

JOB SATISFACTION OF EMPLOYEES IN A HIGHER EDUCATIONAL INSTITUTION

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ABSTRACT

The study determined the Level of Job Satisfaction (JS) and its relation to Sense of Religiosity of the employees. The Range of Affect Theory Model of Edwin Locke was used to find out what an employee looks for in a job, what an employee may find in a job and what the job really offers. Level of Job Satisfaction was measured in five (5) aspects: compensation, promotion, supervision, social climate, and attractiveness of the task consisting of twenty-six (26) items using the Job Descriptive Index (JDI) developed by Smith, Kendall and Hulin. Modifications were derived from the Philosophy of the institution to include questions on sense of religiosity. Ninety-five percent (95%) or sixty-two out of sixty-five regular non-teaching personnel and faculty members in their Summer Incentives (SI) and Enrollment Advisers (EA) Programs actually participated in the study. Four (4) aspects of Job Satisfaction posted a Very Satisfactory (VS) rating. Employees considered the task they are currently assigned as the most attractiveness and satisfying, working for the institution is like working in a big family. Compensation however is moderately satisfying but posted a High Positive Correlation to their Sense of Religiosity.

KEYWORDS: Job Satisfaction, Compensation, Job Attractiveness, Religiosity