

**EFFECTS OF WORKFORCE REDUCTION ON MOTIVATION OF SENIOR HIGH
SCHOOL TEACHERS IN SELECTED PRIVATE SCHOOLS IN THE
CITY OF DASMARIÑAS, CAVITE**

THESIS

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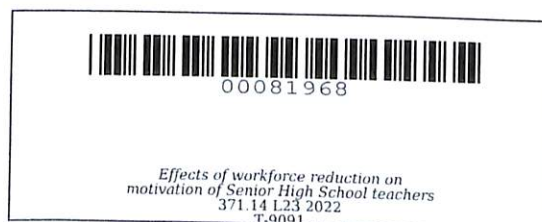
**College of Economics, Management and Development Studies
CAVITE STATE UNIVERSITY
Indang, Cavite**

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ABSTRACT

LANDICHO, AIRA ELAINE M., MORANCIL, RACHELL MAE A., Effects of Workforce Reduction on Motivation of Senior High School Teachers in Selected Private Schools in the City of Dasmariñas, Cavite. Undergraduate Thesis. Bachelor of Science in Business Management Major in Human Resource Management. August 2022. Adviser: Ms. Janice E. Paiton.

The study was conducted to determine and analyze the effects of workforce reduction on the motivation of senior high school teachers in selected private schools in the City of Dasmariñas, Cavite. Specifically, the study aimed to: (a) determine the socio-demographic profile of senior high school private teachers; (b) to determine the economic factors that influence the reduction in the workforce; (c) to determine the factors that affects the level of motivation of senior high school teachers; (d) to determine the effects of workforce reduction to the senior high school teachers; (e) to determine if there is a significant relationship between the workforce reduction and the level of motivation of senior high school teachers in selected private schools. It was finalized from May 2021 to January 2022.

The study was focused only on senior high school teachers in selected private school in the City of Dasmariñas, Cavite which includes Asian Institute of Science and Technology (AISAT), Philippine Christian University (PCU), Philippine Nautical and Technological College (PNTC), and STI College Dasmariñas, wherein 175 academic employees served as the participants of the study, but the researchers were only able to retrieve answers from 133 participants due to the difficulty in obtaining information online during this unprecedented time.

The descriptive method and causal research design were used to describe, determine and explain the general and specific objectives of the study. A causal design was used to examine the definition and determine the significance of socio-demographic profile and the influence of workforce reduction on the motivation of senior high school private teachers. The random sampling technique was also used

in this study to select the participants from selected private schools; it was meant to be an unbiased representation of the total population. Descriptive statistics such as frequency, percentage, mean and standard deviation were used to tabulate and analyze the socio-demographic profile of the participants. Moreover, correlation in Statistical Package for the Social Sciences (SPSS) was used to determine the effects of workforce reduction on the motivation of senior high school private teachers.

The number of female participants was not equal against the male participants since the female participants were 103 while male participants were 30. In addition, most of the participants fall in the age range of 36 to 50 years old since they are all married. Additionally, the participants were in the teaching service for more than 10 years during the conduct of the study.

In general, it revealed that the workforce reduction has influenced the senior high school private teachers' motivation. In terms of the economic factors that influence the reduction in the workforce, these have influenced the motivation of the participants, hence, it means that the effects of workforce reduction were "*agreed*".

With the use of Pearson Chi-Square Test, the result shows that there is a relationship between the reduction in the workforce and the level of motivation of the participants. Therefore, the researchers concluded that there is a highly significant relationship between the independent and dependent variables.

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INTRODUCTION

Since the pandemic arises, there has been a wave of global downsizing of employees in many organizations. Downsizing has increasingly become a more pressing issue that must be resolved in order to ensure equal work practices. Downsizing has been used by companies all around the world to increase job competitiveness, profitability, corporate efficacy, and performance while also reducing the size of their employees (Tyler, 2003).

As the outbreak of the corona virus has affected school districts across the country, also thousands of teachers have been laid off. According to an article written by Burnette and Will (2020), district administrators are struggling to reopen schools in the next academic year while trying to hire enough teachers to accommodate the additional students. Furthermore, a researcher at Michigan State University, Katherine Strunk (as cited in Burnette and Will, 2020), discussed that education labor markets could be volatile and result in significant decreases in academic performance. She noted that in schools with high numbers of minorities and low-income children, the effects of layoffs are most severe.