

**THE RELATIONSHIP OF WORK ENVIRONMENT
TO JOB PERFORMANCE
OF THE TEACHERS**

A Master's Thesis

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ABSTRACT

Title of the Research: **THE RELATIONSHIP OF WORK ENVIRONMENT TO JOB PERFORMANCE OF THE TEACHERS**

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This descriptive study was conducted to assess the work environment and job performance of the teachers of Our Lady of the Pillar Catholic School in Imus, Cavite. The independent variables in this study are the satisfaction derived from work environment such as leadership/management, physical facilities, salaries and benefits, and working relationship while the dependent variable is the job performance. The Herzberg's two-factor theory guided this study. It utilized the survey form of Ison (2006), which was modified to suit the study.

The main sources of data came primarily from the responses of a total of 61 or 100% of the teachers of OLPCS for the School Year 2012-2013. Frequency, mean and one-way analysis of variance (one-way ANOVA) were used as statistical tools to quantify the data.

Findings from the study show that there is a significant difference in the perception of the respondents between work environment and job performance.

These findings imply that the work environment of the teacher-respondents has an impact to the evaluation of their job performance. It means that the variables under work environment such as leadership/management, physical facilities, salaries and benefits, and working relationship need to be met to prevent job dissatisfaction and to improve job performance.

The study concludes that even though the work environment of the teacher-respondents and their job performance are satisfying, the school administrators of OLPCS must create and enhance programs for faculty development to improve further the teaching performance of their faculty members.

This study thereby recommends the school administrators to focus their attention on the improvement of the work environment of the teachers to motivate them to perform better. It is vital for teachers to perform their tasks in a good working environment to attain quality education. A good workplace promotes satisfaction and enhances job performance.

The findings, conclusions and recommendations of this study can be used by OLPCS as basis for policy formulations on faculty development programs.