



De La Salle University - Dasmariñas  
GRADUATE PROGRAM

Job Performance, Job Burnout and Guidance Intervention  
for Support Staff of De La Salle University-Dasmariñas

School Year 1998-1999

A Master's Thesis  
Presented to  
the Faculty of the  
Graduate School of Education, Arts and Sciences  
DE LA SALLE UNIVERSITY-DASMARIÑAS  
Dasmariñas, Cavite

In Partial Fulfillment  
of the Requirements for the Degree  
Master of Arts in Education  
Major in Guidance and Counseling

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May 1999



**ABSTRACT**

Name of Institution : De La Salle University-Dasmariñas  
Address : Bagong Bayan, Dasmariñas, Cavite  
TITLE : Job Performance, Job Burnout and  
Guidance Intervention for Support  
Staff of De La Salle University-  
Dasmariñas SY 1998-1999  
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DATE COMPLETED : May 1999

The purpose of this research was to determine the relationship between the job performance and job burnout and the proposed guidance intervention for the support staff of De La Salle University-Dasmariñas, SY 1998-1999. It also explored the association of the personal factors such as age, sex, civil status, job class and years of service to the institutions.

The descriptive research design was used in the study. The job performance evaluation results furnished by the Admission and Evaluation Office and a job burnout measure developed by the researcher were used in the study. The statistical tests applied in the study were: mean, t-test and F-test.



From the findings of the study, it was concluded that: (a) job class was related to the job performance level of the support staff; (b) age and job class were related to the job burnout level of the respondents; and (c) job burnout was not related to the job performance of the support staff.

On the basis of the findings and conclusions of the study, the following were recommended: (a) Those of the Human Resource Development (HRD) should continue providing the support staff with adequate employee support system. (b) With reference to job burnout level, the support staff who are 39 years old and below should be given appropriate attention. (c) The proposed guidance intervention could be used as a supplement to the HRD's staff development program. (d) Further studies maybe conducted involving:

- (1) support staff of De La Salle University - Dasmariñas who had asked for transfer and/or had been transferred from one department to another to find out whether they were burned out or not before and/or after the transfer; and



- (2) more respondents (support staff) from other schools and institutions in order to validate the instrument used and the findings generated by the study.





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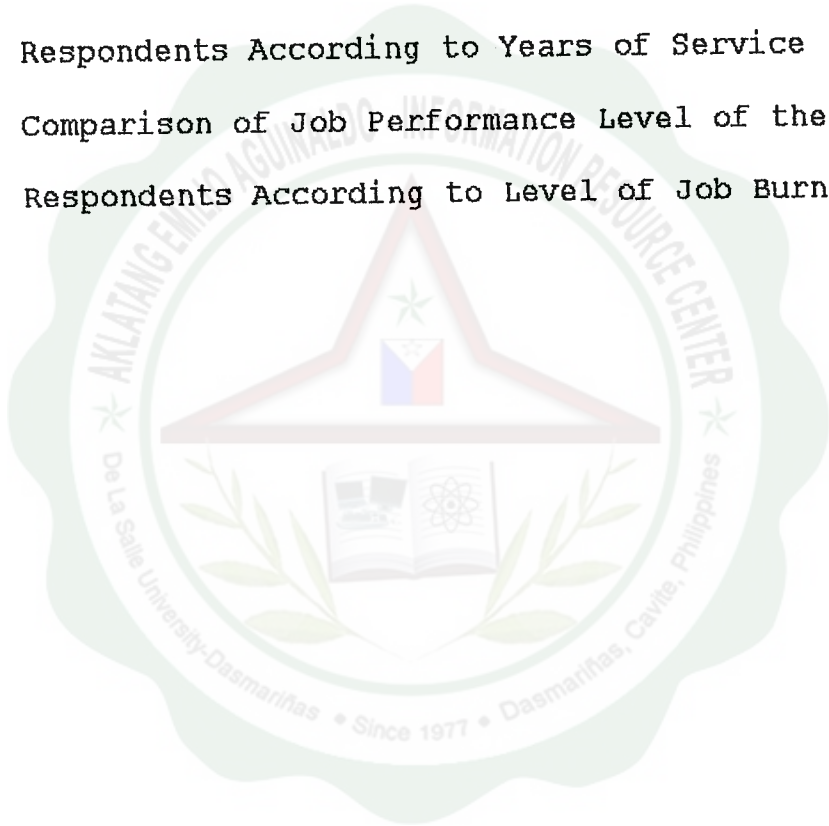


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