

THE JOB SATISFACTION AND DISSATISFACTION OF THE TEACHERS
OF DASMARINAS RELOCATION CENTER HIGH SCHOOL
AND ITS ANNEXES: AN ANALYSIS

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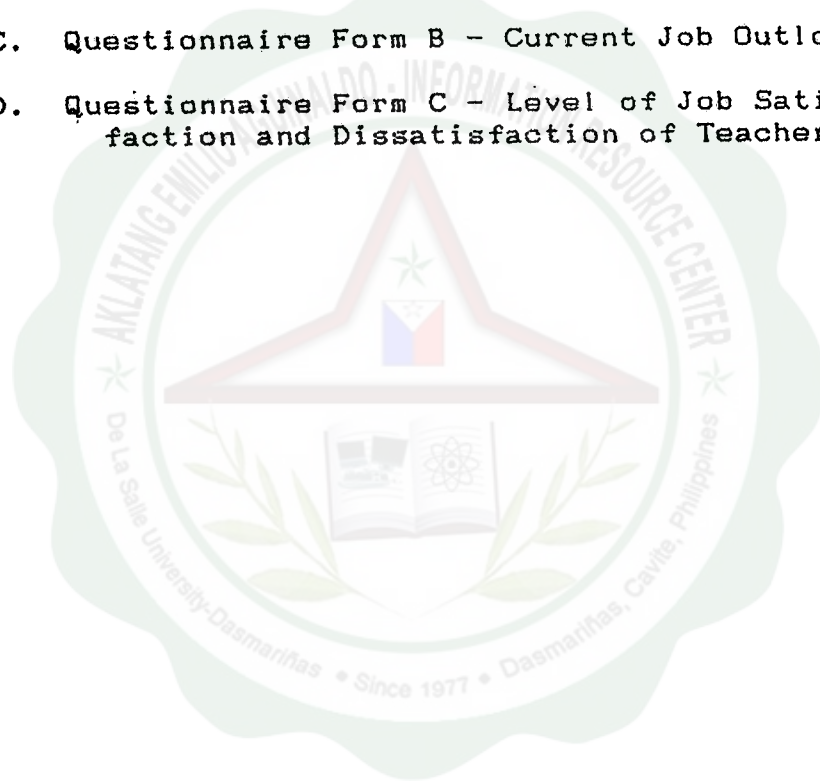
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THESIS ABSTRACT

This study was focused on the analyses of the job satisfaction and dissatisfaction of the teachers of the Dasmarinas Relocation Center High School and its annexes. The relationship of teachers' profile in terms of age, sex, educational attainment, length of service and salary with the level of job satisfaction of teachers was determined. Likewise, factors such as work itself, school policies, school facilities, school supervision, school administration, school location, salary, student, interpersonal relation and community relation were correlated with the teacher's level of satisfaction to determine if these were satisfiers or dissatisfiers for them. Lastly, the relationship between the job outlook and level of job satisfaction was also looked into in this study.

This study was deemed important because the positive outcome of the study could be capitalized on, while the negative outcome could be given proper attention to further improve the instructional delivery system of all the schools included in this study. It utilized the normative descriptive type of research with two hundred (200) teachers randomly selected from the DRCHS Main, Bulihan Sites and Services High School (DRCHS ANNEX) and

DRCHS ANNEX (Brgy. San Simon) as respondents.

Questionnaire checklists were the instruments used for gathering data. Documentary analysis and unstructured interview were also used to gather data not obtained from the questionnaire checklists. The data gathered were statistically treated using weighted mean, chi-square test of independence and Spearman rank order coefficient of correlation after which those were tabulated, analyzed and interpreted.

The findings of the study were as follows:

1. Profile of the respondents - Majority of the respondents were female with approximately 1/3 of them still single. Their mean age is 30.80 while the mean number of years in teaching is 5.91. Approximately 35% of them have either taken M.A. units or have completed the academic requirement towards masters degree. Majority of the teacher respondents were receiving a monthly salary of P 1, 949.00.

2. Level of satisfaction/dissatisfaction - The teacher respondents were moderately satisfied with all the ten factors considered in this research work. The nine teachers who were dissatisfied made mentioned that salary, school facilities and students were the factors contributory to their assessment.

3. Relationship between the teachers profile and their level of job satisfaction - Age, educational qualification and length of service were not significantly related to their level of job satisfaction. Sex, civil status and monthly salary were significantly related to their level of job satisfaction.

4. Job outlook analysis - There were 73 or 36.87 percent of teacher-respondents who believed that their job is the best, 98 or 49.49% who said that their job is the second best, 24 or 12.12 percent opined that their job is just a stepping stone, 2 or 1.01 percent believed that the job is hardly what they want and only one or 0.51 percent believed that the job is way below his personal expectation.

It was found out that the job outlook is significantly related to the level of job satisfaction for the following factors namely: school facilities, school supervision, school administration, salary, work itself and students. School policies, school location, interpersonal relation and community relation were the factors in which the job outlook is not significantly related to the level of satisfaction of teachers.

In the light of the findings of the study the following conclusions were given:

1a. The teachers of DRCHS and its annexes are relatively young.

b. Teaching profession is really within the province of the female species.

c. Teachers are really overloaded with work in school, preventing them to mix socially with the opposite sex. Thus, there is the tendency for teachers to remain single for a longer period of time.

d. Teachers of DRCHS and its annexes are well motivated to improve themselves professionally by taking units in the masters degree.

e. The secondary school teachers are receiving the basic pay as mandated by law.

2. Work itself, school administration and school location are good indicators of the job satisfaction of the teachers from DRCHS and its annexes. Students, school facilities and salary are the factors that least satisfy the teachers. These facts are deeply rooted with financial and environmental problems of the school.

Only a small segment of the respondents show dissatisfaction with their job.

3. Sex, civil status and monthly salary of teachers are good indicators of their level of job satisfaction, while their age, educational qualification and length of service cannot be used as indicators of

teachers' level of satisfaction.

4. Based on the job outlook of the teachers from DRCHS and its annexes, it can be concluded that by and large these teachers are contented and happy with their present job.

Job outlook is a good determinant of the level of satisfaction of teachers in factors such as work itself, school supervision, school facilities, school administration, salary and students whereas factors about school policies, school location, interpersonal relation and community relation, the job outlook of teachers cannot be used as indicators of their level of satisfaction.

In the light of the findings and conclusions arrived at, the following recommendations are hereby given:

1. The school administrators of DRCHS and its annexes should give priorities to the three factors that are found to be contributory to the level of satisfaction of the teachers. These are students, school facilities and salary. In this, connection, they should tap other resources to improve the school facilities like the PTA, civic organizations. A well-planned admission system should be instituted in the three schools to improve the quality of entrants. A strong parent-teacher relationship

should be established to minimize the students' problem.

2. Teachers who are identified to be dissatisfied should be given proper attention by their administrators. There should be a dialogue between the administrator and these teachers to thresh out their problems. They should be motivated so that they will become assets rather than liabilities to the school.

3. The teachers who opined that "the job is a stepping stone" or "the job is hardly what I want" or "my job is way below my personal expectation", should be the concern of the administrator. They should be reminded that it is their duty and responsibility to exert their best in teaching the students.

4. A similar study should be conducted in other schools to determine the veracity of the findings of this study.

5. A parallel study should be conducted in DRCHS and its annexes but this time taking into consideration other facets that were not included in this study, e. g. personality, achievement and responsibility.

6. The profile of the teachers that are found to be indicators of their level of job satisfaction should be capitalized on. In other words, these profile like monthly salary should be looked into by proper authorities by way of standardization so that teachers

would be highly satisfied. This would redound to qualify instruction which ultimately will result to quality outputs.

7. The formulation of whatever policy or guidelines by the administrators should be taken into consideration or be anchored on to the factors that are considered satisfiers.

