

**WORK-RELATED FACTORS' IMPACT ON WORK-MORALE OF
DLSU- D SUPPORT STAFF: BASIS FOR AN
ENHANCEMENT PROGRAM**

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CAROLYN D. REDUBLO - JARDINIANO

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ABSTRACT

Title of the Research : **WORK-RELATED FACTORS' IMPACT ON WORK-MORALE OF DLSU-D SUPPORT STAFF: BASIS FOR AN ENHANCEMENT PROGRAM**

Author : **CAROLYN D.REDUBLO–JARDINIANO**

Degree : **Masters of Arts in Education**

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This descriptive study was conducted to find out and assess the relationship of work-morale to personal variables and work-related factors of the De La Salle University – Dasmariñas support staff for the purpose of evaluating staff development program.

In the analysis of data, the frequency count and the percentage were used to determine the profile of the respondents according to age, gender, civil status, length of service, educational attainment, and job cluster and to determine the level of satisfaction in relation to work-related factors of the respondents. Pearson r was used in the study to find out the relationship of the work – morale to personal variables and work-related factors. The statistical computation of the data in this study was done using the Statistical Packages for Social Sciences (SPSS).

The findings revealed that: (1) most of the DLSU – Dasmariñas support staff members were female, 31 to 40 years of age, married, 0 to 5 years in tenure, college graduates, and belonged to Cluster III. (2) Majority of these support staff people were satisfied with their compensation, training and development program, working environment, and highly satisfied with their benefits, (3) In 7 areas of work morale, the DLSU – Dasmariñas support staffs believed that the status of their work-morale was running smoothly, (4) (a) There is a significant relationship between personal variables and work-related variables, except between gender and environment, between civil status, and length of service and benefits, compensation and training and development program, and job cluster and compensation, benefits and environment; (b) No significant relationship exists between gender, and educational attainment and work-morale of DLSU - Dasmariñas support staff. However, there is a significant relationship between age, civil status, length of service and work morale; (c) Work morale and work-related factors of the respondents show a significant relationship, and (5) The researcher proposes a staff development program intended to maintain/enhance the work morale of the DLSU – Dasmariñas.

On the basis of the findings and conclusions of the study, the following recommendations are forwarded: (1) Human Resource Management Office (HRM0), specifically the Staff Services Unit, should

consistently provide an adequate staff development program that would inspire them to continuously enhance their work morale. (2) HRMO should also give observe the importance of the personal variable and work-related factors of the DLSU-Dasmariñas support staff in order to maintain the work efficiency and productivity of the respondents. (3) Proper attention should be given to those employees with low scores in satisfaction in work-related factors (compensation, benefits, training and development program, and environment) and work morale (employee relationship, company communication, appreciation and recognition, fulfillment, personal and professional growth, employee input, and employee spirit); and (4) Further studies regarding work morale should be conducted in order to validate and re-assess the result of this study.

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