



De La Salle University – Dasmariñas

**The Relationship Between Compensation Satisfaction and
Self-Maximization of Special Education Teachers in Being Effective
Helping Professional**

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ABSTRACT

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Statement of the Problem

This research paper seeks to determine if the compensation satisfaction of Special Education teachers has relationship with their self-maximization in being an effective helping professional. Specifically, the researchers aim to answer the following questions:

1. What is the demographic profile of Special Education Teachers?
 - a. Age
 - b. Sex
 - c. Educational attainment
2. What are the scores of Compensation Satisfaction of Special Education teachers?
3. What are the scores of Self-maximization Survey of Special Education teachers?
4. What are the scores of Special Education Teachers in the Teachers Performance Inventory?



5. Is there significant relationship among compensation satisfaction and self-maximization of Special Education Teachers in being effective helping professional?

Scope and Limitation

The study deals with the compensation satisfaction and self-maximization of special education teachers in relation to being effective in their profession. Their compensationsatisfaction includes basic salary and monetarybenefitsfulfillment thatwill be acquired throughself-made questionnaire. Self-maximization data will be attained from validated self-made questionnaire named Self-maximization Survey divided into three categories which are job satisfaction, self-efficacy, and self-determination. Their effectiveness will be measured through the use of validated Teacher Performance Inventory.

The participants will be chosen through purposive sampling technique, with regard to their age, sex, and educational attainment. The 103 chosen participants must have at least one year teaching experience and working in public and private school which cater children with special needs. The results to be acquired will only be used in answering the stated problems of this study.

Methodology

The research used Non-experimental quantitative research design specifically correlational to determine whether, and to what degree, a relationship exists between two or more quantifiable variables. To measure the three (3) variables which are compensation satisfaction, self-maximization and effectiveness, self-made questionnaires were created in a form of Likert scale and were validated and subjected to reliability testing for external



and internal consistency. One hundred three (103) special education teachers were chosen as respondents through purposive sampling.

Major Findings

The following are the findings of the study:

1. Majority of the respondents are 20 to 29 years of age. Common special education teachers within Cavite and some part of Metro Manila are females and are college graduate and hold a Bachelor's Degree.
2. The Compensation Satisfaction scores of the respondents are high.
3. Majority of the respondents got high scores on the Self-Maximization Survey.
4. The Teachers Performance Inventory of Special Education Teachers also obtained high scores. Thus prove that respondents are implicit or effective.
5. There is a significant relationship between Self-Maximization and Effectiveness of Special Education Teachers.
6. There is a significant relationship between Compensation Satisfaction and Self-Maximization of Special Education Teachers.
7. There is no significant relationship between Effectiveness and Compensation Satisfaction of Special Education teachers.
8. Therefore, there is a significant relationship between Compensation Satisfaction and Self-Maximization of Special Education teachers in being Effective Helping Professional.



Conclusion

In the light of the findings as summarized, the following conclusions were drawn:

1. Special Education teachers are already having interest in teaching Special Education starting at the age group of young adults. The respondents are commonly females and most of the Special Education teachers had Bachelor's Degree and some wants to pursue their graduate studies in Special education.
2. Most of the respondents are well satisfied of their salary and monetary compensation.
3. Majority of the respondents are efficient, determined and satisfied with their jobs therefore, they are intrinsically motivated.
4. Based on the evaluation made by the respondents' supervisors, respondents were very effective.
5. The respondents are satisfied with their compensation and are intrinsically motivated or self-maximize. An intrinsically motivated special education teacher is highly effective in his/her profession. Special Education teachers may not be satisfied with their compensation but still can be effective with their job.

Recommendations

Based on the findings and conclusions, the researchers offer the following recommendations.

1. This study recommends that both private and public institution conduct programs that promotes self-maximization emphasizing on the three categories namely self-efficacy, self-determination and job satisfaction such activities includes seminar and/or workshops discussing the importance of the three categories, mentoring of



special education teachers, regular monitoring and feedback on their performance for growth and development and giving them experience on achievement either by recognition or giving them projects that are challenging enough to them. In this way, it will not just help them become self-maximized teachers in their respective works but also self-maximized individuals in the society. If this continues, not only special education teachers be more self-maximized but also the quality of education they will give to children with special needs will improve as well.

2. The researchers recommend for establishing deeper understanding and roots to the term self-maximization. Use it as a study to another type of sampling or respondents.
3. In order to compare and contrast the results and the study itself, future researchers are advised to use different kind of research design. As the current study is using a non-experimental quantitative research design, future researcher may study self-maximization in a qualitative research design.
4. The study recommends for future researchers to draw distinction between self-maximization and other units of analysis aside from compensation satisfaction and effectiveness.



TABLE OF CONTENTS

PRELIMINARIES

Approval Sheet.....	i
Certificate of Adviser.....	ii
Certificate of Oral Defense.....	iii
Certificate of Editor.....	iv
Certificate of Instrument Validation.....	v
Abstract.....	vi
Aknowldgment.....	xi
Table of Contents.....	xiii

CHAPTER I

THE PROBLEM AND ITS BACKGROUND

Introduction.....	page 1
Statement of the Problem.....	page 3
Hypotheses.....	page 3
Conceptual Framework.....	page 4
Scope and Limitations.....	page 6
Significance of the Study.....	page 7
Definition of Terms.....	page 8



CHAPTER II

REVIEW OF RELATED LITERATURES AND STUDIES

Definition, objectives, and pay differentials of Compensation.....	page 11
Related theories on compensation.....	page 13
Compensation as significant factor.....	page 14
Definition and categories of Self-Maximization.....	page 15
Job Satisfaction and Work Motivation.....	page 16
Self-efficacy.....	page 16
Self-determination.....	page 17
Work Motivation.....	page 18
Compensation versus Self- maximization.....	page 19
Special Education Teacher.....	page 21
Special Education Teacher as Special Profession.....	page 21
Gap between General Education teachers and Special Education teachers.....	page 22
Complexity of Special Education Profession.....	page 23
Effective Helping professional.....	page 24

CHAPTER III

METHODOLOGY

Research Design	page 27
Research Sampling.....	page 28
Research Instrument	page 29



Test Reliability..... page 32

Research Procedure page 33

Data Analysis page 33

CHAPTER IV

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

Statement of the Problem 1..... page 35

Statement of the Problem 2.....page 39

Statement of the Problem 3..... page 41

Statement of the Problem 4..... page 42

Statement of the Problem 5..... page 44

CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Summary page 51

Conclusion page 52

Recommendations..... page 53

BIBLIOGRAPHY

APPENDIX A: Compensation Satisfaction Questionnaire..... page 55

APPENDIX B: Self-maximization Survey..... page 57

APPENDIX C: Teacher Performance Inventory..... page 61



APPENDIX D: Tables

Table 1: Respondents' Group Age.....	page 66
Table 2: Respondents' Sex.....	page 66
Table 3: Educational Attainment of Respondents.....	page 66
Table 4: Compensation Satisfaction Scores.....	page 67
Table 5: Self-Maximization Scores.....	page 68
Table 6: Teacher Performance Inventory (Effectiveness) Scores.....	page 68
Table 7: Relationship between compensation satisfaction and self- maximization of Special Education Teachers in being effective helping professional.....	page 69
APPENDIX E: Critical Values for Pearson r Coefficient Correlate.....	page 70
APPENDIX F: Test Reliability and Internal Consistency Table.....	page 71
APPENDIX G: Letter of Request for Validation.....	page 73
APPENDIX H: Letter of Request to Department of Education.....	page 76
APPENDIX I: Letter of Request to Public Schools Division Office	page 79
APPENDIX J: Letter of Request to Schools	page 81
APPENDIX K: Curriculum Vitae	page 100