

## **Collective Bargaining Agreement with Its Related Factors and Employees' Perceived Productivity: The Case of an Academic Institution in Davao City, Philippines**

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**Abstract :** The study predicts the impact of collective bargaining agreement and its related factors on employees' perceived productivity in terms of union-management relation's climate, income, fringe benefits, and job satisfaction of the employees. It also determines whether there are significant differences in the employees' perceived productivity based on the demographic characteristics of the respondents. The results revealed that the relationship climate which exists between the union and the management is found to have significant adverse effect on the average unpaid hours spent by employees working within the college. On the other hand, the total monthly wage earnings of employees have negative effect on the average hours an employee spent in bringing his work home while job satisfaction positively influences the overall productivity level of employees. The result further shows significant differences in the productivity level of employees across civil status and current designation.

**Keywords :** perceived productivity, collective bargaining agreement, union, union-management relations climate, income, fringe benefits, job satisfaction

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