



**ABSTRACT**

**NAME OF INSTITUTION** : De La Salle University-Dasmariñas  
**ADDRESS** : Bagong Bayan, Dasmariñas Cavite  
**TITLE** : Motivational Factors and Their Relation  
to Job Satisfaction Among Homosexuals  
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**OBJECTIVES OF THE STUDY**

**A. GENERAL**

The primary purpose of the study is to find out the significant factors that contribute to the job satisfaction of homosexuals and to examine the utility and applicability of Hygiene-Motivational Factor Theory in the Philippine set-up among working homosexuals.

**B. SPECIFIC**

Specifically the study sought to:

1. determine the actual extent of the provision of the hygiene factors to the job satisfaction of working homosexuals
2. determine the actual extent of the provision of the motivators to the job satisfaction of working homosexuals



3. identify the actual level of job satisfaction of the respondents
4. find out the relationship existing between the actual level of job satisfaction and the provision of the hygiene factors
5. find out the relationship existing between the actual level of job satisfaction and the provision of the motivators

#### SCOPE AND COVERAGE

The main concern of this study was to determine the significant factors that contribute to the job satisfaction and how these factors affect job motivation of working homosexuals. This study was limited to 30 respondents whose age ranges from 28 to 45 years old and who came from Metro Manila. However, they did not represent the total population in their respective areas. The respondents were selected through referrals of homosexuals known to the researchers.

#### METHODOLOGY

This study used the Descriptive-Correlational Method of Research wherein it utilized and determined the relationship between the actual extent of the provision of hygiene and motivational factors and the level of job satisfaction.

#### STATISTICAL TREATMENT

In the analysis of data gathered, solving for the mean and correlation coefficient were used to determine the actual extent of the provision of hygiene and motivational factors, job satisfaction level and the relationship between



hygiene and motivational factors and job satisfaction among working homosexuals.

#### MAJOR FINDINGS

1. Among the five-hygiene factors, three of them, specifically interpersonal relationship, salary and supervision, fall under dissatisfied level having a mean of 2.56, 2.57, and 2.52 respectively; While the rest of the factors company policy appears to fall under neither dissatisfied nor satisfied, and working condition contributed to the satisfaction of the said respondents yielding a mean of 3.54.
2. The five-motivator factors such as achievement, advancement, recognition, responsibility, and the work itself contributed to the satisfaction of the respondents having a mean of 3.83, 3.41, 3.50, 3.29, and 3.83, respectively.
3. Generally, the working homosexuals were happy, contented and satisfied with their job despite the prevailing problems in social interaction, compensation, and supervision. The actual level of job satisfaction of the respondents gained a mean of 3.21.
4. Findings revealed that there was a moderate positive correlation between job satisfaction and the provision of hygiene factors. Among these factors, company policy and supervision had very low degree correlation; interpersonal relationship, job security and working condition were found to have moderately small positive correlation to their job satisfaction; and only salary was found to have highly positive correlation to job satisfaction of working homosexuals.
5. Pearson  $r$  computation revealed that there was a moderate positive correlation between job satisfaction and the provision of motivation factors.



Among these factors, achievement and responsibility had a very small positive correlation to the job satisfaction of the respondents yielding a correlation coefficient of .20 and .25 respectively; the work itself and advancement were found to have moderately small positive correlation to job satisfaction of the respondents having correlation coefficient of .40 and .44 respectively; and recognition which has correlation coefficient of .61 has highly positive correlation to the respondents' job satisfaction.

#### CONCLUSION

1. Working homosexuals are not satisfied with their job based on the provision of hygiene factors on account that only two among the five factors are satisfying to them.
2. Working homosexuals are satisfied with their job based on the provision of motivation factors. This is on account that all motivation factors contributed to their job satisfaction.
3. Though there is the presence of the factors that lead them to be partially dissatisfied with their job, the respondents are wholly contented in their work.
4. There is a relationship between the provision of hygiene factors and job satisfaction of working homosexuals.
5. There is a relationship between the provision of motivation factors and job satisfaction of working homosexuals.