ABSTRACT

ANDES, BERNADETH S. , RECANIA, ERICA MAE R. , SASOTUNA, CERNAN R. , Mariners' Polytechnic Colleges , Naga City, 2013. "JOB SATISFACTION LEVEL OF BSHRM GRADUATES OF MPC, NAGA CITY"

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This study primarily measured the level of job satisfaction along status, salary and benefits, and rewards of BSHRM graduates of Mariners' Polytechnic Colleges, Naga City. Specifically, the following problems were addressed; 1. What are the personal inputs of the respondents along time and dedication? and 2. What are the company inputs along human resource management, policies and kind of supervision? This study was based on the assumption that personal inputs and company inputs are equal to meet job satisfaction.

This study randomly surveyed 50 respondents working in different establishments. The researchers personally administered the survey and used the Social Network Site, Facebook, to contact the distant respondents.

Data revealed that 1.) Between the two personal inputs, dedication was the highest with a 3.18 average weighted mean interpreted as Moderately True. Along dedication, the highest was they are giving their best at work at 3.42 interpreted as Very true. In terms of Time at an average weighted mean of 3.11 interpreted as Moderately True. Along time, can work overtime with a mean of 3.28 and they are religiously working for 8 hours daily with a mean of 3.24. 2.) Among the three Company Inputs, Human Resource Management and policies were the highest with the same weighted mean of 3.16. Along human resource management, the respondents were paid fairly with a mean of 3.26 interpreted as Very True. Along policies, the company has rules and regulations that are easily understood with a mean of 3.3 interpreted as Very True. Along the of kind of supervision, the students were treated equally with a mean of 3.3 interpreted as Very True. 3.) Among the three indicators of job satisfaction, all were rated Moderately Satisfied by the respondents. Among the three, Rewards was the highest with 2.96 weighted mean and was said to be one of the motivational factors for the employees to work hard and be satisfied. In terms of Salary and Benefits respondents indicated that these satisfy with 2.82 weighted

mean. Status was rated 2.81 which mean that it also satisfied the respondents.

The study concludes that 1.) The respondents were highly dedicated in their job and they can work for 8 hours and beyond even without pay. They gave their best at work and considered the workplace as a place like home. 2.) Along the company inputs, respondents were contented most with Human Resource management and company policies while the respondents feel that the kind of supervision of the managers must be improved. 3.) Majority of the respondents were Moderately Satisfied with the status, salary and benefits and rewards that were given by the company which motivate them to work harder. The salary and benefits and the status they earned after few years likewise satisfied them. In essence, the researchers conclude the BS HRM students of MPC Naga are generally satisfied with their job in terms of rewards, salary and benefits, and status.