

# DE LA SALLE UNIVERSITY

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## ABSTRACT

The present study sought to determine the nature of the relationships among rank, job satisfaction, job stress, and the job performance of military personnel. It sought further to measure the mean differences between the levels of job satisfaction and job stress of the officers and the enlisted personnel. Fifty two (52) servicemen from the Phil. Air Defense Control Command of the Phil. Air Force comprised the sample population of the study, of which eleven (11) were officers and the remaining forty one (41) were enlisted men. All these fifty two (52) military personnel were randomly selected.

The researchers decided that the study be conducted through a survey employing a questionnaire. The questionnaire contained items related to job satisfaction and stress which were all set on a four-point Likert Scale. The subjects were also asked to specify their ranks in the said questionnaire. The researchers also conducted interviews with some of the commanding officers of the unit. These interviews gave the researchers a clearer idea of the work being handled by the unit.

Before proceeding to answer the main objectives of the study, the researchers first drew a profile of the subjects and then determined their levels of satisfaction



and stress. The profile showed different aspects of the work being done by the subjects including their privileges, the prestige attached to their work and the tests they have to undergo among other things. In measuring the respondents' levels of job satisfaction and stress based on the arbitrary scores set by the researchers, it was gathered that the respondents' have an average level of satisfaction and stress.

Proceeding to answer the objectives of the study, the researchers found out that no significant differences existed between the mean scores of the officers and enlisted personnel on job satisfaction ( $t: 0.016, df: 40$ ) and stress ( $t: 0.218, df: 40$ ). Furthermore, it was found out that no significant positive relationships exist between the rank and the level of job satisfaction ( $r: 0.152, df: 50$ ), and the rank and the level of stress ( $r: 0.202, df: 50$ ) of the military personnel. However, significant positive relationship was obtained when job satisfaction was correlated with the the level of performance ( $r: 0.923, df: 50$ ). And lastly, significant negative relationships were found to exist between stress and the level of performance ( $r: -0.0684, df: 50$ ), and between stress and job satisfaction ( $r: -0.666, df: 50$ ) of the military personnel

