

JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT OF JUNIOR HIGH SCHOOL TEACHERS

Rosita T. Gerona

General Emilio Aguinaldo National High School, Imus City, Cavite
rosita.gerona@deped.gov.ph, 09392047623

Abstract

The purpose of this study was determine the demographic profile of the respondents and to assess the job satisfaction and organizational commitment of Junior High School Teachers in General Emilio Aguinaldo National High School. A descriptive method research design was employed. Respondents were 160 teachers (40 grade 7 teachers, 43 grade 8 teachers, 39 grade 9 teachers and grade 10). Questionnaires and interview were the main instruments of data collection. The items for measuring teachers' level of job satisfaction and organizational commitment was adapted from (Meyer & Allen, 1997). The scale measures three distinct dimensions of commitment: 1) affective commitment; 2) continuance commitment; and 3) normative commitment. The analysis of the quantitative data was carried out by using frequency count, mean and Pearson product correlation coefficient. The findings revealed that a) Faculty have good level of job satisfaction with 4.11 calculated mean; b) Teachers agreed that they have good organizational commitment; and c) Faculty job satisfaction and organizational commitment indicated a direct positive relationship ($r=0.398$). Teachers with low level of job satisfaction tend to have low level of organizational commitment while those with high level of job satisfaction tend to have high level of organizational commitment. It also revealed that the external factors have more influence than internal factor on teachers' job satisfaction. Thus, the practices of affective, continuance, and normative commitment in the study were satisfactory. The study suggest to better focus on the teachers' job satisfaction and commitment like personal development and training, fair benefits and incentive, constructive continuous support, fair and equitable promotion, in the area of professional responsibility.

Keywords: Intrinsic, Extrinsic, Teamwork, Rewards, Job Satisfaction, Commitment, Continuance, Normative