



Effects of College Faculty Work Orientation on Their Academic Job Satisfaction Among State Universities and Colleges at National Capital Region, Philippines

Joseph T. Moraca¹ and Maria Fe T. Moraca^{2*}

¹Eulogio “Amang” Rodriguez Institute of Science and Technology

² Department of Education, San Roque National High School Senior High Department

Corresponding author mariafe.moraca@deped.gov.ph

ABSTRACT

In sustaining the delivery of quality instruction to every school is indeed a challenge for the college faculty to respond to the issues, problems, and trends that are arising and will arise in the future due to the COVID-19 pandemic, which may also affect their work orientation and academic job satisfaction. Thus, the researcher studied college faculty's work practice and attitudes toward teaching during the COVID-19 pandemic. This study draws theoretical support from Maslow's Hierarchy of Needs theory which states that humans are motivated to fulfill their needs in a hierarchical order. In this study, job satisfaction may be the ultimate goal of college faculty in their work orientation, affecting their status as individuals and people who belong to an organization. Guided by the universal sampling technique, the respondents of this study consisted of 577 college instructors from state universities and colleges national capital region during the academic year 2021-2022. This study employed descriptive-correlational design. The higher level of assessment was attributed to career, calling, and social embeddedness. An indication that college faculty have good thoughts regarding the importance of their promotion, personal contentment, and collaboration in the workplace. From the five (5) variables of college faculty' work orientation, career, calling, social embeddedness, and busyness appeared to be the best predictors of job satisfaction. The results suggest that college faculty' work orientation leads one toward a heightened sense of satisfaction in the workplace. As universities and colleges reopen their doors for the new normal, the college faculty and school administrators are challenged to have quality time for bonding and reuniting by renewing their service to promote collaborations and professional relationships. The results provided insights into developing a sustainable program of work satisfaction for higher educational institutions.

Keywords: Job Satisfaction, Work Orientation, Attitudes, Practices, College Faculty, Teaching