



**ABSTRACT**

Name of Institution: **De La Salle University-Dasmariñas**

Address: **Dasmariñas, Cavite 4115**

Title: **Midlife Stressors and Its Relation to Job Performance of Selected Water District Employees**

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**Objectives of the study**

**General Objective:** This study seeks to know if the midlifer stress is related to the job performance of the employees of Tagaytay City Water District.

**Specific Objective:**

1. What is the demographic profile of the employees in terms of:
  - a. age
  - b. gender
  - c. length of service
2. What is the level of stress and experienced stressors by the employees in the following dimensions:
  - a. Physical stressors
    1. problems in health



2. sensory abilities
  3. physical appearance
  4. reproductive abilities
- b. socio-emotional stressors based on their relationship with:
1. Spouse
  2. Children
  3. Parents
  4. Self
3. What is the job performance of the employees?
  4. Is there a significant relationship between the mid-life physical stressors and job performance of the employees?
  5. Is there a significant relationship between the mid-life socio-emotional stressors and job performance of the employees?

#### **Scope and Limitation**

This study focused on the middle aged-employees whose age ranges from 40 years old and above of Tagaytay City Water District regardless of the gender and length of service. This study focused on the physical stressors and socio-emotional stressors and job performance of the middle-aged employees.



### **Methodology**

The design used in this study is Descriptive-correlational Design with a purposive technique as its sampling method. This study has two sets of tests in which the first test was the midlife stress test where 38 respondents were qualified. On the second set of test, only 31 employees qualified. The two sets of tests were validated by two professors in the field of Psychology and was been validated and translated into Filipino.

The Job Performance Appraisal form of the company was also been used by the researchers to measure the relationship of the midlife stress experienced by the employees.

The demographic profile form was used just to gather data regarding to the employees name, gender, age and the length of service.

### **Major Findings:**

1. Thirty one out of thirty eight middle-aged employees were qualified to participate in this study. There were 70.97% of the respondents are males and 29.03% are females.
2. The respondents got an average score of 3.36 under physical stressors and 3 for socio – emotional stressors wherein both were interpreted under moderate stress.



3. The job performance of the respondents is interpreted as very satisfactory upon getting the mean score of 8.51%.

4. There is no significant relationship between physical stressors and job performance. A very low negative correlation was found between physical stressors and job performance of the employees.

5. There is no significant relationship between socio – emotional stressors and job performance. A very low negative correlation was found between socio – emotional stressors and job performance of the employees.

6. Physical and socio – emotional stressors do not affect the job performance of the middle-aged employees.

### **Conclusions**

1. It was found out that majority of the respondents are composed of males with age range from 44-45. In terms of length of service, it was found out that majority of the employees have been working for 9 years and above.

2. The level of the physical and socio-emotional stress of the respondents are under moderate stress.

3. The level of the job performance of the respondents is very satisfactory after the job performance evaluation was obtained.

4. There is no relationship between physical stressor and job performance of the respondents because of a very low negative correlation between the two variables.



5. There is no relationship between socio-emotional stressors and job performance of the employees because of a very low negative correlation between two variables.

6. Physical and socio-emotional stressors do not affect the job performance of the respondents. Otherwise, another factor should be considered like the EI and IQ level of the respondents.

### **Recommendations**

1. Future researchers can conduct a similar study on stress and job performance using different criteria for the respondents and may also include other factors.
2. Future researchers who are interested in this study who wants to reject the hypothesis made by the researchers, they may include some other factors that somehow affect the obtained results.
3. The HR Department of Tagaytay City Water District should have an activity or seminar regarding on stress management and coping mechanisms
4. The employees who were found to have moderate stress should take a rest and do some recreation activities.