

**LEVEL OF JOB SATISFACTION OF EMPLOYEES OF PHILIPPINE
OVERSEAS EMPLOYMENT ADMINISTRATION**

THESIS

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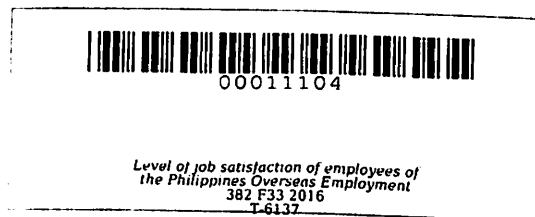
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**LEVEL OF JOB SATISFACTION OF EMPLOYEES OF THE PHILIPPINE
OVERSEAS EMPLOYMENT ADMINISTRATION**

Undergraduate Thesis
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ABSTRACT

FELICITAS, HANNA RUTH L. and JOVERO, GERALDINE U. Level Of Job Satisfaction of Employees of the Philippine Overseas Employment Administration. Undergraduate Thesis. Bachelor of Science in International Studies major in European Studies. Cavite State University. Indang,Cavite. April 2016. Adviser: Prof. Adora Joy T. Plete.

This study was conducted to: (1) determine the socio-demographic profile of the employees of the Philippine Overseas Employment Administration; (2) determine the level of job satisfaction of employees in terms of: a. fringe benefits, b. incentives and opportunities, c. safety and security, d. proximity of the workplace, e. goals and objectives, f. existing practices, g. assignment and career development and (3) determine the relationship between the socio-demographic profile of the participants and the level of job satisfaction of the participants.

A total of 137 regular employees served as participants of the study. The data were analyzed using frequency count, mean, standard deviation, percentage; and coefficient correlation using chi square in analyzing the relationship of the identified independent variables and dependent variables.

The ages of the participants ranged from 22 to 62 years old. There are more female (72%) than male (28%) participants. Almost half (48%) were single with monthly income ranging from P10,000 to P58,028. Eighty four (61%) of the participants received P21,000 and above salary every month. Majority of the participants were either college graduates (73%) or master's degree holders (23%) with 10 or more years in service (52%). Majority of the participants (82%) were civil service eligible.

Level of job satisfaction was measured by fringe benefits, incentives and

opportunities, safety and security, proximity of the workplace, goals and objectives, existing practices, assignment and career development as indicators. Overall, with a computed mean of 3.58, the employees of Philippine Overseas Employment Administration (POEA) were satisfied with their job. The indicators that got the highest means were goals and objectives (3.91) and safety and security (3.79). However, the employees were neither satisfied nor dissatisfied when it comes to fringe benefits and work assignment having a mean of 3.25 and 3.42, respectively. Meanwhile, the statistical results revealed that the socio-demographic profile of the respondents have no significant relationship to their level of job satisfaction.

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LEVEL OF JOB SATISFACTION OF EMPLOYEES OF THE PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION

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INTRODUCTION

The Philippine Overseas Employment Administration is an attached agency of the Department of Labor and Employment (DOLE) tasked to manage the country's labor migration program. It was created in 1982 by virtue of Executive Order No. 797 which integrated the functions of the then Overseas Employment Development Board (OEDB), National Seamen's Board (NSB), and Bureau of Employment Services. In July 1987, executive Order No. 247 reorganized the POEA structure, rationalized its functions and systematized its operations. At the top of the POEA structural organization is the Governing Board, the policy making body, chaired by the Secretary of Labor and Employment. The POEA Administrator is vice-chair with representatives from the private sector, women, land-based workers and sea-based workers, as members. The POEA is headed by the Administrator and is responsible for the implementation of POEA policies, programs, activities, rules and regulations. Assisting the Administrator are the three (3)