

**QUALITY OF WORK-LIFE AND JOB SATISFACTION OF NON-ACADEMIC
EMPLOYEES OF CAVITE STATE UNIVERSITY**

Undergraduate Thesis
Submitted to the Faculty of the
College of Economics, Management, Development Studies
Cavite State University
Indang, Cavite

In partial fulfillment
of the requirements for the degree
Bachelor of Science in Business Management

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April 2013

ABSTRACT

ABACIAL, ARAMIE SALAZAR. Quality of Work-life and Job Satisfaction of Non-Academic Employee of Cavite State University. Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development Management. Cavite State University, Indang, Cavite. April 2013. Thesis Adviser: Dr Florindo C. Ilagan.

Quality of work-life is not only one of the most important domains in people's lives. It also affects and shapes many of the components of the general/total quality of life (wellness) of organizational members, as well as other people at the community, national, regional and even global levels. There has been ample research studying quality of work life but very little attempts have been made to link quality of work-life with general wellness/well being.

This study was conducted to determine the relationship of quality of work life and job satisfaction of non-academic employee of Cavite State University. Precisely, the study aimed to:

- 1) identify the demographic profile of non-academic employee of Cavite State University;
- 2) determine the quality of work life of non-academic employee of Cavite State University;
- 3) analyze the level of job satisfaction of non-academic employees of Cavite State University;
- 4) know the relationship between quality of work life and job satisfaction of non-academic employee of Cavite State University;
- 5) distinguish the best predictor of job satisfaction

Data were collected using a survey questionnaire. The participants were non-academic employee of Cavite State University. The analysis of data employed the computation of mean, percentage, standard deviation, spearman rank correlation coefficient. Regression analysis was also done.

Result showed that most of the participants were in age bracket 30-39, male and married, and had served the university for at most five years. It was found out that non-academic employee of Cavite State University has a very high quality of work life.

Moreover, it was found out that non-academic employee of Cavite State University were moderately satisfied in their job. This implies that the non-academic employee of the university had a high feeling of enjoyment, were comfortable at work and proud of their organization. The quality of work life was found significantly related job satisfaction.

Personal career development was found to be the best predictor of job satisfaction.