

ABSTRACT

The purpose of this study is to diagnose Job Motivation, Job Satisfaction and Working Relationship of the staff within National Catholic Commission on Migration. In this research study, the researcher distributed questionnaires for a survey with fifty-four respondents for quantitative analysis. With the qualitative approach researcher conducted in depth interviews to targeted respondents and observed the organization throughout the process.

By descriptive analysis method, the researcher compared variable mean score with the descriptive rating level to determine whether organization's staff job motivation, job satisfaction and working relationship area ranking. The findings showed that organization's job motivation, job satisfaction and working relationship areas are in satisfactory level. Opportunities for advancement, autonomy and compensation are needed interventions for future development.

The researcher proposed appropriate intervention plans to the organization that specify gray areas. Lastly, the researcher recommended appropriate interventions to address weak areas for the organization and how to maintain job motivation, job satisfaction and better working relationship among the staff for the future.