

## **Faculty Welfare Management of State Universities and College in Region XII**

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**Abstract:** The study aimed to describe the faculty welfare management in SUC's in Region XII. Specifically, the study sought to answer the following research quests: the current condition of work setting factor in SUC's, the extent of implementation of administrative policy, the prevailing work attitude, the extent of productivity, the significant relationship between the level of work setting, administrative policy implementation and work attitude to work productivity. A descriptive-correlation research design was employed in this study using a survey instrument as a tool to be filled up by the faculty of the four state universities and colleges in Region XII. A total of 130 respondents, who were faculty members of University of Southern Mindanao, Cotabato City State Polytechnic College, Sultan Kudarat Polytechnic University and Cotabato Foundation College of Science and technology, constituted the study population. Purposive sampling technique using proportional allocation was adopted in the identification of the respondents used in this survey. Through the statistical package or social science (SPSS), computations and analysis were done. The ratings of the respondents were analyzed using the weighted means and stepwise regression test. The major finding of the study showed that the level of work setting in the SUC's and the extent of work productivity have significant relationship. All its components are better predictors on the effect of work productivity. On the whole, the SUC's in Region XII have evidently putting into practice the administrative implementation of policy. Results of the study also claimed that the respondents usually find work as serving the people, as source of revenue that give them satisfaction and as extension of their humanity, the respondents affirmed that proper management of their economic resources is usually observed as well. Accordingly, accomplishment of work productivity in terms of instruction which covers different academic programs and methods was satisfactorily executed to suit the teaching –learning process. Meanwhile research in their respective institution had provided them very satisfactorily opportunities for advanced studies an training to develop their research competence. The finding confirms the belief that the academe has been one of the major sources of knowledge and innovation. Likewise, extension is very satisfactorily observed wherein faculty and other stakeholders are involved in the planning and implementation of the said activity. Moreover, the relationships that existed between work setting factors, administrative implementation policy and work productivity were found highly significant at .01 level. The same is true with the relationship that existed between work attitudes, management of economic resources and work productivity.

**Keywords:** the faculty welfare management, administrative, universities, colleges.

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### **RESEARCH DESIGN**

The descriptive method of research was used. This method of research is suited in describing the different variables in this study. The descriptive correlation method will also be used to describe the relationship between the independent and dependent variables.

### **LOCALE OF THE STUDY**

The study was conducted in State Universities and Colleges in Region XII which are members of the Philippine Association of State Universities and Colleges (PASUC). Academic institutions covered include Cotabato City State Polytechnic College (CCSPC), Sultan Kudarat Polytechnic State University (SKPSU), Cotabato Foundation State College of

Science Technology (CFSCST) and University of Southern Mindanao (USM).

### **RESPONDENTS OF THE STUDY**

The target subject of the study was faculty members with the academic ranks of assistant professor, associate professor and professor in SUC's in Region XII.

### **SAMPLING TECHNIQUES**

Purposive sampling technique using proportional allocation was adopted in identifying the respondents included in this study.

## DATA GATHERING PROCEDURE

Official permission to conduct the study was sought from the authorities concerned. A letter of request was attached to the questionnaire. This was undertaken after establishing the validity and reliability of the instrument. The retrieval of the questionnaires was done as soon as possible. Contact persons were also tapped to ensure the efficient and higher percentage of retrieval.

## STATISTICAL TREATMENT OF THE STUDY

Statistics was computed using the Statistical Package for the Social Sciences 19.0 software. For the descriptive problem in this study, this was analyzed using weighted mean. However, the inferential problem was analyzed using regression analysis.

## PHYSICAL RESOURCES

In this research the importance of Physical Resources are studied as necessary in fulfillment of educational objectives

## RESULTS

The findings that became known from statistical analysis of the data gathered from the respondents are summed up as follows:

### A. Work Setting Factor

1. The level of work setting in the SUC's in terms of physical resources, organizational climate and the extent of work productivity shows significant relationship.

2. All components of the work setting are better predictors on the effect of work productivity.

#### 1. Physical Resources

1.1 As revealed by the overall mean score of the respondents' answers, which were "Adequate", the availability of physical resources of SUC's was quite sufficient.

1.2 The faculty asserted that their institutions can accommodate its population, and can handle expected future expansion as indicated by their "Adequate" answers.

1.3 The faculty respondents also maintained that the SUC's in Region XII have "Adequate" comfort rooms, canteen/cafeteria, AVR, clinic, gymnasium, etc. analysis of the data regarding physical resources have confirmed this claim.

#### 2. Organizational Climate

All the respondents asserted that their *situation or condition at their workplace in performing their job is acceptable and so with the social relationship between administration and faculty and among faculty members of the four SUC's in Region XII*. Generally, the ambiance in the SUCs was "Evident".

### B. Administrative Implementation of Policy

On the whole, all the respondents claimed that the Administrative Implementation of Policy has been

evidently put into practice as indicated by their "Evident" answers.

#### 1. Promotion

1.1 As shown by the grand mean score of the respondents' response, which were "Evident", the administrative implementation of policy on promotion as observed in SUC's is fairly executed.

#### 2. Faculty Development

2.1. As revealed by the overall mean score of the respondents' answers, which were "Evident", the implementation of faculty development program of SUC's was quite apparent.

2.2 The faculty agreed that the institutions' encouragement for faculty members to improve their professional competence and stressing their consciousness in updating their professional knowledge have been evident.

### C. Work Attitude

#### 1. Faculty Work Philosophy

##### 1.1 Work as Service

The respondents claimed that they usually find work as servicing the people which supports Galinta's study as cited by Cabansag [1], as to what had motivated the teachers to stay in their job; their primary reason was teaching is a noble job that provides them with opportunities for challenging and worthwhile experiences through active part in the intellectual, moral, and social development of youth. The second important factor that convinces them to stay in teaching was accomplishment, followed by responsibility.

##### 1.2 Work as Livelihood

The respondents corroborated that they find work over and above as source of revenue and give them a feeling of satisfaction which proved the study conducted by Espinosa as cited by Catacutan[6], that the financial stability of the teachers was found to be a reflection of their performance. It also agreed with the Aganon and Amante's study that "worker will be most motivated to do their best by monetary reward and an adequate wage and benefit package enhances their motivation to work."

##### 1.3 Work as Therapy

1.3.1 The faculty members agreed that they normally find work as therapy.

1.3.2 The respondents considered work as an extension of their humanity, gives them sense of achievement, a feeling of fulfillment and satisfaction, and makes them feel complete as a human being at all times.

#### 2. Management of Economic Resources

2.1 The faculty members asserted that their spending practice and carrying out of personal expenses, is normal, accepted and on a regular basis.

2.2 The respondents affirmed that proper management of their economic resources is usually observed; that is, to make their funding stronger if there is a need to build

up their financial plan. The findings concurred Hayhoe's [2] observation that economic well-being is an individual's perception of satisfaction with their financial situation.

### **WORK PRODUCTIVITY**

Accomplishment of work productivity in terms of:

#### **Instruction**

The faculty members agreed that instruction function of Higher Education Institution (HEI) which covers different academic programs, goals, approaches and methods was very satisfactorily executed to suit the teaching-learning process.

#### **Research**

The respondents corroborated that research in their respective institution had provided them very satisfactorily opportunities for advanced studies and training to develop their research competence. The finding confirms the belief that the academe has been one of the major sources of knowledge and innovation because of the research activities of faculty members in colleges and universities.

#### **Extension**

The respondents confirmed that extension, as one of the functions of a state college and university is very satisfactorily observed or present. The faculty members and other stakeholders are very satisfactorily involved in the planning and implementation of the said activity and program.

Moreover, the relationship that existed between work setting factor and work productivity was found highly significant at .01 level.

Likewise, the relationship that existed between administrative implementation policy and work productivity was found highly significant at .01 level.

In the same way, the relationship that existed between work attitudes, management of economic resources and work productivity was found highly significant at .01 level.

The findings imply that "attitudes affect the way people get along at home, at school, and at work." This also upholds the study of Lim that "workers who do not possess the right attitude eventually turn out to be unproductive."

These also support the statement of Garman ET et. al. [3] that "employers pay a high price for productivity losses caused by the personal financial behaviors of employees." They estimated that 15% of workers are experiencing stress from poor financial

behaviors to the extent that productivity is negatively impacted.

Additionally, the results affirm Stoner and Wankel's statement that scientific management arose in part from the need to increase productivity. It focuses on ways to improve the performance of individual workers. To achieve this, ways had to be found to increase the efficiency of workers. It involves defining the steps needed to complete a task and training employees to perform them efficiently.

These results also substantiate Verheyen's account that "ever since Elton Mayo (in his famous Hawthorne studies) [4] found that worker productivity can be affected by human as well as technical considerations, employee attitudes, opinions, and behaviors have been closely examined in the workplace. In recent years, surveys of employee attitudes toward work content, structure, process and environment have been used successfully to restructure the workplace and to improve both productivity and employee satisfaction."

The findings also uphold McClure's [5] observation that "whether the organization is labor-intensive or capital-intensive, product-oriented or service-oriented, it is the people that will cause productivity improvement through their actions and decisions. In a productive work environment, workers are involved and contribute their efforts and ideas for improvement and feel pride in their accomplishment."

### **CONCLUSIONS**

In view of the foregoing findings, the following conclusions were drawn:

1. The better management of faculty welfare is, the more productive the faculties are.
2. Organizational climate factor shapes the spirit of faculty in carrying out an effective implementation of work.
3. Adequate physical resources will lead to better production.
4. State Colleges and Universities in Region XII are effective in the implementation of their tri-fold functions such as: instruction or teaching effectively; producing useful knowledge or research and providing service or extension.

### **IMPLICATIONS**

Based from the findings of the study, the following implications were drawn:

1. It has been said that the best resource that an organization has in its possession is its people; therefore, administrators must continually think of how to manage properly the welfare of its faculty members; satisfy their needs for them to be

motivated in order to contribute themselves conscientiously to their work and be productive.

2. Cognizant to this fact, the SUC administration must commit itself to the upgrading and training of its faculty members, strict compliance in the implementation of promotion based on NBC No. 461 and providing them with the needed resources. This is to ensure the development and sustainable quality of faculty members and the tertiary education, as a whole.
3. The findings also point out that right working attitude possessed by faculty will ultimately turn them to be productive.
4. The findings also imply that the more administrators promote proper faculty welfare management the more improved work productivity and performance be achieved.

#### **RECOMMENDATIONS**

In the light of the aforementioned conclusions, the following recommendations are advanced:

1. Extra efforts should be made at improving by and large the welfare of faculty members through the provision of other necessary physical resources to realize the efficient discharge of the tri-fold functions of SUC's such as: Instruction, Research and Extension. Improved conditions of work setting will immensely motivate faculty towards better performance and more productive.
2. Faculty members must be given additional and well-designed training programs in the conduct of extension activities to enrich their knowledge, skills and capability.
3. Prominence should be given to the provision of research grants. Attendance and participation in seminars and conferences should be encouraged to enrich the knowledge and proficiency of faculty.
4. As regards promotion, the State College and University Presidents must comply strictly in the implementation of promotion based on NBC no. 461 to ensure the development and sustainable quality of faculty members and the tertiary education, as a whole. Proper implementation of promotion will increase faculty's sense of achievement and advancement.

#### **RECOMMENDATIONS FOR FURTHER STUDY**

1. Attitudinal Factors Associated with Faculty Four-Fold Functions in State Universities and Colleges
2. Faculty Welfare Management: Exploring the Role of Administrators' Leadership Skills Related Factors
3. Research Productivity of Faculty in State Universities and Colleges as Related to their Instructional Effectiveness
4. Perceived Control and Type of Faculty Welfare Management in State Universities and Colleges

5. Determinants of State Universities and Colleges' Instruction, Research, Extension and Production Functions

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