

JOB SATISFACTION LEVEL OF K TO 12 TEACHERS UTILIZING MULTIPLE STATISTICAL TOOLS

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Abstract

The full implementation of the Enhanced Basic Education Act of 2013 or Republic Act 10533 initiated the curriculum change of the basic education in the Philippines. The number of years in school attendance was increased from ten (10) to twelve (12) which installed the Senior High School. With the change in the Department of Education, school managers and teachers are challenged to maintain job performance under stressful conditions. Grounded on Herzberg theory of motivation, this study unraveled the job satisfaction level of the retrained Kto12 high school teachers.

The main purpose of this study is to give K to 12 teachers a chance to express how they feel about their present job, what things they are satisfied and not satisfied. It aims to (1) find the level of their job satisfaction, (2) help to improve their job satisfaction status in terms of: security, work environment, job responsibilities and community attachments and (3) gather information on which particular job satisfaction survey questionnaire be further improved (4) utilize multiple statistical tools in finding the significant difference and relationships among selected variables. These instruments are T-test, F- Test (ANOVA), Pearson's R, Spearman's rho and chi square.

Keywords: Job Satisfaction, Security, Work Environment, Job Responsibilities, Community Attachments.

1. Background of the Study

The critical question is, "Are the teachers satisfied and happy in being called Kto12 teachers of the 21st Century?" Whether the response is Yes or No, the importance of teachers' job satisfaction in having a motivated and productive workforce could not be underestimated. Job satisfaction is the employees' or workers' feelings and a state of mind towards the nature of their work. This can be influenced by such factor as the quality of relationship with their supervisors, employers and manager, the quality of their work environment, degree of fulfillment and the like (Zidle, 2012). Monitoring job satisfaction of employees examines the effort of human resources strategies in boosting employees' morale. Morale is an attitude that is manifested in an employee's manner and reactions to his jobs and to his work conditions, the companies' policies and programs, his colleagues, his immediate boss and the like (1999). Morale is present in varying degrees and is generally viewed as an indicator of how well things are going on. Individuals differ in how they respond to their work conditions. While some employees may be highly satisfied with a particular job other employees may find the same conditions extremely dissatisfying (Corpus, 2006).

2. Research Locale

The Philippines is one of the most educationally inclined countries of South East Asia. This country is divided into seventeen regions, one of which is Region IV B also known as MIMAROPA. In the Department of Education organization, the Region is composed of seven

divisions, namely **Mindoro** (Calapan, Oriental, Occidental), **Marinduque**, **Romblon**, **Palawan** (Puerto Princesa, Palawan).

Oriental Mindoro National High School, under Calapan City the premier public secondary high school in the province of Oriental Mindoro was founded in 1921. It is the biggest secondary school in the entire province in terms of student population and in land area of 11.063 hectares. As of SY 2015-2016, the total data of enrolment is four thousand five hundred seventy five (4,575) students. One thousand two hundred twenty (1220) Grade 7 students, one thousand one hundred thirty five (1135) Grade 8 students, one thousand one hundred eighty four (1184) Grade 9 students and one thousand thirty six (1036) Grade 10 students. These student population manned by one hundred eighty (180) K to 12 teaching personnel and thirty five (35) non-teaching personnel. This humble public institution of learning offers ten (10) special programs namely; Science, Technology, Engineering Program (STEP), School Initiated Special Science Classes, Special Program in Arts (SPA), Sports (SPS), Journalism (SPJ), Special Education, Evening Opportunity Classes (EC), Alternative Learning System (BPOSA), Open High School Program (OHSP) and Parent-Managed Computer Education Class (PMCEC). It will offer the first batch of Senior High School for Grade 11 and 12 this SY 2016-2017 under the following track; Academic tracks, Technical Vocation Livelihood Track, Arts & Design Track and Sports Track.

3. Research Questions:

This study purports to answer the following questions:

1. What is the profile of selected Kto12 teachers in terms of age, basic salary, gender, civil status, number of dependents and net take home pay?
2. What is the level of K to 12 teachers' job satisfaction in terms of job security, work environment, job responsibilities and community linkage/ attachments?
3. Is there a significant difference between: married and single Kto12 Public school teachers? Job security, work environment, job responsibilities and community attachment?
4. Is there a correlation on job satisfaction among teachers in terms of: job security and work environment? Job security and job responsibilities?
5. Is there a significant relationship among public school's teachers' job satisfaction in terms of security, work environment and job responsibilities and community attachments?

4. Statement of Hypotheses

The following hypotheses were tested in the study:

Ho (1) There is no significant difference on job satisfaction between married and single public school Kto12 teachers in terms of job security,

Ho (2) There is no significant difference on job satisfaction public school Kto12 teachers in terms of job security, work environment, job responsibilities and community attachment

Ho (3) There is no significant relationship between job security and working environment on job satisfaction among public school Kto12 teachers,

Ho (4) There is no significant relationship on job satisfaction in terms of job security and job responsibilities of public school Kto12 teachers,

Ho (5) There is no significant relationship among job security, work environment, job responsibilities and community linkage/ attachments on the job satisfaction of Kto12 teachers.

5. Significance of the Study

The results of the study are important to all levels of educational institutions, specifically to school heads and managers. They may use these results in validating statistical tests to determine the job satisfaction level of K to 12 teachers, crafting better capability building programs and boosting teachers' morale.

5.1 Scope and Delimitation

The focus of this study zeroed in Kto12 teachers job satisfaction level in terms of job security, work environment job responsibility and community attachment.

5.2 Definition of Terms

This study defined and used the following terms:

Job satisfaction survey. This refers to the validated questionnaires distributed to Kto12 public school teachers in finding the level of their job satisfaction. This was adopted from Minnesota Satisfaction Questionnaire. Copyright 1967. (we validated the instruments through test retest sampling for the slight revision which we thought will be applicable to our own setting)

Job satisfaction: This refers on how the selected Kto12 teachers feel about their job, what things they are satisfied with and what things they are not satisfied with.

Job security: This indicator of job satisfaction used that focused on items regarding salaries, benefits, rewards, recognition, promotion and reclassification.

Work environment: This indicator of job satisfaction used that emphasized items regarding policies, organizational structure, physical facilities, environment and their emotional aspects.

Job responsibilities.: This indicator of job satisfaction used in the survey that emphasized items regarding the duties, moral and ethics.

Community linkages and attachments: This indicator used in the survey has something to do with the items on respondents' feeling towards their community relationship and attachments

6. Theoretical Framework

This research work is anchored in Herzberg's Theory of Job Satisfaction or better dubbed as a theory of motivation. In the late 1950's, Frederick Herzberg interviewed a group of employees to find out what made them satisfied and dissatisfied on their job. He asked them two essential set of questions:

1. Think of a time you felt especially good about your job? Why did you feel that way?
2. Think of a time when you felt bad about your job? Why did you feel that way?

From the responses to the interview questions, Herzberg went on to develop his theory, that there are two dimensions of job satisfaction: motivation and hygiene. Hygiene issues according to him cannot motivate employees but can minimize dissatisfaction if handled properly. They refer to company policies, supervision, salary, interpersonal relation and working conditions. They are issues related to employees' environment. In the case of the K to 12 teachers in this study the working environment pertains to the school site, specifically the classrooms and the camaraderie among them including the principal and other school officials. Motivators create

satisfaction by fulfilling individual needs for meaning and personal growth such as achievement, work itself, recognition, responsibility and advancement. In the case of K to 12 teacher respondents, they would aspire for best teacher awards, promotion from classroom to head teacher, principal supervisor or superintendent or being a master teacher.

In terms of job security, a policy regarding leave of absence to be filed days before is a source of dissatisfaction among government employees. On the contrary, forced leave of absence becomes a motivation for those longing to rest. In terms of performing duties, doing routine is source of boredom, yet when done exemplarily turns to be awarded high efficiency rating. The work environment such as classroom becomes an eye sore when utilized as bed rooms during seminars involving teachers, but the same classroom becomes a source of pride for the teacher in charge when awarded as the best classroom in the entire school division. In other words, hygiene factors can turn out to be motivating factors in relation to the job satisfaction.

7. Review of the Related Literature

The onset of R.A.10533 otherwise known as Enhanced Basic Education Act of 2013 has stirred a hornet's nest mainly among teachers and parents. For them, it is an added financial and work burden not worthy to be implemented. However, as the unfreezing stage of the structural change phases out, the bright side of the change gleams amidst spurts of voices in the dark. The Kto12 law is in its third year anniversary last May 15, 2016. (*Facebook, Twitter, Google plus*). For those who resist the change, they must be reminded that Kto12 years of learning will give every student an opportunity to receive quality education that is globally competitive based on the pedagogically sound curriculum that is at par with international standards (*R.A.10533*). Along this line of thinking, Kto12 teachers ought to be inspired and committed to do their job well and be satisfied.

At this point, it is well to define what a job is (Zidle, 2012) ' a job is a paid individual (i.e. worker ,employee) performance that contributes to the organizational objectives. It must be specified in terms of desired results. The most related example of a job that conforms to this definition is teaching. So, when job satisfaction is discussed its only casual to ask if Kto12 teachers are satisfied with their job. The results of this study will provide the answer if a satisfied job performers tend to be more productive, creative and committed to their school managers. Several related studies corroborate this description of satisfied employees :

1. Kalhotra, May 2012 – found out that among 250 randomly elected teachers, (124 male , 126 female) married and unmarried demonstrated the same level of job satisfaction on this particular aspects: intrinsic aspect of the job, salary, promotional avenues and services conditions, physical facilities , satisfaction with authorities, satisfaction with social status and family welfare rapport with students, relationship with co- workers and total components of job satisfaction.
2. Feng (2007), in his study conducted among 434 teachers China, findings indicated that teacher satisfaction is quite low in salary and work intensity, but are quite high in self fulfilment. In general personal factors such as age, length of service, core courses in teaching significantly affects teachers' job satisfaction.
3. Schahzada and Gillani (2012) revealed that compensation , working conditions, social status and school policies and practices were the aspects of their job satisfaction.

4. Huyman's (2008), in his study, found out that security, activity, social service, variety and ability utilization were intrinsic factors which ranked highest in contributing to the rural school teachers' job satisfaction while extrinsic factors such as recognition, company policies, opportunities for advancement, co-workers and compensation greatly affects dissatisfaction.

The above related literature and studies are relevant because some indicators used in determining job satisfaction were comprehensively served as guide to pursue our research study.

8. Research Design

The researcher used the descriptive survey analysis to gather data findings related to this study.

8.1 Respondents Used In the Study

Insights have been drawn from the responses to job satisfaction questionnaires of the selected sixty (60) Kto12 teacher respondents where the actual forty five(45) respondents taken SY 2014-2015.

8.2 Instrumentation

To determine the level of job satisfaction among Kto12 teacher respondents, the study utilized and adopted the *Minnesota Satisfaction Questionnaire. Copyright 1967*. Further, validation of such instruments through test retest sampling were done for the slight revision which thought become best applicable to our own setting. Although it's an old instrumentation, it is still applicable in the present day situations.

8.3 Gathering Procedure

A letter of request to conduct and distribute to distribute Satisfaction Questionnaire was given to the school principal through channels.

8.4 Statistical Tools Used

Inferential statistics such as mean and frequency distribution to determine the level of selected K to 12 teachers;

To determine the significant differences, correlations and relationships among and between variables and to test if the null hypotheses are rejected or accepted, the following statistical instruments are used:

1. T – test was used to determine the significant difference between job satisfaction of married and single K to 12 teachers.
2. F- test (ANOVA) was used to find the significant difference of the K to 12 teachers' level of job satisfaction in terms of their job security, work environment and job responsibilities;
3. Pearson's R was used to correlate between job satisfaction of K to 12 teachers in terms of their job security and work environment;
4. Spearman's rho (Multi stepwise regression) was used to correlate job satisfaction of K to 12 teachers in terms of job security, work environment and job responsibilities;

5. And Chi square (two way) was used to find the significant relationship among K to 12 teachers's job satisfaction in terms of security , work environment and job responsibilities and their community attachments.

9. Presentation of Data, Analysis, Conclusions and Recommendations

1. What is the profile of selected Kto12 teachers in terms of age, basic salary, gender, civil status, number of dependents and net take home pay?
 - 1.1. oldest Kto12 teacher- respondents is 62 years old youngest teacher is 24 y.o. average age is 39 years old,
 - 1.2. there were 15 (33.3%) male Kto12 teachers and 30 (66.7%) female who participated,
 - 1.3. there 32 (72.1%) married and 13(28.9%) single kto12 teacher respondents
 - 1.4. 19 (42.2%) failed to respond in the number of respondents. Two is the most number of dependents for 13 teachers,
 - 1.5. And for the lowest basic pay per month is Php 17,000(472AUD) highest is Php 32,000 (888AUD) average basic pay is Php 22000(611AUD).
 - 1.6. Highest net take home pay is Php 20000(555.5AUD) lowest is Php 5000(138AUD). Average is Php 10000(277.7AUD).

Analysis :

1. There were more females in this study.
2. There were more married respondents.
3. More respondents support less number of dependents.
4. Kto12 teacher respondents are relatively young.
5. The respondents basic pay is relatively above the norm of poverty line
6. Respondents net take home pay is relatively below the norm of poverty line.

Conclusion :

1. Majority of the kto 12 respondents are female, married, responsible parents and average income earners.

Recommendations :

1. Encourage more males to take up teaching profession.
2. Request congress to increase salary increase,

2.What is the level of K to 12 teachers' job satisfaction in terms of:

2.1. job security?

- 1.1.1. Item#7 *pride in job well done* and item#10 *opportunities for advancement* got high mean scores or 4.Item#2 *chance to be reclassified and promoted* got 3.2. mean score

Conclusion :

1. Kto12 teachers show satisfaction as job performers, but express deem hope for being promoted or reclassified.

Recommendation :

1. Provide more salary grade levels for promotions / reclassifications.
2. **work environment**
 - 1.1.2. Items#3,6,8, *the way my co workers are easy to make friends with, training of subordinates by head, feeling of accomplishment, dealing with complaints* got a mean score of 4. Item #1 *policies towards employees and #4 comfortless working conditions* got neutral reactions from Kto12 teacher -respondents.

Conclusions :

Kto12 teacher respondents were satisfied on the actuations of their superior or manager, but not happy with their working environment,

Recommendation :

The working environment must be provided with enough comforting facilities.

2.3. job responsibilities

- 2.3.1. Item #10 *honesty in performance* got a mean score of 4 as satisfied while item #1 *joining the joneses* got 3 as neutral

Conclusion

1. If an employee does his work well, he does his work honestly.
2. The feeling of insecurity is borne out of poor attitude towards low grade position.

Recommendation :

1. Provide training for personality development.

2.4. Community Attachments

- 2.4.1. Item#10 *social position of the job in the community* got 4.1 as satisfied while #1 *chance to have a definite place in the community* got a mean of 3.4 as neutral.

Conclusion

1. An employee is satisfied with his job if his work is highly regarded in the community yet the Kto12 teachers feel a sense of rootlessness.

Recommendation

1. Have more socialization with the external stakeholders
3. Is there a significant difference between: married and single Kto12 Public school teachers? Job security, work environment, job responsibilities and community attachment?
 - 3.1. There is no significant difference on job satisfaction between married and single respondents in terms of security. It only shows that civil status is not a factor that affect the level of Kto12 teachers' job satisfaction.

Conclusion

1. The result nullifies the factor of gender and marital status interacting with job security. In simpler terms, an employee will not show job satisfaction by just being a male or a married man.
- 3.2. There is no interaction between and among the factors indicated that will tell of job satisfaction or dissatisfaction.

Conclusion

The results show that Kto12 teacher- respondents will show job satisfaction if he is assured of a promotion /reclassification in a safe and comfortable environment.

4. Is there a correlation on job satisfaction among teachers in terms of: job security and work environment? Job security and job responsibilities?

4.1. Kto12 teachers who perform well have all the chances to be promoted / reclassified.

Conclusion

This implies that all those indicators influence in one way or another the job satisfaction of the k12 teachers in the study.



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APPENDIX

JOB SATISFACTION QUESTIONNAIRE

Part1. Profile of the Kto12 Teacher Respondents

Directions: Please fill up the following :

Name _____ Age _____ Gender _____ Civil Status _____

Number of dependents _____ Basic monthly salary _____ Net take home pay _____

Part 2. Please read each items below to determine the level of your job satisfaction in terms of job security, work environment, job responsibilities and community attachments.

Express honestly how you feel by using the following rating below:

On my present job, this is how I feel:

Rate yourself 5 - if you feel very satisfied(VS)

4 - if you feel satisfied (S)

3 - if you feel you are undecided whether you satisfied or not satisfied (N)

2 - if you feel you not satisfied (NS)

1 -If you feel not very satisfied(NVS)

Be noted that all your answers will remain confidential.

2.1 JOB Satisfaction in Terms of Security(Salary, Benefits, Rewards Performance, Recognition, Promotion)

On my present job ..this is how I feel about...	RATING
1. The amount of pay for the work I do..	
2. The chance to be reclassified / be promoted	
3. The benefits I receive are good as most other organizations can offer..	
4. When all my efforts are not rewarded the way it should be..	
5. The way my job provides a secured future	
6. The way I get a full credit for the work I do	
7. Being able to take pride in a job well done.	
8. The way how my pay compares with that for a similar jobs in other companies	
9. The way how my pay compares with other co-workers in school.	
10. The opportunities for advancement.	

2.2.JOB Satisfaction in Terms of Work Environment ((Policies, Organizational Structures, Physical, Emotional)

On my present job ..this is how I feel about...	RATING
1. The policies & practice towards employees of the school	
2. The way my immediate head & I understand each other.	
3. The spirit of cooperation among my co – workers	
4.The working conditions(heating, lighting, ventilation etc.)	
5. The way my co- workers are easy to make friends with,	
6. The way my immediate head trains his/ her subordinates,	
7. The feeling of accomplishment I get from the job,	
8. The way my immediate head takes care of the complaints of his / her employees,	

9.The pleasantness of the working conditions,	
10. The way my immediate provides help on hard problems.	

2.3 JOB Satisfaction in Terms of Job Responsibilities (Duties, Moral & Ethics)

On my present job ..this is how I feel about...	RATING
1. The chance to “rub elbows” with important people,	
2. Being able to do things that don’t go against my conscience ,	
3. The chance to do work that well suited to my abilities,	
4. The chance to tell other co –workers how to do things,	
5. The chance to try something different in my job,	
6. The chance to do something that makes use of my abilities,	
7. The chance to develop new and better ways to do the job,	
8. The chance to do things that don’t harm my other co- workers,	
9. The freedom to use my own judgment,	
10. The chance to the job without the feeling I am cheating anyone,	

2.2.JOB Satisfaction in Terms of Community Attachments/ Linkages

On my present job ..this is how I feel about...	RATING
1. The chance to have a definite place in the community	
2. The chance to be of some small service to other people,	
3. The chance to encourage the stakeholders’ participation in all school related activities,	
4. The chance to be somebody in the community,	
5. The chance to do the community outreach programs (i.e. linis barangay, coastal clean up, tree planting)	
6. The chance to help people’s concern in the community,	
7. The linkages of the school in the immediate community,	
8. The way my immediate head takes care of the complaints of some parents in the community.	
9. The pleasantness of the school community towards external stakeholders,	
10. The social position in the community that goes with the job,	

THANK YOU AND HAVE PLEASANT DAY!!