

REINFORCEMENT MECHANISMS FOR QUALITY WORK LIFE: A CASE OF PUBLIC ELEMENTARY TEACHERS IN QUEZON PROVINCE, PHILIPPINES

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ABSTRACT

The total success of education depends on the quality workforce equipped with high-quality standards, competence, and excellence. Supervisors, principals, school heads, and teachers all work in synergy to ensure pupils get the best education. This study aimed to determine the job satisfaction and quality of work-life of public elementary teachers in Quezon Province, Philippines, with the end view of proposing reinforcement mechanisms. This covered the demographic profile of respondents in relation to age, gender, civil status, educational attainment, and length of service; assessment on their job satisfaction in terms of teaching assignment, designation, promotion, training, and fringe benefits and quality of work-life with regard to work environment, interpersonal skills, professional relationship, and time management. Likewise, this looked into the significant difference in the assessment of respondents on job satisfaction and quality of work life. The descriptive method of research was used with the questionnaire as its main tool in gathering data complemented with the unstructured interview. The statistical tools used in the analysis of data were percentage, weighted mean, and t-test. Results revealed that the majority of teachers are 29 years old and below, female, married, and have a bachelor's degree, with five years and below in service. Also, the teachers assessed job satisfaction as moderately evident in terms of teaching assignment, designation, promotion, training, and fringe benefits and assessed the quality of work-life as moderately evident in terms of the work environment, interpersonal skills, professional relationship, and time management. Moreover, there is a significant difference in the assessment of the respondents' job satisfaction relative to the mentioned variables when grouped according to educational attainment. Similarly, there is significant difference on the assessment of the respondents' quality of work-life relative to the work environment, professional relationship, interpersonal skills, and time management when grouped according to age, sex, civil status, educational attainment, and length of service.

Keywords: Education, Quality work-life, Quantitative Research, Philippines