its connection with behaviors like attendance, turnover and organizational citizenship. Loyal workers devote themselves to the organization’s achievements and they enthusiastically participate in the organizational sustenance and growth

Table 4:- Level of Competitiveness in Office Works of Employees with Disabilities in terms of Talent.

Statements	Mean	SD	Verbal Interpretation
1. The disability improves their talent through workshop	3.90	0.89	High
2. Talent make them productive	4.40	0.58	Very High
3. PWDs have special talent	4.50	0.74	Very High
4. PWDs can able to work under pressure	4.25	0.77	Very High
5. PWDs can able to work diligently	4.40	0.58	Very High
Weighted Mean	4.29	0.49	Very High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 4 shows the level of competitiveness in office works of employees with disabilities in terms of talent. It further indicates that the statement number (1) which states that “The disability improves their talent through workshop” has mean of 3.90 with the standard deviation of 0.89 and verbal interpretation of “High”. The statement number (2) which states that “Talent make them productive” has computed mean of 4.40 with the standard deviation of 0.58 and verbal interpretation of “Very High”. Statement number (3) which states that “PWDs have special talent” has computed mean of 4.50 with the standard deviation of 0.74 and verbal interpretation of “Very High”. Statement number (4) which states that “PWDs can able to work under pressure” has computed mean of 4.25 with the standard deviation of 0.77 and verbal interpretation of “Very High”. Lastly, statement number (5) which states that “PWDs can able to work diligently” has computed mean of 4.40 with the standard deviation of 0.58 and verbal interpretation of “Very High”. The average mean of 4.29 with a standard deviation of 0.49 reveals that the level of competitiveness in office works of employees with disabilities in terms of talent was interpreted as “Very High”. It is supported by the study of Crawford (2014) A young students discovers and nurtures her artistic talent. She has a learning disability in reading that causes her to perceived words differently. It recognizes by the two exceptional teachers who help meet her needs while nurturing her strength.

Table 5 shows the level of competitiveness in office works of employees with disabilities in terms of skills. It further indicates that the statement number (1) which states that “The PWDs can be regular employee” has mean of 4.35 with the standard deviation of 0.73 and verbal interpretation of “Very High”. The statement number (2) which states that “Skills affect the performance of PWD” has computed mean of 4.30 with the standard deviation of 0.64 and verbal interpretation of “Very High”. Statement number (3) which states that “The PWD are highly trained” has computed mean of 3.95 with the standard deviation of 0.80 and verbal interpretation of “High”. Statement number (4) which states that “PWD are educated” has computed mean of 4.15 with the standard deviation of 0.57 and verbal interpretation of “High”. Lastly, statement number (5) which states that “The PWD have their own different skills” has computed mean of 4.40 with the standard deviation of 0.58 and verbal interpretation of “Very High”.

The average mean of 4.23 with a standard deviation of 0.43 reveals that the level of competitiveness in office works of employees with disabilities in terms of skills was interpreted as “Very High”. It is supported by the study of Soeker (2014) A protective workshop is defined as a workshop is defined as a work setting that enables PWDs to engage in various types of work-related activities at a workplace that is conducive to the skills and abilities of individual. The work productivity of individuals working in a productive workshop is usually related between 50-80% of the productivity requirements of the open labor market.

Table 5:- Level of Competitiveness in Office Works of Employees with Disabilities in terms of Skills.

Statements	Mean	SD	Verbal Interpretation
1. The PWDs can be regular employee	4.35	0.73	Very High
2. Skills affect the performance of PWD	4.30	0.64	Very High
3. The PWD are highly trained	3.95	0.80	High
4. PWD are educated	4.15	0.57	High
5. The PWD have their own different skills	4.40	0.58	Very High
Weighted Mean	4.23	0.43	Very High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 6:- Status of Productivity in a Work Place in terms of Efficiency.

Statements	Mean	SD	Verbal Interpretation
1. Can work on time	4.50	0.50	Very High
2. Can do without wasting materials	4.35	0.65	Very High

3. The task given by the employer increases the productivity of employees saved both time and money	4.40	0.58	Very High
4. Can easily adapt the environment	4.25	0.70	Very High
5. Can able to achieve the goals of the company	4.35	0.73	Very High
Weighted Mean	4.37	0.47	Very High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 6 shows the status of productivity in a work place in terms of efficiency. It further indicates that the statement number (1) which states that “Can work on time” has mean of 4.50 with the standard deviation of 0.50 and verbal interpretation of “Very High”. The statement number (2) which states that “Can do without wasting materials has computed mean of 4.35 with the standard deviation of 0.65 and verbal interpretation of “Very High”. Statement number (3) which states that “The task given by the employer increases the productivity of employees save both time and money” has computed mean of 4.40 with the standard deviation of 0.58 and verbal interpretation of “Very High”. Statement number (4) which states that “Can easily adapt the environment” has computed mean of 4.25 with the standard deviation of 0.70 and verbal interpretation of “Very High”.

Lastly, statement number (5) which states that “Can able to achieve the goals of the company” has computed mean of 4.35 with the standard deviation of 0.73 and verbal interpretation of “Very High”. The average mean of 4.37 with a standard deviation of 0.47 reveals that the level of competitiveness in office works of employees with disabilities in terms of efficiency were interpreted as “Very High”. do without wasting materials has computed mean of 4.35 with the standard deviation of 0.65 and verbal interpretation of “Very High”.

Table 7:- Status of Productivity of a Work Place in terms of Complete the Task.

Statements	Mean	SD	Verbal Interpretation
1. Able to complete the task on time	4.45	0.59	Very High
2. Can complete the task from error	4.30	0.64	Very High
3. The employee perform their task well	4.35	0.65	Very High
4. The employees can handle multiple task	3.95	0.86	High
5. Can easily accept the changes	4.15	0.65	High
Weighted Mean	4.24	0.50	Very High

Legend

Range	Scale	Verbal Interpretation
4.20-5.00	Strongly Agree	Very High
3.40-4.19	Agree	High
2.60-3.39	Fairly Agree	Fairly High
1.80-2.59	Disagree	Low
1.00-1.79	Strongly Disagree	Very Low

Table 7 shows the status of productivity in a work place in terms of complete task. It further indicates that the statement number (1) which states that “Able to complete the task on time” has mean of 4.45 with the standard deviation of 0.59 and verbal interpretation of “Very High”. The statement number (2) which states that “Can complete the task from error” has computed mean of 4.30 with the standard deviation of 0.64 and verbal interpretation of “Very High”. Statement number (3) which states that “The employee performs their task well” has computed mean of 4.35 with the standard deviation of 0.65 and verbal interpretation of “Very High”. Statement number (4) which states that “The employees can handle multiple task” has computed mean of 3.95 with the

standard deviation of 0.86 and verbal interpretation of “High”. Lastly, statement number (5) which states that “Can easily accept the changes” has computed mean of 4.15 with the standard deviation of 0.65 and verbal interpretation of “Very High”. The average mean of 4.24 with a standard deviation of 0.50 reveals that the level of competitiveness in office works of employees with disabilities in terms of complete the task was interpreted as “Very High”. It is supported by the study of Agnesia (2013) Employees motivation increases when they have high computer competency, are familiar with the online learning environment, are given feedback by the teacher, and perceive the topic being discussed as valuable.

Table 8:- Status of Productivity in a Work Place in terms of Motivate Reward.

Statements	Mean	SD	Verbal Interpretation
1. Motivated by the salary to work harder	4.25	0.83	Very High
2. Recognition and promotion programs are provided for performance	4.25	0.70	Very High
3. Personnel has the opportunity to develop their skills	4.40	0.58	Very High
4. Employee work efficient	4.50	0.59	Very High
5. Finish the work on time	4.60	0.58	Very High
Weighted Mean	4.40	0.49	Very High

The table shows the status of productivity in a work place in terms of motivate reward. It further indicates that the statement number (1) which states that “Motivate by the salary to work harder” has mean of 4.25 with the standard deviation of 0.8 and verbal interpretation of “Very High”. The statement number (2) which states that “Recognition and promotion programs are provided for performance” has computed mean of 4.25 with the standard deviation of 0.70 and verbal interpretation of “Very High”. Statement number (3) which states that “Personnel has the opportunity to develop their skills” has computed mean of 4.40 with the standard deviation of 0.58 and verbal interpretation of “Very High”. Statement number (4) which states that “Employee work efficient” has computed mean of 4.50 with the standard deviation of 0.59 and verbal interpretation of “Very High”. Lastly, statement number (5) which states that “Finish the work on time” has computed mean of 4.60 with the standard deviation of 0.58 and verbal interpretation of “Very High”. The average mean of 4.40 with a standard deviation of 0.49 reveals that the level of competitiveness in office works of employees with disabilities in terms of motivate reward was interpreted as “Very High”. It is supported by the study of Rahim (2012) A truly motivational rewards system must be designed with a few parameters in mind. It must motivate employees to perform through valued and truly sufficient rewards.

Coefficient Interval	Correlation
0.00 – 0.199	Very Weak
0.20 – 0.399	Weak
0.40 – 0.599	Medium
0.60 – 0.799	Strong
0.80 – 1.000	Very Strong

Table 9:- Relationship between Competitiveness in Office Work and Productivity in Workplace in terms of Efficiency, Complete the Task, and Motivate Reward.

Competitiveness in Office Work	Productivity in Workplace											
	Efficiency				Complete the Task				Motivate Reward			
	r	Int.	p	Analysis	r	Int.	p	Analysis	r	Int.	p	Analysis
Ability	0.606	Strong	0.001	Sig.	0.691	Strong	0.000	Sig.	0.771	Strong	0.000	Sig.
Perseverance	0.675	Strong	0.000	Sig	0.730	Strong	0.000	Sig	0.822	Very Strong	0.000	Sig
Loyalty	0.614	Strong	0.001	Sig	0.761	Strong	0.000	Sig	0.819	Very Strong	0.000	Sig
Talent	0.754	Strong	0.000	Sig	0.837	Very Strong	0.000	Sig	0.894	Very Strong	0.000	Sig
Skills	0.724	Strong	0.000	Sig	0.810	Very Strong	0.000	Sig	0.869	Very Strong	0.000	Sig

Result of the computation using Pearson r shows that all the indicators of competitiveness in office work as to ability ($r=0.606$, $p=0.001$), perseverance ($r=0.675$, $p=0.000$), loyalty ($r=0.614$, $p=0.001$), talent ($r=0.754$, $p=0.000$), and skills ($r=0.724$, $p=0.000$) as having strong relationship with productivity in workplace in terms of efficiency. Similar results prove the same between competitiveness in office work, ability ($r=0.691$, $p=0.000$), perseverance ($r=0.730$, $p=0.000$), loyalty ($r=0.761$, $p=0.000$), talent ($r=0.837$, $p=0.000$), and skills ($r=0.810$, $p=0.000$) and completing the task. Motivating reward were also found strongly related with competitiveness in office work as to ability ($r=0.771$, $p=0.000$), perseverance ($r=0.822$, $p=0.000$), loyalty ($r=0.819$, $p=0.000$), talent ($r=0.894$, $p=0.000$), and skills ($r=0.869$, $p=0.000$).

Further, the relationship was found highly significant as revealed by the probability values in all the indicators which are all lower than 0.05 level.

Conclusions And Recommendations:-

On the basis on the foregoing findings and the hypotheses posted in this research, the conclusion were drawn It can be concluded that the Competitiveness in office work of employee with disability in terms of ability, perseverance, as "High", and loyalty, talent and skills as "Very High" based on the supervisors that every employee with disability have their own different ability, perseverance, loyalty, talent and skill ,it depends on want kind of impairment they have. The Status of productivity on workplace in terms of complete the task as "High" and also efficiency and motivate reward as "Very High". There is no significant effect brought by competitiveness in office work of employee with disability in relation to the productivity on workplace.

Recommendation:-

1. Ensure that all aspect of trainings and programs are accessible to PWD to empower, make decision and manage their responsibilities at work.
2. Development of Workplace Facilities and working environment to increase the work efficiency of Person with disabilities. .
3. All jobs should be open to persons with disabilities and they should be judged based on their abilities not their disabilities, just like non-disabled person.

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