

DE LA SALLE UNIVERSITY

THE JOB SATISFACTION FACTORS
OF ENGINEERING FACULTY FOR
STAYING AND LEAVING DLSU.

A Thesis

Presented to

the Faculty of the College of Liberal Arts

De La Salle University

In Partial Fulfillment

of the Requirements for the
Degree of Bachelor of Science in Psychology

by

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AKLATANG ENRIQUE AGUIRRE ARCHIVES

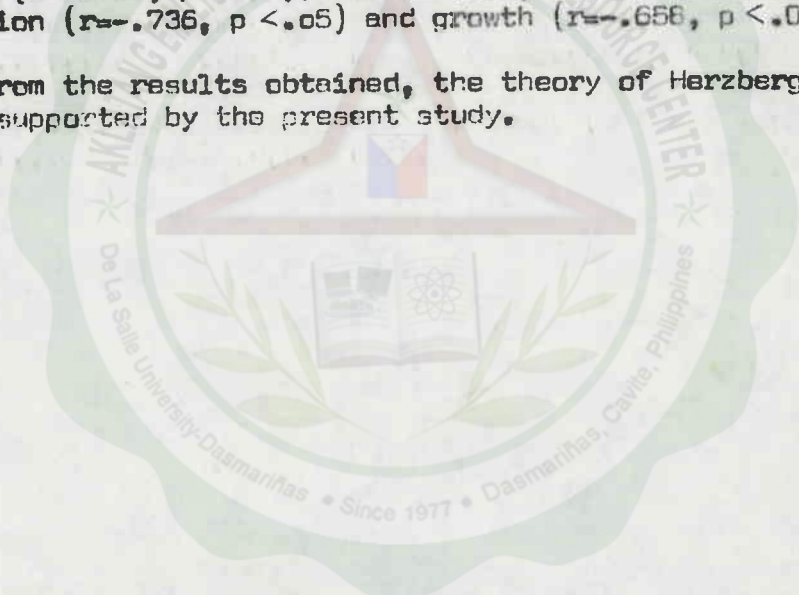


A B S T R A C T

This study aimed to find which of the hygiene factors namely, salary, fringe benefits, working relationship, supervisors, working conditions, security and policies; and which of the motivation factors namely, achievement, recognition, responsibility, promotion, growth, and work itself are the significant factors for the respondents' staying or leaving DLSU.

Using Pearson r , the result of this study showed that the factors found to be significant were: for long term stayers, working relationship ($r=.753$, $p<.05$) and achievement ($r=.719$, $p<.05$); for short term stayers, security ($r=.615$, $p<.05$) and salary ($r=.566$, $p<.05$); for short term leavers, salary ($r=-.84$, $p<.05$) and growth ($r=-.715$, $p<.05$); for leavers, salary ($r=-.721$, $p<.05$), promotion ($r=-.736$, $p<.05$) and growth ($r=-.656$, $p<.05$).

From the results obtained, the theory of Herzberg was found not to be supported by the present study.



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