



De La Salle University – Dasmariñas
GRADUATE PROGRAM

**THE DEVELOPMENT OF A PSYCHOLOGICAL WELL-BEING
ENHANCEMENT PROGRAM FOR THE DLSU-D
CLERICAL AND MAINTENANCE PERSONNEL**

A Master's Thesis
Presented to the Faculty
of the College of Education Graduate Studies
De La Salle University-Dasmariñas

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

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July 2020



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ABSTRACT

Title of Research: **THE DEVELOPMENT OF A PSYCHOLOGICAL WELL-BEING ENHANCEMENT PROGRAM FOR THE DLSU-D CLERICAL AND MAINTENANCE PERSONNEL**

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Degree: **Master of Arts in Education**

Major: **Guidance and Counseling**

Date of Completion: **July 2020**

This is an explanatory mixed method research that aims to develop a psychological well-being enhancement program for the clerical and facility maintenance personnel of DLSU-D, categorized as Cluster 2 Staff. The theoretical framework is based on Carol Ryff's definition of psychological well-being composed of these domains: self-acceptance, environmental mastery, positive relations, autonomy, purpose in life, and personal growth. The research participants were assessed in the aforementioned dimensions using Ryff's 42-item scale. Result of the assessment was further explored through a focused group discussion (FGD) to expound on the psychological well-being needs of the staff. From a population of 248 staff members, all 37 (14.92%) Cluster 2 Staff were the participants of this research. To interpret and analyze the data gathered, the following statistical tools were used: weighted mean, interquartile range (IQR), median, and ranking



The findings revealed that Positive Relations with Others with a weighted mean of 4.68, Personal Growth with a weighted mean of 4.50, and Purpose in Life with a weighted mean of 4.35 were among the top well-being dimensions of the DLSU-D Cluster 2 Staff. The three lowest dimensions as ranked include: Self-Acceptance with a weighted mean of 4.31, Environmental Mastery with a weighted mean of 4.27, and Autonomy with a weighted mean of 3.90. The abovementioned findings were supported by the themes that came out from the focused group discussion. These became the bases for the proposed psychological well-being enhancement program specific for Cluster 2 Staff.

The study concludes that Cluster 2 staff's psychological well-being can be enhanced through a development program that will improve their self-acceptance, environmental mastery, and autonomy.