



De La Salle University – Dasmariñas
GRADUATE PROGRAM

**SELECTED JOB FACTORS AND INTENT TO STAY OF FILIPINO
ENGINEERS IN THEIR CURRENT JOBS**

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ABSTRACT

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Turnover has been an unending problem in the semiconductor industry in the country. This paper studies turnover by knowing what factors affect engineers why they stay or leave their jobs. Specifically, this paper presents the factors that impact the intent to stay of Filipino engineers in their jobs. Data were gathered through review of related literature and studies, survey and focus group discussions. Survey results showed that among the seven factors identified related to intent to stay, two have moderate correlation and two have substantial correlation while the rest of the other factors have low correlation with intent to stay. Two factors that have moderate correlation with intent to stay are distributive justice and pay while the two factors that have substantial correlation with intent to stay are promotion and social support that comes from a supervisor. The three remaining factors, namely, autonomy, routinization and stress have low correlation with engineers' intent to stay. Focus group discussions on the other hand revealed that work environment, peer relationship and trainings are other factors that are important for the engineers to stay in their jobs. Furthermore, respondents were studied by their demographic profile. The groups of engineer respondents who have the highest mean of intent to stay are the respondents who are separated by civil status and those with less than one year tenure in the company they currently work with. Other groups' intent to stay remains in a neutral or undecided rating scale.



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