

ABSTRACT

Title of the Research: **FACTORS AFFECTING PUBLIC
SCHOOL TEACHERS' COMMITMENT
TO THEIR PROFESSION**

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This descriptive study was conducted to identify the factors affecting public school teachers' commitment to their profession in relation to the level of teachers' commitment towards work performance, student's achievement and school's success in the public secondary schools in the City Schools Division of Dasmariñas. This study is related to Csikszentmihalyi's "Flow Theory" for it was concerned with teachers' attachment to their profession. The concept of "Flow Theory" is linked to the idea that strongly committed persons identify with, are involved in and enjoy membership in an organization.

This study involved 796 teachers who are actually teaching inside the classroom from the ten public secondary schools in the City Schools Division of Dasmariñas, namely: Dasmariñas National High School – Main, Dasmariñas North National High School, Dasmariñas East National

High School, Dasmariñas West National High School, Congressional National High School, Paliparan II National High School, Langkaan National High School, Paliparan National High School, New Era National High School and Pag-asa National High School. The respondents of the study included the aforementioned teachers in the City Schools Division of Dasmariñas wherein the researcher prepared a set of carefully prepared and logically ordered questions. Out of 796 teachers, 466 or 58.54% answered the questionnaires.

Findings from the study show that most of the teachers in the public secondary schools in the City Schools Division of Dasmariñas are aged 31 to 40 years old. Majority of them are females. Three hundred fifty – two (352) or 64.80% are married. None among the respondents attained EdD or PhD yet, but two hundred fifty – four (254) or 54.51% have units in MA. There are three hundred fifty – two (352) or 75.53% Teacher I. Three hundred forty – four (344) or 73.82% earn Php17,000 to Php20,000. Two hundred forty – eight (248) or 53.22% have 1 to 5 years teaching experience in the public school, and majority of the respondents teach Filipino, Mathematics and Science.

The study concludes that there are no significant differences between the factors affecting teachers' commitment to their profession when grouped in terms of age, gender and civil status; but there are significant differences between the factors when grouped in terms of

highest educational attainment, position, salary, year of teaching experience and subjects being taught. Teachers in the City Schools Division of Dasmariñas are always involved towards work performance, often involved towards students' achievement and often involved towards school's success.

This present study recommends that the school principals, through the Schools Division Superintendent, should make a program that will guarantee the Division that teachers will give their loyalty to the school and to their profession, and will continuously tell others that they are proud to be part of their school. The City Schools Division of Dasmariñas should also find ways on how they will encourage the teachers to have the chance of being somebody in the community. School administrators must also encourage the teachers to be supportive in the activities of the Teachers and Employees Organization (TEO) and inspire them to develop positive attitude towards one's personal and professional growth, even in the promotion of their co – teachers. School principals must also learn to praise good work of teachers and consult teachers before they act. They must continuously offer new approaches to problems and decide in details what shall be done and how it shall be done by teachers. In this way, they will involve their teachers and will boost teachers' commitment to their profession.

On the other hand, teachers in the City Schools Division of Dasmariñas must prepare visual aids and other devices for instruction and keep parents informed on student's progress. They must attend a short – course training on the use of ICT in teaching the students. School leaders must involve the teachers in selecting and preparing curriculum materials for adoption, especially in accordance with the implementation of the K to 12 of the Department of Education.

