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THE EFFECTIVENESS AND EFFICACY OF A VALUES CLARIFICATION - STRESS MANAGEMENT TRAINING IN DECREASING ABSENCES IN A UTILITY COMPANY

UFS000

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Abstract

This experimental study has sought to find out whether the Values Clarification - Stress Management Training is effective in decreasing the number of absences of employees of a utility company. Twenty six employees of a utility company who have poor work attendance participated in the experiment and were assigned to experimental and control groups. Subjects in the experimental group attended the Values Clarification - Stress Management Training for five days. The Values Questionnaire was administered to the experimental group before and after the Values Clarification Module while the IPAT Anxiety Scale was administered before and after the Stress Management Module. Afterwards, the total number of absences of both experimental and control groups four consecutive weeks before and four consecutive weeks after the training were computed. The difference between the pretest and posttest mean raw scores in the Values Questionnaire and IPAT Anxiety Scale and the mean of absences before and after the training were determined using the t-test for pooled variance. Result of the experiment showed that the Values Clarification - Stress Management Training was effective in improving the values



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awareness and renewing the commitment of the employees towards their organization but was not effective in reducing their stress level. Result likewise showed that the Values Clarification - Stress Management Training was not efficacious in decreasing the number of absences of the employees.

