

## Satisfaction on Rank and Employment Status of CTE Faculty

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**Abstract:** The employee's satisfaction emphasizes its influence to their performance in an organization. By identifying their level of satisfaction, employees are expectant to achieve more. Hence, this study determined the satisfaction level towards rank and employment status of College of Teacher Education instructors and professors at Batangas State University JPLPC-Malvar. Specifically, this study sought answers to the following questions: What is the profile of the respondents in terms of gender, age, civil status, highest educational qualification, academic rank and employment status? and What is the respondents' level of satisfaction in terms of rank and employment status?

The study revealed that the respondents are satisfied with their academic rank and employment status. Such satisfaction may tend to achieve higher productivity. When faculty members are satisfied with their rank and employment status, they often support its mission and work hard to help achieve its objectives. However, constant monitoring on their level of satisfaction is necessary to ensure that they support its mission and work hard to achieve its objectives.

On these bases, it is recommended that the faculty members of the College of Teacher Education still strive for more educational achievements for their promotion and security of the job. Further research is still needed to determine the relationship of demographic profile to the respondents' satisfaction on their rank and employment status.

**Keywords:** Employee, Satisfaction, Rank, Employment Status.

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### Introduction

Rank and Employment Status in an institution dictate the rights and responsibilities of an employee. It is considered as the legal protection/job security and a basis for creating an organizational structure.

It is necessary to identify someone's rank and employment status to know what are the benefits and obligations within the workplace. Satisfaction in the part of the employee is what

an organization strives for. Job satisfaction can be caused by the social relationships and psychological factors that may increase employee's productivity (Robbins, 2012).

The examination of the employees' level of satisfaction is a very large contributory factor in their level of performance that's why institution and other organizations strive to attain this as much as possible. Providing a healthy working environment where progress is highly encouraged and the employees are properly compensated and rewarded is the ideal setting in any institution.

A healthy working environment is the one that promotes inclusive development rather than competition. Furthermore, ensuring the well-being of the employees by giving them the right amount of workload boosts their performance and encourages them to work better. A satisfied employee is a healthy employee and a healthy employee is a productive one. Increased productivity among employees is what institutions and organizations strive for. Consequently, when the employees feel satisfied and fulfilled in what they do, they would continue working which would yield a loyal employee. This kind of employee is a very valuable asset for organizations because they would help propel it towards success.

Given this situation, a closer examination on whether the rank and employment status of faculty members affect their performance in the workplace aside from satisfaction alone. This creates an avenue to have an in-depth understanding on what would help them to perform better or worse in the workplace.

In the College of Teacher Education, satisfaction level of the faculty members on their rank and employment status is a component necessary to look into for this may be a factor of their performance in the field. These factors are indicators that may help identify on what factors affect their performance in their workplace.

This is the reason why this research was conceived. The researcher would like to determine the satisfaction level of the CTE faculty through assessing the effect of their rank and employment status to their performance in the workplace.

Job satisfaction is a topic which has been researched for more than half a century and which is still a topic of continuing interest today. The main reason for this interest may be due to the implications of job satisfaction for such job related behaviours as productivity, absenteeism, turnover, and employee relations. Additionally, improving employee satisfaction is an important method to improve the financial standing of organizations (Aronson *et al.*, 2005).

A study conducted by Santhapparaj and Syed (2005) on academic staff in private universities in Malaysia to study the effect of pay, fringe benefits, promotion, support of research, working condition, support of teaching on job satisfaction. A sample of 173 teaching staff was selected and data was collected through survey. The results revealed that promotion, pay, support of research and working condition have positive effect on job satisfaction while support of teaching and fringe benefits had negative effect on job satisfaction. According to Sutherland (2013), Employee's job satisfaction will increase when the working conditions which include safety, hygiene and optimum working ambience is provided by the company. These factors are postulated to influence employee job satisfaction and the loyalty of employee to the company since employees prefer working condition that provides high physical comfort and a good management of risk that will derive by the effective decision making on taking action in order to facilitate their work.

Holden and Black (1996) indicated clear differences in productivity and satisfaction by academic rank amongst psychologists employed as faculty members in medical school, with full professors having displayed higher levels of productivity and satisfaction when compared to associate professors and assistant professors.

Bodla *et al.*, (2014) mentioned in their study that staff on the positions like that of an instructor, lecturers and professors feel uncertainty and anxiety because of the nature of their contract with the university which is usually short term or temporary which leads to reduced job satisfaction. Due to this, such institutions are facing the problem of work induced stress related, which further leads to decreased commitment from academic staff.

### Objective of the Study

This study attempted to determine the satisfaction level toward rank and employment status of CTE faculty members at Batangas State University JPLPC-Malvar. Specifically, this study sought answers to the following questions: What is the profile of the respondents in terms of gender, age, civil status, highest educational qualification and monthly basic salary? What is the respondents' level of satisfaction in terms of rank and employment status?

### Methodology

The study was conducted at Batangas State University JPLPC-Malvar with faculty members from the College of Teacher Education as the respondents. The instrument used in this study was a questionnaire developed by the researchers. For the verbal interpretation of the gathered data, a 4-point scale was used with the following interpretation:

Scale	Mean Ranges	Interpretation
4	3.51 – 4.00	Strongly Agree/ Highly Satisfied
3	2.51 – 3.50	Agree/ Satisfied
2	1.51 – 2.50	Disagree/ Not Satisfied
1	1.00 – 1.50	Strongly Disagree/ Highly Not Satisfied

### Results and Discussion

This part of the study determined the satisfaction level toward rank and employment system of CTE faculty members. The data were presented using mean and standard deviation.

#### 1. Profile of the Respondents

The succeeding tables present the data gathered through the questionnaire accomplished by the respondents. The data presented herein concern on the respondent's profile in terms of gender, age, civil status, highest educational qualification and monthly basic salary. This is found in Table 1.

**Table 1. Frequency Distribution of the Respondents in Terms of Gender**

Gender	Frequency	Percentage
Male	6	35
Female	11	65
<b>Total</b>	<b>17</b>	<b>100</b>

It can be deduced from the table that female dominated the male respondents in terms of number. Sixty-five percent comprises the female respondents while thirty-five percent (35%) includes the male respondents.

**Table 2. Frequency Distribution of the Respondents in Terms of Age**

Age	Frequency	Percentage
60 – 65	1	6
50 – 59	2	12
40 – 49	4	24
30 – 39	3	18
20 – 29	7	40
<b>Total</b>	<b>17</b>	<b>100</b>

It shows that majority of the respondents' age range from 20-29 with a percentage of 40%. This was followed by 40-49 (24%) and 30-39 (18%) respectively. This means that majority of the respondents are on their early adulthood which means they are new in the institution and started as instructor in the College of Teacher Education.

**Table 3. Frequency Distribution of the Respondents in Terms of Civil Status**

Civil Status	Frequency	Percentage
Single	10	59
Married	6	35
Widow	1	6
<b>Total</b>	<b>17</b>	<b>100</b>

Table 3 shows that the overwhelming number of the respondents (59 percent) where single and remaining (6 percent) were married, while six percent of the respondents were found to be widow. The respondents under the category single were extremely considerable.

**Table 4. Frequency Distribution of the Respondents in Terms of Highest Educational Qualification**

Highest Educational Qualification	Frequency	Percentage
Ph.D/Ed.D/D.E.M	5	29
M.S/M.A/M.E.M with Ph.d/Ed.D units	1	6
M.S/M.A/M.E.M	4	24
B.S/B.A with M.S M.A units	5	29
B.S/B.A	2	12
<b>Total</b>	<b>12</b>	<b>100</b>

It is evident from the Table that the highest educational qualifications of the respondents are Ph.D/Ed. D/D.E.M (29%) and B.S/B.A with M.S/M.A units (29%) with fifty-eight percent in total. Twenty-four percent of the respondents are already M.S/M.A/M.E.M degree holders while only one or six percent is taking M.S/M.A/M.E.M units.

It can be concluded from the table above that most of the respondents are persistent in attaining highest education qualifications.

**Table 5. Frequency Distribution of the Respondents in Terms of Academic Rank**

Academic Rank	Frequency	Percentage
Associate Professor	3	18
Assistant professor	3	18
Instructor	11	64
<b>Total</b>	<b>17</b>	<b>100</b>

It becomes clear from the Table above that a large majority of respondents (64% percent) were instructor and the remaining thirty-six percent were either associate professor or assistant professor. This means that the most number of the respondents earned points from range of 87 and below (NBC No. 461).

**Table 6. Frequency Distribution of the Respondents in Terms of Employment Status**

Employment Status	Frequency	Percentage
Permanent	9	53
Temporary	3	18
Guest Lecturer	5	29
<b>Total</b>	<b>17</b>	<b>100</b>

It is quite clear that majority of the respondents were permanent (fifty-three percent) and the remaining half of the respondents are either temporary or guest lecturer. This implies that most number of the respondents have security in terms of tenure.

## 2. Respondents' Satisfaction on their Academic Rank and Employment Status

This part of the study determined the respondents' satisfaction on their rank and employment status. It reveals the computed mean and standard deviation for each statement with its corresponding interpretation.

**Table 7. Respondents' Satisfaction on their Academic Rank**

Item Statements	Mean	Standard Deviation	Verbal Interpretation
<b>My academic rank ...</b>			
1. provides avenue for academic advancement.	3.65	0.49	Strongly Agree
2. upgrades every three years through NBC 461.	2.94	0.90	Agree
3. makes me feel secure working with my colleagues.	3.71	0.47	Strongly Agree
4. enables me to be productive in my workplace.	3.76	0.44	Strongly Agree
5. makes me experience less work-related pressure.	3.12	0.70	Agree
<b>Composite Mean</b>	<b>3.44</b>	<b>0.60</b>	<b>Satisfied</b>

It can be gleaned from Table 7 that all statements obtained a mean ranging from 2.94 – 3.76. The highest mean was 3.76 as the respondents strongly agreed that academic rank enables them to be productive in the workplace. The table also revealed that it makes them to feel secure working with other colleagues. All in all, the data showed that the respondents are satisfied on their academic rank.

**Table 8. Respondents' Satisfaction on their Employment Status**

Item Statements	Mean	Standard Deviation	Verbal Interpretation
<b>My employment status ...</b>			
1. gives me security of tenure in my workplace.	3.53	0.62	Strongly Agree
2. offers provisions that make me	3.18	0.39	Agree

productive in my job.			
3. allows me to demonstrate professional commitment.	3.65	0.49	Strongly Agree
4. gives me positive attitude towards work.	3.47	0.51	Agree
5. provides avenue for physical safeguards in my workplace.	3.59	0.51	Strongly Agree
<b>Composite Mean</b>	<b>3.48</b>	<b>0.51</b>	<b>Satisfied</b>

It can be observed in Table 8 that the CTE faculty members strongly agreed in almost all items. The highest mean of 3.65 was obtained by the item that demonstrates professional commitment which somehow depicts that their employment status serves as a motivation as an educator.

This also shows that among the five statements that were considered in the study, the CTE faculty strongly agreed that the professional commitment matters much with a composite mean of 3.65. Being a faculty member entails commitment to the profession and institution. The statement that garnered the next highest mean was on security of tenure. The first gained a composite of mean 3.59, while the latter gained a composite mean of 3.53. All in all, the data collected showed that the respondents are satisfied on their employment status.

### Conclusion and Recommendation

This study revealed that the respondents are satisfied with their rank and employment status. Such satisfaction may tend to achieve higher productivity. When faculty members are satisfied with their rank and employment status, they often support its mission and work hard to help achieve its objectives. On these bases, it is recommended that the faculty members of the College of Teacher Education still strive for more educational achievements for their promotion and security of the job. Further research is still needed to determine the relationship of demographic profile to the respondents' satisfaction on their rank and employment status.

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