



De La Salle University – Dasmariñas

Job Satisfaction and Work Motivation as determinants of Teaching Effectiveness among Day Care Workers

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**ABSTRACT**

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Objective of the Study: To determine if there are significant Relationship between Job Satisfaction and Work Motivation as determinants to Teaching Effectiveness among Day care Workers.

A. General:

To determine the Level of Job Satisfaction and Work Motivation as determinants to Teaching Effectiveness among Day Care Workers.

B. Specific:



To determine if there are significant Relationship between Job Satisfaction and Work Motivation as determinants to Teaching Effectiveness among Day care Workers.

Scope and Limitation:

This study covered the job satisfaction and work motivation as determinants of teaching effectiveness among day care workers in relation to their achievement, job security, interaction relation, job performance, financial matters and recognition. Furthermore, the researchers conducted the study to 30-day care workers during the school year 2004-2005.

Methodology:

Research Design

The study uses the Descriptive Correlational design. Specifically, a multiple correlational was adopted in order to determine the relationship of different variables: Job Satisfaction and Teaching effectiveness, Work Motivation and Teaching Effectiveness, and Work Motivation and Job Satisfaction.

Research Respondents

The study was conducted to (30) thirty selected Day Care workers from different Day Care Centers in Dasmariñas, Cavite.

Instrument



This study uses Demographic profile sheet in terms of age, gender, civil status, and educational attainment and socio economic status. In self-made questionnaire, work motivation is tested in terms of performance, financial matters, and recognition. It consists of 10 items for each area for a total of (30) thirty. In Job Satisfaction Survey the researchers formulated (36) thirty-six items.

Major Findings:

This study was conducted for the purpose of determining the job satisfaction and work motivation as determinants to the teaching effectiveness among day care workers.

1. The demographic profile of the respondents revealed that in terms of age, majority were thirty-four and above, twenty-nine to thirty three and twenty-eight and below have obtained the greatest number of samples. In terms of gender, all of them were female. The civil status revealed that a big majority is married and the rest obtained the greatest number of samples. In educational attainment, the respondents obtained the greatest number of samples. In terms of socio-economic status, majority of them belongs to the lower class and the rest obtained the greatest number of samples.
2. Based on the findings, almost all areas of job satisfaction obtained satisfactory rating while the greatest number of samples obtained highly satisfactory and need improvement remarks. The respondent placed great stress in their tendencies but



there were specified areas in the job that needed attention such as pay, management, and security of tenure and others, which would prove beneficial towards satisfaction

3. The results yielded that almost all areas of work motivation obtained satisfactory remarks except for one, which yielded need improvement. It simply stated that the respondents who held great power in their dealing would eventually developed great moral booster and confidence in their abilities
4. The teaching effectiveness also obtained highly satisfactory remarks. The respondents were knowledgeable at the rate, which a child progresses in the accumulation of skills and competencies.
5. It meant comprehension, knowledge and abilities to the children.
6. The result yielded that the work motivation and teaching effectiveness were not related to each other it is because their critical thinking and great desire in their profession placed more emphasis rather than other consideration.
7. The job satisfaction and work motivation were related because whether factors were physical, environmental and behavioral still the respondents were satisfied not withstanding certain problems and concerns like slow career advancement. that the job satisfaction and teaching effectiveness of the respondent revealed that they were satisfied because of their innate tendencies and desire to impart.

**Conclusions:**

Based on the findings of the study, it could be concluded that:

1. Majority of the respondents were at their early adulthood and the educational status were from college, vocational, and undergraduate degrees and majority of them belonged to lower bracket in the socio-economic status and no male has been rendering service to the daycare centers.
2. That the job satisfaction of the respondents were obtained or inclined towards accumulation of salaries, interaction, security of tenure, and management. If these considerations have been taken full notice and attention would merit a satisfied and gratified performance.
3. Responsibility and freedom to make or take the appropriate actions make the respondents confident and strong in their convictions that what they are imparting is right or correct.
4. Teaching effectiveness resulted from the reality that the respondents have the capability to gauge the tempo and speed of learning, needs and abilities of children when and at what time they are prepared to assimilate what is being thought to them.
5. That the job satisfaction and the teaching effectiveness of the respondents came from their inherent inclinations and tendencies to witness the process of how a child learns through their foremost and primary desire, dedication, and



commitment to impart wisdom and knowledge. It came from their deepest love for children.

6. The greatest motivation of daycare workers to become effective were their love for teaching and that education in itself is a redeeming value.
7. The work motivation and job satisfaction of Day care workers could be traced or determined by several factors such as environmental and work related factors like convenience and ease in the work place. Other factors also played a vital role like the fulfillment and significance of teaching, which resulted to a favorable outcome

Recommendations:

Based on the findings of the study, the following are recommended by the researchers:

1. The government should encourage more individualism particularly males to enroll in education courses specializing in early childhood education because they also play a significant role in the formation of values like bravery, honesty and cooperation which are also vital in the total development of the children by the provision of higher compensation and inducement.
2. The government ensures that the compensation rewards that they truly deserve be given to them promptly. And institute provision to guarantee the continuance and furtherance of these benefits and be provided them on a regular basis.



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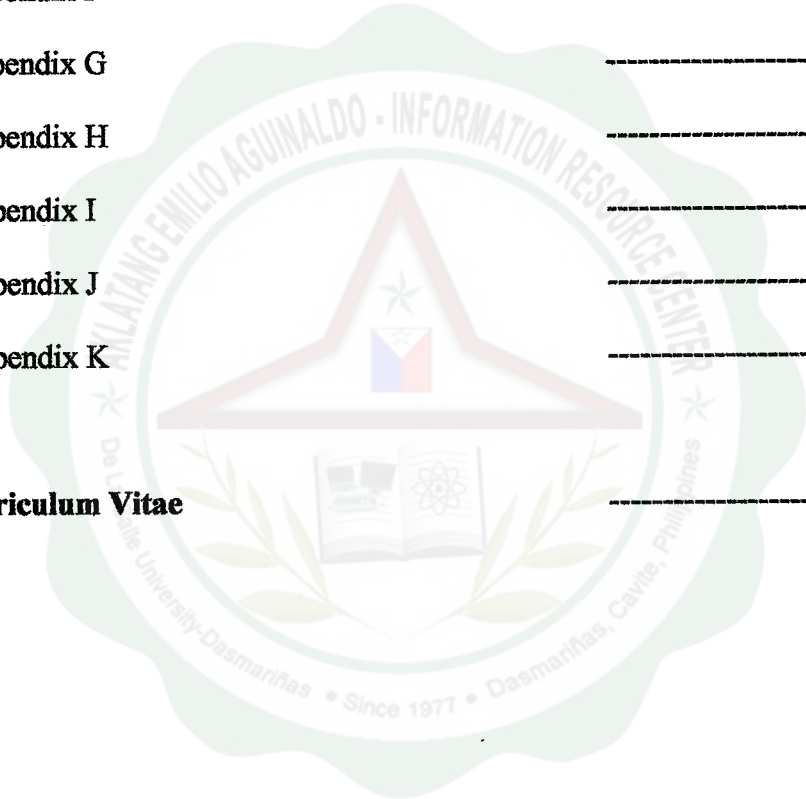


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