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**TURNOVER OF TEACHERS IN THE  
PUBLIC ELEMENTARY SCHOOLS  
OF THE MUNICIPALITY  
OF SILANG FROM  
1980-1984**

**ABSTRACT**

**Summary**

The problem of the teachers' turnover should be given equal attention and concern if the school is to perform effectively the program of human resource development in the elementary school. For it cannot be denied that the teachers play a vital role in the economic, political, social and spiritual development of the country.

**The Problem.** The present study was undertaken with a view to ascertain the turnover of the teachers in the public elementary schools of the Municipality of Silang and their reasons for leaving the service. More specifically, this study endeavored to find answers to these questions:

1. What is the annual percentage rate of teachers who left the service in the Municipality of Silang from 1980-1984?
2. What factors are associated with the teachers' motives for leaving the teaching profession?



3. To minimize teachers' turnover, what measures should be undertaken by school administrators and legislators?

The Research Technique. The descriptive-normative survey was used by the researcher in gathering data supplemented by documentary analysis and unstructured interview technique of research. It is normative in the sense that the data was analyzed and interpreted in terms of typical performance of the group which the study was based.

The documentary analysis was utilized by the researcher as a means of drawing out and gathering pertinent and valuable information needed in this particular study. On that score, she analyzed circulars, bulletins, data about school personnel, unpublished master's thesis, professional books and magazines. To verify the responses of the respondents, an informal or unstructured interview was used by way of validating the respondents' answers to the items of the questionnaire.

### Findings

Specific Question No. 1. On the basis of the data found in Table I, the annual percentage rate of public elementary school teachers who resigned and/or transferred in the Municipality of Silang are as follows: 3.8 percent in 1960; 2.6 percent in 1961; 2.6 percent in 1962; 2.9 percent



in 1983; and 6 percent in 1984. The average percentage rate of teachers who resigned and/or transferred between districts within the five-year period from 1980-1984 is 3.6 percent.

Specific Question No. 2. On the basis of the data found in Table XI, the factors and/or reasons associated with the teachers' motives for leaving the teaching profession are hereby listed according to the order of their importance:

1. Long hours of work as in lesson planning, record keeping, teaching device making, etc.,
2. Devoted full time to other family members,
3. Inadequate pay,
4. Illness,
5. Was frustrated due to lack of instructional aids, materials and equipment which the school is supposed to supply,
6. Was offered a better job with higher salary,
7. Desire to go abroad,
8. Slow promotion,
9. Administrator is bossy, and
10. Extra-curricular activities added to the teaching load.

Specific Question No. 3. In terms of the suggestions of the respondents as measures to be undertaken by school administrators and legislators to minimize teachers' turnover,



they are ranked ordered according to their importance:

1. Raise salary of teachers to compensate for the services rendered.
2. Provide adequate supply of books, teaching, and visual aids.
3. Keep the good teachers in the classroom but increase their salary.
4. Lessen grade subjects in the curriculum.
5. Administrators should be courteous, careful, considerate, candid, conservative, and compassionate.
6. Provide adequate training facilities in schools.
7. Promote teachers with potential, administrative, and supervisory talents following certain set of standards.
8. Adopt pay incentive plan to teachers with outstanding achievements.
9. Adhere strictly to promotion policies to deserving teachers, and
10. Provide scholarships to deserving teachers locally or abroad with pay.

Hypothesis. The hypothesis of no significant difference between the number of teachers who resigned and/or transferred in the District of Silang I and II is hereby accepted.



### Conclusions

On the basis of the preceding findings, the following conclusions were drawn:

1. The annual average rate of teachers' turnover was 3.6 percent for a five-year period.
2. Majority of the teacher-leavers left the service due to long hours of work. They could not devote full time to other family members. Simultaneously, monetary remuneration did not approximate their nature of work.
3. Teacher-leavers suggested realistic salary for security purposes and improvement in the adequacy of instructional materials to make learning easier for the development of the children to the maximum.

### Recommendations

In view of the foregoing findings, the following recommendations are offered:

1. School authorities should implement suggestive ways and means to lessen the teachers' long hours of work as in lesson planning, record keeping, theme correcting, etc. Teachers should be allowed time and other means to perform a manageable task.
2. School legislators should see to it that funds be made available for salary increase commensurate with the present cost of living in order that teachers can maintain a



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respectable standard of living.

3. School administrators should be more understandable and considerate to their subordinates. Teachers are human being without superhuman power.

4. Favorable working conditions, facilities, and working aids which are vital to the satisfaction of the teachers and welfare of the children should be provided by the authorities concerned.

5. There should be continuous implementation and provision of available funds to maintain the promotion of teachers in salary and position like making them master teachers. This promotion would keep the good qualified teachers to stay in the service.

6. Some school authorities should improve their administrative abilities specially on matters of discipline, policy making and scheduling of activities. A pleasant and harmonious relationship of administrators and teachers would be an indispensable factor to retain our best teachers in the teaching profession.

7. Similar studies on the same subject should be conducted in other districts. This could show the existing conditions of the problem of teachers' turnover, the results of which may be the basis for legislation in improving the salary and working conditions of teachers.