



LAGUNA COLLEGE OF BUSINESS AND ARTS
SCHOOL OF GRADUATE STUDIES

**THE INFLUENCE OF CAREER CHOICE TO GOVERNMENT EMPLOYEES'
WORK PREFERENCE IN LAGUNA: BASIS FOR TRAINING PROGRAM**

A Master's Thesis
presented to the
Faculty of the School of Graduate Studies
Laguna College of Business and Arts

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In partial fulfillment
of the requirements for the Degree
MASTER IN MANAGEMENT
Major in Public Administration

By
AUBREY MHAE I. DE CASTRO

June 2021



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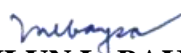
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APPROVAL SHEET

This thesis hereto entitled:

**THE INFLUENCE OF CAREER CHOICE TO GOVERNMENT EMPLOYEES'
WORK PREFERENCE IN LAGUNA: BASIS FOR TRAINING PROGRAM**

prepared and submitted by DE CASTRO, AUBREY MHA E I., in partial fulfillment of the requirements for the degree of Master in Management major in Public Administration and Supervision has been examined and recommended for acceptance and approval for PUBLICATION.


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The LCBA Research Ethics and Integrity Board (LCBA-REIB) has recently reviewed your responses to the condition placed upon the ethical approval for the project outlined below. Your Research Project is now deemed to meet the requirements stipulated in the LCBA Research Manual and full ethical approval has been granted.

Project Title	THE INFLUENCE OF CAREER CHOICE TO GOVERNMENT EMPLOYEES' WORK PREFERENCE IN LAGUNA: BASIS FOR TRAINING PROGRAM
Approval Date	
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CERTIFICATE OF QUANTITATIVE DATA TREATMENT

This certifies that the Master's thesis entitled, **THE INFLUENCE OF CAREER CHOICE TO GOVERNMENT EMPLOYEES' WORK PREFERENCE IN LAGUNA** conducted by Aubrey Mhae I. De Castro, whose research design was quantitative, had been subjected to Quantitative Data Treatment utilizing Statistical Package for Social Sciences (SPSS) at Laguna College of Business and Arts by the undersigned.

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AMIDC



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ABSTRACT

Title : THE INFLUENCE OF CAREER CHOICE TO GOVERNMENT EMPLOYEES' WORK PREFERENCE IN LAGUNA: A BASIS FOR TRAINING PROGRAM

Author : AUBREY MHA E I. DE CASTRO

Degree : Master in Management Major in Public Administration

Year : 2020 - 2021

School : Laguna College of Business and Arts

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Keywords : Career Choice, Government, Work Preference, Training Program, Employees

This study was conducted to determine the extent of influence of career choice among government employees' work preference in Laguna. This study utilized mixed methods particularly sequential explanatory approach. Through Purposive Sampling and Purposeful Sampling, the respondents were composed of 102 total population of selected government agencies. Validated researcher-made survey instrument and semi-structured interview questions were used for gathering of data.

Using five-point Likert Scale and the simple mean, t-test for independent samples, Pearson-r correlation coefficient, and multiple linear regression, findings revealed that the extent of the career choice influence in male and female government employees' work preference in the company in terms of work environment, core competencies and organizational productivity are influenced to a great extent while in terms of personality type it was influenced to a high extent. There were no significant differences in the assessment of the two groups of respondents.

Using interpretative phenomenological analysis, the themes that emerged from the interviews with the government employees were High Productivity through Compatibility of Career Choice and Work Preference, flexibility at work, Adaptability at Work and focus on the professional growth.

The proposed training program was the output of the study.



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Chapter 1

THE PROBLEM AND ITS BACKGROUND

Introduction

The majority of the population struggles with acquiring a job that fits their actual work preference. While work preferences are the foundation of job satisfaction, as it matches employees' attributes to job factors which makes them more work-efficient, it is usually neglected by job-seekers, as their prime concern and thinking are to get a job that will feed them and their families three meals a day. Employers also keep the work preferences of employees or applicants at the end of their priority lists. This common practice might not reflect any unfortunate consequences in workplace operations on the surface. But fundamentally, elevated job satisfaction drives workers to be "high-performers" which would eminently increase the effectiveness in workplace operations. In pursuing the right career path that will provide employees self-gratification and employers greater work outputs, learning the influence of career choice among employees' work preferences is crucial.

As an employee who has been in two different work settings, the researcher ponders regarding their actual priority when it comes to choosing work preferences which include some physical and psychological factors concerning the researcher's career choice. It is something crucial as these decisions directly affect dream and goal realization in life as well as self-actualization.

Given that each individual has distinctive work and career preferences, it is important to understand them. Both have direct implications in terms of the kind of work,



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tasks, and duties we are more prone to enjoy and excel in, and the degree to which we will be dedicated to remaining with our organization or want to move on to other employment opportunities.

Based on a study by Achim (2019), he stated that a rigorous career decision-making process could aid in reducing the job-hopping rate as the current job meets employees' expectations. In that way, people should design their skills and talents successfully as opposed to heedlessly changing occupations constantly and can influence their performances. Career choice and its planning helped individuals become aware of their intentions and realized their dreams. This process is one of the most crucial elements in a person's life as a wrong career selection can open the door for life-long consequences.

In addition with that, Gilbert (2015) said that work preferences are linked to increased learning and skill development. That is, an individual is more likely to have escalated passion to know about the facts and facets that pertain to what you prefer doing. Such learning and skill development leads to improved job performance and added personal esteem and job satisfaction.

According to Hernandez (2015) in the Philippines, it is said that some Filipino Employees are more driven in their jobs if it helps them become better. In terms of their career paths, a majority have their close relatives or peers decide or directly influence their choice of career. With that, huge pressure is put on the individual's success and future. Moreover, a typical Filipino Employee works to provide for the family which why they usually prefer cash compensation rather than something that will fulfill psychological or physical comfort or satisfaction.



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In a study by Fugoso (2019), she concluded that in general, the Philippine Workplace Setting had a moderate work motivational level score. It is significantly affected by the relationship between employees' pay grade, number of years in service, and their educational attainment. These data suggest that there are necessary steps to increase motivation as it also increases work-efficiency and workplace satisfaction.

The government workplace setting in the Philippines differs from the private sectors' work culture. Most of the time, government agencies bases promotion and pay and benefit raise by employees' seniority. This usual internal arrangement is deemed inequitable to those younger and more qualified employees or applicants. This is the main reason why some employees who chooses a career under the government may question their work preferences.

For some, having a job in the government may provide them a stable source of income, security of tenure, good insurance benefits, and etc. but there are also those who find working in the government routinary and toxic in terms of the seniority culture it imposes which ultimately leads to inefficiency and ineffectiveness in their productivity and jobs. In public administration, it is crucial to know the drives of employees or subordinates in working.

It is important to have knowledge on how their current choice of career affects their work preferences, if it actually fits their original purpose in choosing their jobs be it intrinsic (self-determination, competence, task involvement, curiosity, enjoyment, and interest) or extrinsic (concerns with competition, evaluation, recognition, money or other tangible incentives, and constraint by others) motivators. Because if motivators and drives



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are fulfilled the whole organization will enhance their work productivity. This way, employees can serve the public and fulfil their duties with their full commitment as stated in the Section Four of the Republic Act Number 6713 or Code of Conduct and Ethical Standards for Public Officials and Employees.

Additionally, there is the Presidential Decree No. 1218 or the Establishing a Civil Service Academy to Implement Centralized Training Programs for the Civil Service. This policy was created to provide opportunities to its employees at all levels to improve and develop themselves so they can better contribute to the realization of agency and national goals. While this decree aims to provide enhancement and improvement to employees irregardless of their designation and position in their agencies, more often than not senior employees are given more opportunities to participate in training, seminars and other programs for improvement and development. Thus, the realization of the influence of government workers' career choices to their work preferences given their workplace setting and other job factors, is a crucial topic as it directly affects their drive in serving the public.

Theoretical Framework

This study was anchored with the following theories as basis for the study:

First is Frank Parsons' Trait and Factor Theory that is cited in a research by Atli (2016) where Parson developed a concept that an ideal career is based on matching personal traits like skills, values, and personality, with job factors, such as pay and work environment. The better the fit, the higher an individual's job satisfaction and success.

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It was suggested that an individual develops and functions within an environmental context such as family, culture, and society. The occupational environment most conducive to an individual's trait structure will make the best occupational fit.

Also, it is used in aptitude tests which are used to determine an individual's propensity to succeed in a given task. Aptitude tests assume the individual's weaknesses and strengths and results are used to determine the success or failure in specific areas based on their innate characteristics. The five common sub-tests are: (1) *Verbal Skills* which refer to the extent to which a person can approach words, sentences, written texts verbs, adjectives, as well as, the extent to which he/she can comprehend meanings, produce synonyms and antonyms, know the meaning and use of words, complete sentences with words omitted based on the word context and have a critical view towards written speech; (2) *Verbal Aptitude* which is the ability to use the written language and to understand concepts presented through words; (3) *Arithmetic Skills* which refer to the ability of a person to perceive operations with whole numbers and fractions, operations with decimals and percents, and applications and problem-solving; (4) *Numerical Aptitude* which refers to an individual's capacity to quickly perform mathematical operations; and (5) *Non-Verbal Aptitude* that is also called non-verbal reasoning, involves the ability to understand and analyze information presented visually and solve problems logically.

Second is John Holland's Theory of Career Choice, cited in a study by Zainudin, Lee and Nor (2020) is that he insinuated that careers are determined by an interaction between our personality and the environment. In short, we want jobs with people like us. He maintained that in choosing a career, people prefer jobs where they can be around



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people who are like them. They seek a workplace that will let them implement their skills and abilities, and express their attitudes and values while taking on enjoyable problems and roles. Behavior is determined by an interaction between personality and environment.

Holland's theory has six (6) personality types that are sometimes called the Holland Codes or Holland Occupational Themes. These are: (1) *Realistic (R)* which is also called "Doers", people in this type solve problems by acting rather than discussing it. Realistic types are interested in work that requires skills and strength. Carpenters, chefs, and personal trainers all fit into the realistic personality type; (2) *Investigative (I)* which are also called "Thinkers", people in this type like to work with information. Investigative types enjoy working by themselves rather than with a group. Actuaries, lawyers, and doctors all fit into the investigative personality types; (3) *Artistic (A)* which are also called "Creators", people in this type are creative, inventive, and typically more emotionally aware than other Holland Types. Artistic types are independent but enjoy working with other people. Graphic Designers, writers, musicians all fit in the artistic personality types; (4) *Social (S)* which are also called "Helpers", people of this type enjoy teaching or helping others. Social types value working with others and creating relationships. Teachers, counselors, and human resource professionals all fit in the social personality type; (5) *Enterprising (E)* these are people who like to work with others and enjoy persuading and performing. Law, real estate, and marketing or sales all fit in enterprising personality type; and (6) *Conventional (C)* which are also called "Organizers", people of this type enjoy rules and regulations. Like enterprising types, they put a value on status and money. However, they

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have a dislike for unclear or unstructured work. COOs, personal financial planners, and economists fit in the conventional personality type.

The above-mentioned theories served as guide to better understand the problems explored in this study. To better illustrate this study, the following research paradigm is provided.

The graphic presentation of the research paradigm of the study is shown in Figure 1. It explains the relationship of data which could be easily understood by following the flow of the part through connections and extensibility of the structure of the model.

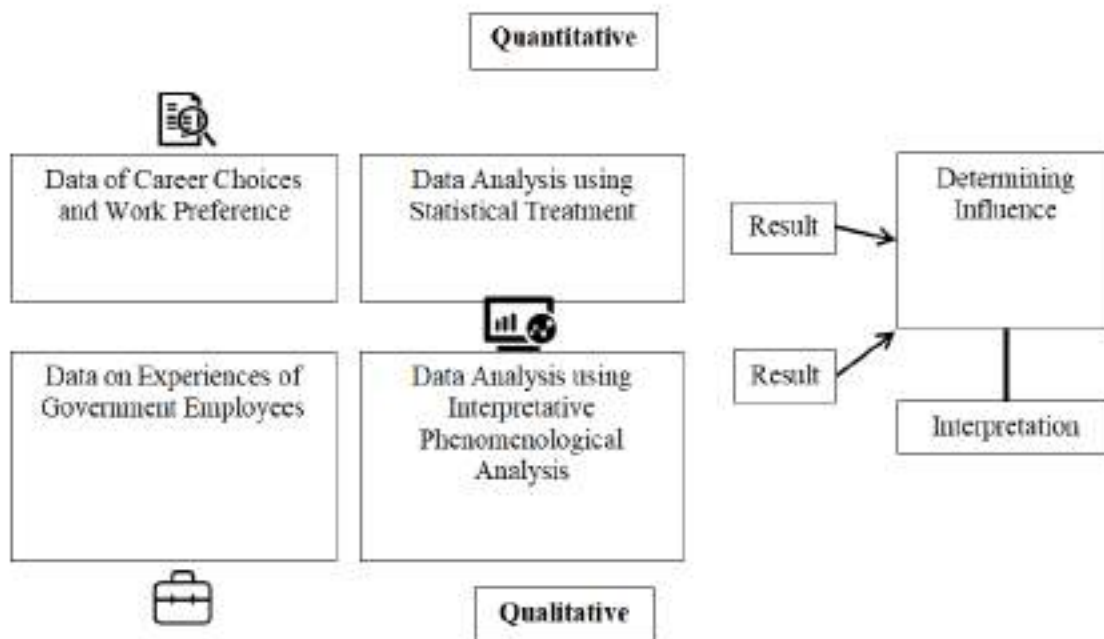


Figure 1: Research Paradigm

The paradigm shows that the study applies sequential explanatory mixed method. The researcher conducted both quantitative and qualitative research. Data have been collected, analyzed, results compared, and then interpreted. The initial quantitative data results have been explained further with the qualitative data.



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Purpose Statements

The purpose of this study is to identify the extent of the influence of career choice on workplace preference of the government employees in Laguna. Specifically, the study sought to answer the following questions:

1. Determine the extent is the career choice influence in male and female government employees' work preference in the company in terms of:

1.1 Personality Type;

1.2 Work Environment;

1.3 Core Competencies; and

1.4 Organizational Productivity

2. Determine the significant difference in the assessment of the two groups of respondents on the extent of the influence of career choice among their work preference.

3. Determine the emerging issues and challenges that hamper the realization of the influence of career choice among government employees work preference.

4. Propose training programs based on the findings of the study.

Hypothesis

The following hypothesis were tested for its significance:

There is no significant difference among the responses of the two groups of respondents on the influence of career choice among government employees their work preference.



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Scope and Delimitations

The study involves government employees in selected agencies in the third district Laguna as participants/respondents. Due to the pandemic, the researcher used virtual interview and online survey platforms to avoid physical contact with the respondents. The research particularly measured the level of their career choice and work preference compatibility. In support, this study looked into the emerging issues and challenges that hampers the realization of government employee' work preferences in relation to their career choice and suggest training programs for the enhancement of organizational productivity.

Significance of the Study

The researcher deemed that the following will benefit from the result of the study:

Employees. This study will help the employees gain valuable insights to boost their drive in work efficiency and effectiveness.

Employers. As the principal recipient of the study, government agencies and companies with a similar workplace setting will gain understanding about the extent of influence of their employee's career choice to their work preferences and its relation to the enhancement of organizational productivity.

The Researcher. This study will provide insight that will enable her to better appreciate her job and obtain knowledge that will contribute to the improvement of her contribution to organizational productivity.

Future Researchers. They will use the results and findings of this study as basis in conducting similar and related researches.



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The findings and conclusion of this study will guide organizations in enhancing productivity. It will help the realization of the satisfaction of both the employees and employers. It will ultimately improve the organization as a whole.

Definition of Terms

For a better understanding of the study, terms are defined conceptually and some are defined operationally:

Career Choice. This refers to the selection of a particular path or vocation in terms of career. This is usually by parental guidance, vocational counseling, and training opportunities. It is also affected by various factors such as the abilities, skills, and personality of an individual.

Core Competencies. As defined by C. K. Prahalad and Gary Hamel (1990) as "a harmonized combination of multiple resources and skills that distinguish a firm in the marketplace" and therefore are the foundation of companies' competitiveness.

Influence of Career Choice. This pertains to how employees consider personality type, work environment, core competencies, and organizational productivity as basis for her to consider the selection of work preference.

Organizational Productivity. This refers to the result after an assessment in determining and improving effectiveness and efficiency of a workplace be it private or public organization.

Personality Type. This refers to the psychological classification of different types of individuals that makes him or her unique from one another as manifested on different situations. Personality types are sometimes distinguished from personality traits, with the



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latter embodying a smaller grouping of behavioral tendencies. Types are sometimes said to involve qualitative differences between people, whereas traits might be construed as quantitative differences. According to type theories, for example, introverts and extroverts are two fundamentally different categories of people. According to trait theories, introversion and extraversion are part of a continuous dimension, with many people in the middle. In contrast to personality traits, the existence of personality types remains extremely controversial.

Work Environment. It is used to describe the surrounding conditions in which an employee operates. Which include physical conditions, such as office climate, or equipment, such as personal computers. It can also be related to factors such as work processes or procedures. And psychological factors which include the recognition, appreciation, compensation and incentives an employee can get in the workplace.

Work Preference. It refers to the result why you landed on a job because of some factors you considered as bet fit of a particular employee in a workplace for him to be more productive in the organization.



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Chapter 2

REVIEW OF RELATED LITERATURE

This chapter provides an overview of relevant literature and studies related to work preferences and career choice. Books, journals, electronic resources, and published researches were used as references to complete this study.

Career Choice

According to Ahmed (2017) the word career has been a derivative of French and Latin origin. It is explained as; the occupational, commercial, or industrial activity that a person may adopt during his educational life or in some other part or till his death. Career is the application of a person's cognition and capabilities, providing command over the profession, timely work expertise, and a basis for developing and bettering business networks. Individuals chose career planning to pursue the professional objectives, getting informed about upcoming opportunities, their results, and their timely evaluations. It is considered to be a beginning in the stages of career choices but still of paramount significance.

In like manner, Kazi and Akhlaq (2017) stated that career choice have a lifelong influence on an individual. It serves to be a determining factor of their income, nature of work and inevitably leaves a mark on the personality, attitude, and views of an individual. Employees who are misfits in their work tend to be less productive and efficient, and therefore are unable to achieve their goals.

A key factor in career-related decision making is the home environment as it lays the foundation of a child's personality. Another factor is media as it provides exposure at



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the earliest stage. From time to time, peer-influence can be a factor in choosing one's profession. Other factors such as aptitude, life circumstances, and academic achievement have also been proven as determinants of career choice.

Additionally, Nyamwange (2016) argued that due to the need for specialization at the workplace, choosing a career is not an easy and straightforward undertaking. It is a complicated and daunting task because the decision is influenced by various factors – extrinsic, intrinsic, or a combination of both. Studies have shown that the main intrinsic factors responsible for influencing career choice decisions include an individual's personality, interests, self-concept, attitudes, and cultural identity.

The researcher noted that most people are heavily influenced either by professions that their parents favor; or the ones that their educational achievements have opened for them. Yet, other individuals are influenced by careers that offer prospects of higher benefits including salary, allowances, and holidays. However; some choose to follow careers that they have a passion for regardless of the prospects of the benefits; for the reason that a career is a critical element in determining an individual's daily routine, life activities, the standard of living; and spiritual and social aspects of life.

Relatively, Wiswall and Zafar (2017) said that economists have long recognized that job and occupational choices are not solely determined by expected earnings.¹ Although simple models based on earnings maximization abound, and are quite useful in some applications, it is also clear that individuals have a rich set of preferences for various aspects of jobs beyond expected earnings, including earnings and dismissal risk, and various non-pecuniary aspects such as work hours flexibility and enjoyment of workplace



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activities. We would expect then that these preferences for various job attributes affect not only job choices, as individuals choose jobs not solely to maximize expected earnings, but also human capital investments, as individuals alter their human capital investment in anticipation of particular future job choices.

Moreover, Hedge and Rineer (2017) stated that workers must make career decisions within an increasingly uncertain organizational, societal, and global environment. Career pathways systems can provide the structure that is vital for career progression, helping people develop competencies designed to increase employability while helping organizations develop employees strategically, build engagement, and improve retention. It is a must to promote career growth and success for individuals.

Additionally, in an article written by Kwon (2019) it is explained that Career adaptability is the potent competence to change one's emotion, thought, and behavior to deal with uncertainty in the rapidly changing work environment. In other words, it is the level of readiness to respond positively and actively in anticipation of future circumstances that are hard to predict, rather than maintaining a coping capacity limited to the current stage of career development. Career adaptability is important for career search, satisfaction, and performance outcomes as it encourages individuals to adapt to environmental demands, which are difficult to forecast. Furthermore, career adaptability has recently been attracting attention as a factor closely related to an individual's happiness, employability skills, and career success.



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Work Preference

As mentioned by Gilbert (2018), work preferences are the outcomes individuals desire from their engagement in paid work. They answer the question, "What do I want from the work that I do?" Or "What do I want my work setting to be like?". They influence career choice decisions and are critical determinants of job attitudes and work motivation. Work preferences can be used to aid in the understanding of individuals engaged in different types of career-related environments. The term, "work preference," is not a tightly defined psychological construct. It includes overlapping constructs related to work values, job attributes, interests, motivation, temperament, and practical work-related considerations. Work preferences influence shorter-term career choice decisions. They are said to be related to job satisfaction and can be used to shed light on the person-to-work environment fit.

In support, Niza (2017) stated that employee preferences for work incentives have been extensively examined under the assumption that these preferences provide valuable information for the design of compensation systems. However, the extent to which providing incentives to match these preferences influences actual performance has been overlooked. Seminal work suggests that managers misapprehend what motivates employees. These studies expose that managers exhibit an extrinsic [monetary] incentives bias, defined by a tendency to overestimate the importance employees place in monetary rewards and underestimate the valuation that employees give to non-monetary incentives such as opportunities for increasing competency or social esteem.



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Personality Type

In a research conducted by Najam-us-Sahar (2016), he stated that a number of studies have shown a clear and consistent dominance of certain personality preferences, with some authors expressing concern about the implied narrowness of the accounting profession and the possible lack of certain valued skills such as strategic thinking and persuasive communication. Personality type has been shown to be related to management, leadership and decision-making style; for example, it has been suggested that the dominance of Sensing / Concrete types in the accounting profession as a whole does not apply to those at the higher levels, who are predominantly Intuitive / Conceptual.

Accordingly, Nystrom (2018) stated that knowing and understanding the various personality types offers many benefits. These benefits are not only useful in the workplace but can also help you navigate the world outside of work, improving relationships of every type. First is that you will improve your decision - making skills. Secondly, it will aid you in avoiding conflict when it arises between two personality types who sees things in a different angle. Thirdly, you will be able to appreciate diversity as you will start to realize the reasoning behind why others approach things differently. Lastly, it will help you align your career path as every career has a built-in personality type that is best suited to be happy and successful in it.

Another study conducted by Rahiman and Kodikal (2017) states that an effective and productive organization have it necessary that its manpower is happy and content with their job profiles so that they can put in their efforts for the overall growth of the organization. It is important to identify the variables associated with the employee and

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organizational performance which have an impact on worker 's performance and attitude in organization. Employees are expecting the company to enhance their performance by giving proper training and motivation.

Work Environment

According to Suwardi and Daryanto (2018), the working environment is overall equipment tooling and materials encountered, the surrounding environment such as people work, methods of work, as well as a work setting either as an individual or in groups. It is also stated that the type of work environment is divided into two namely the physical working environment, including for example temperature, humidity, air circulation, lighting, noise, mechanical vibration, odor, color and others, and non physical work environment includes relationships with superiors and fellow co-workers or relations with subordinates.

Similarly, Poh (2017) said that it was indicated that a positive work environment makes employees feel good about coming to work, and this provides the motivation to sustain them throughout the day. Stated also are different factors including: Transparent and Open Communication, Work-Life Balance, Focus in Training and Development, Recognition for Hard Work, and Strong Team Spirit.

Additionally, Pandey (2017) mentioned that working environment plays an important role towards the employee's productivity. Working environment is argued to impact immensely on employee's productivity either towards negative or the positive outcomes. In the world, there are international organizations who debate the rights of employee. Most people spend fifty percent of their lives within indoor environments, which



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greatly influence their mental status, actions, abilities and productivity. Better outcomes and increased productivity is assumed to be the result of better workplace environment. Better physical environment of office will boost the employees and ultimately improve their productivity. Various literature pertain to the study of multiple offices and office buildings indicated that the factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employee's productivity.

Likewise, Subramanian (2017) noted that Employee involvement and empowerment is discussed in relation to an employee's job satisfaction. It has beneficial effects for employees over the long term, encouraging them to feel more in control and independence and to assume responsibility for continuous improvement and make a positive contribution to the organization. Employee empowerment has a greater organizational value as people join and hope to build their career in an organization. It is essential for employee's sense of job satisfaction to build on initial feelings of empowerment. The effects of employee empowerment can be many for employees.

Moreover, Heathfield (2020) indicated that it was stated that people in many workplaces talk about organizational culture, that mysterious term that characterizes the qualities of a work environment. When employers interview a prospective employee, they often consider whether the candidate is a good cultural fit. Culture is difficult to define, but you generally know when you have found an employee who appears to fit your culture. The individual just feels right. It is also stated that work culture often is interpreted differently by diverse employees. Other events in people's lives affect how they act and interact at work too. Although an organization has a common culture, each person may see



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that culture from a different perspective. Additionally, employees' individual work experiences, departments, and teams may view the culture differently.

Core Competencies

According to openstax.org (2020), abilities and skills generally represent those physical and intellectual characteristics that are relatively stable over time and that help determine an employee's capability to respond. Recognizing them is important in understanding organizational behavior, because they often bound an employee's ability to do the job. For example, if a clerk-typist simply does not have the manual dexterity to master the fundamentals of typing or keyboard entry, her performance will likely suffer. Similarly, a sales representative who has a hard time with simple numerical calculations will probably not do well on the job.

In support, Tarver (2020) narrates that in many organizations, employees with strong interpersonal skills are valued for their pleasant demeanor and positive, solution-oriented attitude. These employees are seen as team players, who work well with others to achieve a goal. In more human terms, everyone likes being around them, and that never hurts. Strong interpersonal skills such as negotiating, problem-solving, and knowledge-sharing are the main requirements for many jobs. Other skills are seen as essential qualifications for all employees, including: Teamwork, Verbal and written communication, Dependability, Responsibility and Empathy. It is difficult to imagine a company thriving if its employees do not have these interpersonal skills. Most jobs are not isolated and require the interaction between many individuals within a firm. These can be colleagues on your level or those with a higher role in the firm, such as a managing director or CEO.



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Having strong interpersonal skills will allow for more efficiency in getting tasks done as well as done correctly all to the betterment of the company.

Additionally, according to Jabbouri and Zahari (2015), core competence is thought play an important role in the process of creating synergy between the strategic business units. Therefore, the experimental results of the core competence are to obtain confirms the superiority of competitive performance. The organizational performances defined is a final result of a work include many factors like: communication, job processes, team, interaction, corporate culture, commitment, climate for innovation, satisfaction, loyalty and business environment.

Organizational Productivity

A research conducted by Bakotić (2016) it shows that in the discussions on organizational success, managers often say that employees' morale is one of the crucial factors for success. Even Napoleon said: 'The effectiveness of the army depends on its size, training, experience, and morale, and morale is worth more than all the other factors together.' Focusing on recent times, it could be stated generally that managers want to have satisfied employees who feel good in their workplace; they prefer to work with people who have a positive view of the job. Workers who have a high level of job satisfaction generally love their job; they feel justice in an environment in which they work, and feel that their job gives them some positive features such as variety, challenge, good pay and security, autonomy, pleasant co-workers, etc.

Workers who are happy at work will even devote private time to their work activities, they will be creative and committed, they will seek a way to cross any obstacle



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which might exist in the realization of their jobs, and they will assist their colleagues and superiors. These workers will have extraordinary performance, and the companies with these kinds of workers will be successful. But, is this always the case? Is job satisfaction such a crucial factor in organizational behavior? The general answer to this question is 'yes'. However, it is important to emphasize that the relationship between job satisfaction and organizational performance or organizational success is far from simple and direct.

Additionally, a study by Indriasari and Setyorini (2018) explained that work passion is something that can meet employee satisfaction both in terms of competence and autonomy.

Besides, the employee's compatibility with the work environment is also another required basic need. The relationship between the need for passion and work compatibility is a trigger factor for a person in the workplace. It is in line with the self determination theory explaining that each individual must have the inherent motivation in him which drives him to perform various activities in social life. Someone who works with passion and has high-compatibility value with an organization will find it easier to improve his performance.

Additionally, Nielsen (2017) Stated that employees high in well-being also perform well, and vice versa. In the desire to drive employee well-being, and organizational growth and performance, there has been an increasing interest in resources at work. Resources are defined as “anything perceived by the individual to help attain his or her goals”. Resources thus enable employees to successfully complete their tasks and goals, as a way to enhance their well-being and capacity to perform well. In the present paper, we focus on resources present in the workplace, that is, resources that may help employees achieve their work task goals and that the organization may develop. We do not include resources outside the



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workplace nor the interaction of the work–family interface in recognition of the debate as to whether organizations should or could influence resources outside of work.

Moreover, according to Achim (2019), good working environment will lead to good decision-making in an organization, which results in gain the number of job satisfaction among employees. Reduction of efficient communication with the management and employees will affect the increased quitting intentions among employees in the organization. Other than that, working conditions can be characterized in tremendous classifications, for example, the physical settings in an association, attributes of employment, organization features, and settings.

Based on Hanaysha and Majid (2018), many organizations are worried about what they should do to attain high levels of performance through their human capital . For some organizations to enhance their performance, they believe that the productivity of employees can be highly affected by their motivation, attitude, and behavior. The normal measures of productivity are evaluated according to the outcomes or tasks accomplished based on the hours worked. The degree of an employee's productivity that ultimately leads to favorable organizational performance is a key indicator of organizational success that should be given greater emphasis as it measures the competitive power of an organization.

Similarly, as mentioned by Green (2016), Productivity in the public sector is viewed differently compared to productivity in the private sector as this is largely due to measurable outputs.

Additionally, Announcement PH (2020) stated that Many government employees, especially those who are part of the rank-and-file, are always stereotyped as lazy,



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noncompetitive, and corrupt. Although some of these “might” be true, it’s still different if you’re in a department or in an agency that strives hard to help and to improve the lives of fellow Filipinos. Those are just some of the perks of working for the Philippine government. Take note, those are just “some.” There are other things to consider depending on the situation.

There are people who complain that they’ve been working the same job for 3 to 5 years, and we’re not kidding. In fact, most government employees do the switch because they think they don’t have the chance to grow if they work in the public sector. Challenges are also minimal; you will not be trained to do more than what you’re doing. Because you will be expected to do whatever you do every single day, you might be bored with it.

Synthesis

Authors Ahmed (2017), Kazi and Akhlaq (2017), and Wiswall and Zafar (2017) all agree that career choice or decision making is a crucial planning that determines lifelong significance to an individual. Some factors directly influence career decision making such as peer pressure, work preference, home environment, cultural identity and etc. Fulfilling an individual personal choice in career will give more benefit in their organization as it will provide them drive in to working harder.

Additionally, Gilbert (2018), and Niza (2017) concurred that work preferences are the outcomes individuals desire from their engagement in paid work and that employee preferences for work incentives have been extensively examined under the assumption that these preferences provide valuable information for the design of compensation systems.



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Moreover, Bakotić (2016), Achim (2019), Hanaysha and Majid (2018), and Green (2016). corresponded that organizational productivity is the main concern of employers and managements. They noted that job satisfaction is one key factor to make an organization efficient and effective.

Additionally, according to authors Najam-us-Sahar (2016), and Nystrom (2018), in their view in the relationship of personality types in organizational productivity, they stated that knowing and being aware of individual's personality type benefits the organization as they will more likely than not work harmoniously.

Also stated by authors Suwardi and Daryanto (2018), Poh (2017), Pandey (2017), and Heathfield (2020), to elaborate their view on the relationship of work environment in organizational performance, that employees drive in working is also dependent in their workplace environment. It an environment feeds improvement and development to an individual, it makes them work harder and more efficient. In that way giving a positive work environment to employees will benefit two-way, not only the employee but also the employer.

Similarly, openstax.org (2020), Tarver (2020), and Jabouri and Zahari (2014) supported data on the effect of core competencies in organizational productivity. They proved that aligned core competencies will provide definition and firmness in communication, job processes, team, interaction, corporate culture, commitment, climate for innovation, satisfaction, loyalty and business environment.

On the other hand, Yunus (2018) stated that personality profiling in an organization is a functional tool in distinguishing personalities, traits, characteristics, strengths, and



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weaknesses of each individual. It is an essential approach in the selection of personnel, professional development, and coaching.

Also, in contrast Daknach (2018), stated that personality is a crucial factor that affects people in choosing their careers. Studies have shown that when the personality of an individual fits the attributes needed for a certain job, that individual will be more productive and successful in this position and it will lead to greater outputs. Frank Parsons, also known as the "father of the vocational guidance", created the trait and factor theory in which he stated that employee satisfaction would be higher if they fit in the job they are hired for. As a result, a person should be well aware of the requirements of the position he or she applied for by assessing their abilities, aptitudes, and interest to further realize their degree of success in their occupations.

The cited literature and studies are relevant to the present studies. Most of them provided the researcher with some basic ideas about career choice and work preference. These ideas were taken from the gathered information from the respondents. An employee's career choice has direct influences on their work preferences. Most of them give emphasize that a certain choice of career parallels certain characteristics that pertain to their specific work preferences. This proves that an occupation shall match the personality of an employee for an organization to become more productive.



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Chapter 3

METHODOLOGY

This chapter highlighted the research methodology that has been used in this study. It provided an overview of research design, population and sample size, sampling techniques, data collection, and data analysis that were used in this research.

Research Design

This study utilized mixed methods particularly sequential explanatory approach. This is the most appropriate design because this study assess the extent of the influence of career choice among male and female government employees in terms of personality type, work environment, core competencies and organizational productivity, the significant difference in the assessment between male and female government employees' extent of influence of career choice in their work preferences, the emerging issues and challenges that hamper the realization of the influence of career choice in government employees, and the training programs that can be proposed.

As mentioned by Shorten and Smith (2017), 'Mixed methods' is a research approach whereby researchers collect and analyse both quantitative and qualitative data within the same study. Mixed methods research draws on potential strengths of both qualitative and quantitative methods, allowing researchers to explore diverse perspectives and uncover relationships that exist between the intricate layers of our multifaceted research questions. Mixed methods research requires a purposeful mixing of methods in data collection, data analysis and interpretation of the evidence. The key word is 'mixed', as an essential step in the mixed methods approach is data linkage, or integration at an



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appropriate stage in the research process. Purposeful data integration enables researchers to seek a more panoramic view of their research landscape, viewing phenomena from different viewpoints and through diverse research lenses.

Creswell (2018) described the sequential explanatory design as one of the approaches of mixed method, in which qualitative data were used to enhance, complement, and in some cases follow up on unexpected quantitative findings. In this approach, the focus was an interpreting and explaining relationship among variables and may or may not be guided by a particular theoretical perspective. Quantitative data were collected and analyzed first, followed by the collection and analysis of qualitative data, meaning that qualitative and quantitative data were not combined or mixed in the data analysis; rather, integration took place when the findings were interpreted. In general, results were interpreted in ways that usually gave more weight to the quantitative component. The separate phases of design, data collection, and reporting for qualitative and quantitative data were considered strengths, because this arrangement was relatively easy to implement. The weaknesses of this approach were the time and resources needed for separated data collection phases and the expertise needed to integrate qualitative and quantitative findings.

Hence, the researcher ascertained an in-depth analysis of the study and prompted to apply this research design by using qualitative results to assist in explaining and interpreting the findings of a quantitative study which was applicable to the assessment of the influence of career choice and work preference compatibility to the organizational productivity of government employees.



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Research Locale

The data gathered came from selected government agencies and government owned and controlled corporations in Laguna. The researcher opted to conduct the study in Laguna due to the accessibility of co-researchers and respondents.

Population and Sampling

In this study, the researcher opted to use Purposive Sampling for the quantitative side of the study and Purposeful Sampling for the qualitative side of the study in selected government agencies. The researcher deemed that it is the most appropriate for the study as the researcher focused only on select agencies in the third district of Laguna.

According to Ames (2019) purposive sampling is an acceptable kind of sampling for special situations. It uses the judgment of an expert in selecting cases or it selects cases with a specific purpose in mind. Purposive sampling is used most often when a difficult-to-reach population needs to be measured.

Additionally, it was cited by a study by Palinkas, Howritz, Green, Wisdom, Duan, and Hoagwood (2015) that purposeful sampling is a technique extensively used in qualitative research for the identification and selection of information-rich cases for the most effective use of limited resources. This involves identifying and selecting individuals or groups of individuals that are especially knowledgeable about or experienced with a phenomenon of interest.

Respondents of the Study

With the use of Purposive Sampling, the researcher utilized all the one hundred two (102) total population of the said selected agencies included in the study for them to answer



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the administered survey instrument and using Purposeful Sampling, selected five (5) rank and file employees and five (5) department or division heads from select government agencies that served as key informant interviewees.

For the Quantitative Data the research utilized total of 102 respondents as shown in table A:

**Table A
Respondents' Profile**

Gender	Age Range	Years in Service	Total
Male	24 - 58 years old	1 - 35 years	28
Female	22 - 59 years old	1 - 40 years	74
Total of Respondents			102

For the Qualitative Data, the researcher utilized 10 co-researchers, with which 5 of them are department/section heads and the remaining 5 are rank and file employees as shown in table B:

**Table B
Participants' Profile**

PARTICIPANTS	DESIGNATION	AGE	GENDER	YEARS IN GOVERNMENT SERVICE
Rank and File Employee 1	EMB Technical Staff	46	Female	23
Rank and File Employee 2	Purchasing Officer	29	Female	4
Rank and File Employee 3	Customer Care Representative	50	Male	8
Rank and File Employee 4	Court Stenographer	47	Female	20
Rank and File Employee 5	Interpreter I	44	Female	16
Department/Section Head 1	Finance Section Head	32	Female	5
Department/Section Head 2	Clerk of Court	58	Male	35
Department/Section Head 3	Licensing Officer II	51	Male	11
Department/Section Head 4	Administrative Officer IV	38	Female	11
Department/Section Head 5	Senior Technical Consultant	30	Female	8

The respondents and co-researchers of this study have ages ranged from twenty-two (22), the youngest, to fifty-eight (58) the oldest. There are seventy-six (76) females



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and twenty-six (26) males. They have been working in the government from one (1) year to forty (40) years.

Research Instrument

The data for the research was gathered through the administration of a self-made survey questionnaire formulated concerning the relationship of career choice among government employees' work preference.

The survey questionnaire has four dimensions. The first indicator is the Personality Type: this determined how career choice influences government employees' work preference in terms of personality types in working; the second indicator is the Work Environment: this determined how career choice influences government employees' work preference in terms of workplace environment; the third indicator is Core Competencies: this determined how career choice influences government employees' work preference in terms of employees' core competencies in the workplace; and the fourth is Organizational Productivity: this determined how career choice influences government employees' work preference in terms of the productivity of employees as a whole in the workplace.

Validation of the Instrument

The interview guide questions were patterned upon in consideration with some interview protocols. These interview guide questions were also validated by the thesis adviser, data analyst, and experts on qualitative research design. The questionnaires were evaluated using the five-point Likert scale of (4) Great Extent, (3) High Extent, (2) Moderate Extent, and (1) Least Extent.



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As for the semi-structured interview questions, these are:

1. How important is the realization of career choice in relation work preference to the productivity of your organization?
2. How does your career choice influence your work preference in terms of personality type, work environment, core competencies and organizational productivity?
3. What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?
4. What do you do to improve organizational productivity?

The researcher presented the questionnaire and interview guide questions to her thesis adviser for further analysis and comments. Upon the completion and development of the research questionnaire and interview guide questions, some professionals in the field of study was consulted to further content validate the instrument. The experts were composed of one graduate school professor and one institutional statistician. The specific suggestions and comments were incorporated in the development of the questionnaire. Certain items were added or deleted in accordance to the duly accepted standards. The survey questionnaire was validated by both the statisticians and the adviser, while the interview guide questions were validated also by the adviser and the data analyst. After the suggestions were incorporated in the survey questionnaire and the interview guide questions, the adviser and validators of this study gave the affirmative signal to administer the questionnaires to the respondents.



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Data Gathering Procedure

In gathering the data needed in this study, the researcher applied procedures as follows:

First, the researcher constructed a questionnaire that was validated by the two experts. Then, a formal request letter from the Office of the Graduate School of LCBA was furnished for the approval to survey the respondents. Also, an endorsement letter was provided for the program implementer and other stakeholders to formally inform them that the researcher will conduct a survey. After complying with this pre-requisite requirement, survey questionnaires together with endorsement letters was distributed during a formal visit with the target number of respondents. All data gathered was tallied and encoded. Tallied results was sent to the statistician for the statistical result. Lastly tabulated results were used in the analysis and interpretation of the collected data.

Meanwhile, the interview was conducted via online video meetings and voice recording and were done on the date also agreed upon the researcher and the co-researcher and the analysis of the shared experiences from the co-researchers were used to come up with themes that were used to build up on the quantitative data results.

Ethical Considerations

The researcher followed certain procedures in the conduct of this study. The researcher was able to prepare and provide letters of approval to conduct survey and interview at Santa Cruz Water District and Municipal Trial Court - Victoria to the General Manager and Presiding Judge. The Municipal Trial Court - Pila and Local Government Unit - Pila did not require such formalities as the research is not specific to any government



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processes related to their offices. Upon approval, survey questionnaires were distributed through a online link that leads to google forms of the said survey. The questionnaires were answered and retrieved on the same day as the link were distributed or otherwise on or before the date agreed upon by the researcher and the respondents. Results from the questionnaire were tabulated, consolidated, analyzed and interpreted. Statistical Treatment followed.

Treatment of Quantitative Data

To interpret the results of the data gathered in this study the following statistical treatment applied was frequency; five-point Likert Scale and the simple mean was used to assess the influence of career choice and work preference compatibility of government employees' organizational productivity.

In addition to that, the researcher - made questionnaire were pilot tested on ten (10) sample respondents and interpreted by an institutional statistician using Cronbach's Alpha to measure and assess the questions' reliability and internal consistency.

Treatment of Qualitative Data

The researcher interviewed the co-researchers/ respondents who agreed to share their experiences with regard to the influence of career choice on their work preferences. The interview was recorded using a recorder 5and it was transcribed and typed verbatim in a Word Document. The researcher employed Interpretative Phenomenological Analysis in the scrutiny of qualitative data to generate the themes upon reading and re-reading of the recorded interviews. These themes were presented in a tabular format with the corresponding statements that literally and figuratively express the theme.



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Chapter 4

PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA

This chapter discusses the results and analysis of data gathered congruent to the order of how the Purpose Statement in Chapter 1 is presented. The data are analyzed and interpreted so that conclusions and recommendations and the proposed anthology of best practices could be drawn out from this study.

Problem Number 1. To what extent is the career choice influence in male and female government employees' work preference in the company in terms of Personality Type, Work Environment, Core Competencies, and Organizational Productivity?

Tables that exemplify the result of the extent of the influence of career choice in male and female government employees' work preference in the company in terms of personality type, work environment, core competencies, and organizational productivity are provided.

Table 1.1 shown the Extent of Career Choice Influence in Male and Female Government Employees' Work Preference in the Company in terms of Personality Type. The general assessment was **3.04** which was verbally interpreted as **Influenced/High Extent**. The indicator "Career choice influences government employees' work preference as it develops the employees natural abilities to do tasks to meet the workplace standards" has the highest computed composite mean of 3.28 which was verbally interpreted as Highly Influenced/Great Extent while the indicator "Career choice influences government employees' work preference as it demands to perform work based on his or her own



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standards” has the least computed composite mean of 2.78 and was verbally interpreted as Influenced/High Extent.

Table 1.1
Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Personality Type

Indicators in terms of Personality Type	Female		Male		Composite	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
Career choice influences government employees’ work preference as it:						
1. let’s employees explore with different ways of doing things based on own perception and sensitivity to others’ feelings and emotions.	3.19	I/HE	3.08	I/HE	3.14	I/HE
2. enables employees to apply their own insight in doing their work.	2.96	I/HE	2.69	I/HE	2.83	I/HE
3. develops the employees natural abilities to do tasks to meet the workplace standards.	3.33	HI/GE	3.23	I/HE	3.28	HI/GE
4. uses the employees ability to make decisions and judgement fairly.	3.31	HI/GE	3.04	I/HE	3.18	I/HE
5. demands to perform work based on his or her own standards.	2.87	I/HE	2.69	I/HE	2.78	I/HE
GENERAL ASSESSMENT	3.13	I/HE	2.95	I/HE	3.04	I/HE

Legend: 3.25 – 4.00 Highly Influenced (HI)/ Great Extent (GE) 2.50 – 3.24 Influenced (I)/ High Extent (HE)
1.75 – 2.49 Slightly Influenced (SI)/ Moderate Extent (ME) 1.00 – 1.74 Not Influenced (NI)/ Least Extent (LE)

This implies that government employees, in relation on how their career choice influence their work preference as to Personality Type, is mostly concerned on how their workplace develop their natural abilities to do tasks assigned to them based on the standards of their respective agencies. All indicators that involves own decision, standards, emotion and perception somehow influences their career choices as to their work preferences.



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In a research conducted by Najam-us-Sahar (2016), he stated that personality type has been shown to be related to management, leadership and decision-making style. This subsidizes that Personality Type is for but not limited to leaders or aspiring leaders, section or department heads or managers who mostly do the decision-making. Rank and file employees, most of the time has limited capacity in doing work based on their own perception as they are only instructed by their heads. In the government sector, it is the most common practice.

Table 1.2
Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Work Environment

Indicators in terms of Work Environment	Female		Male		Composite	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
1. provides the employees with a safe and peaceful workplace.	3.56	HI/GE	3.46	HI/GE	3.51	HI/GE
2. prioritizes employees’ workplace climate change, adaptability and resilience.	3.36	HI/GE	3.12	I/HE	3.24	I/HE
3. provides employees all the resources (equipment, tools, supplies) needed to do his or her job.	3.28	HI/GE	3.12	I/HE	3.2	I/HE
4. allows employees to have comfortable and undisturbed free time to be able to rest.	3.23	I/HE	3.04	I/HE	3.14	I/HE
5. considers organization’s way of recognizing/ giving rewards, benefits, and incentives.	3.35	HI/GE	3.12	I/HE	3.24	I/HE
GENERAL ASSESSMENT	3.35	HI/GE	3.17	I/HE	3.26	HI/GE
Legend:	3.25 – 4.00 Highly Influenced (HI)/ Great Extent (GE)		2.50 – 3.24 Influenced (I)/ High Extent (HE)			
	1.75 – 2.49 Slightly Influenced (SI)/ Moderate Extent (ME)		1.00 – 1.74 Not Influenced (NI)/ Least Extent (LE)			

Table 1.2 shown the Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Work Environment. The general assessment was **3.26** which was verbally interpreted as **Highly**



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Influenced/Great Extent. The indicator “Career choice influences government employees’ work preference as it provides the employees with a safe and peaceful workplace.” has the highest computed composite mean of 3.51 which was verbally interpreted as Highly Influenced/ Great Extent while the indicator “Career choice influences government employees’ work preference as it allows employees to have comfortable and undisturbed free time to be able to rest.” has the least computed composite mean of 3.14 and was verbally interpreted as Influenced/High Extent.

This implies that career choice influences work preference of government employees as to Work Environment as they highly prioritize having a safe and peaceful workplace. The workplace’s resources, ability to offer free time to rest and recognition system also affects government employees as to their career choice’s influence in their work preference. This means that as long as the workplace is safe and peaceful, provided that standard resources, free time and recognition is given they will be highly productive in working.

In a study conducted by Pandey (2017), it was indicated that working environment plays an important role towards the employee’s productivity. Working environment is argued to impact immensely on employee’s productivity either towards negative or the positive outcomes.

In another blog by Heathfield (2020), it was stated that people in many workplaces talk about organizational culture, that mysterious term that characterizes the qualities of a work environment. When employers interview a prospective employee, they often consider whether the candidate is a good cultural fit. Culture is difficult to define, but you



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generally know when you have found an employee who appears to fit your culture. The individual just feels right. It is also stated that work culture often is interpreted differently by diverse employees.

These studies support that work environment plays an important part in the work preferences and productivity of government employees. They stay in their choice of career as it provides them the most secure and peaceful workplace while having enough resources, free time to rest and recognition.

Table 1.3
Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Core Competencies

Indicators in terms of Core Competencies	Female		Male		Composite	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
Career choice influences government employees’ work preference as it:						
1. enables employees to improve his or her skills.	3.45	HI/GE	3.35	HI/GE	3.4	HI/GE
2. provides equal opportunities for training, seminars and programs for personal development and improvement to employees.	3.28	HI/GE	3.31	HI/GE	3.3	HI/GE
3. enables the employees to acquire specialized knowledge, skills, habits, and values.	3.29	HI/GE	3.15	I/HE	3.22	I/HE
4. allows employees to apply his or her skills and abilities in the workplace.	3.28	HI/GE	3.31	HI/GE	3.3	HI/GE
5. enables the employees to acquire more opportunities to be used for job efficiency.	3.2	I/HE	3.15	I/HE	3.18	I/HE
GENERAL ASSESSMENT	3.3	HI/GE	3.25	HI/GE	3.28	HI/GE

Legend: 3.25 – 4.00 Highly Influenced (HI)/ Great Extent (GE) 2.50 – 3.24 Influenced (I)/ High Extent (HE)
1.75 – 2.49 Slightly Influenced (SI)/ Moderate Extent (ME) 1.00 – 1.74 Not Influenced (NI)/ Least Extent (LE)

Table 1.3 shown the Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Core Competencies.



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The general assessment was **3.28** which was verbally interpreted as **Highly Influenced/Great Extent**. The indicator “Career choice influences government employees’ work preference as it enables employees to improve his or her skills.” has the highest computed composite mean of 3.40 which was verbally interpreted as Highly Influenced/Great Extent while the indicator “Career choice influences government employees’ work preference as it enables the employees to acquire more opportunities to be used for job efficiency.” has the least computed composite mean of 3.18 and was verbally interpreted as Influenced/High Extent.

This implied that Core Competencies has a lot of ascendancy as to the influence of government employees’ career choice as to their work preferences. They chose to work in the government sector as they can improve and develop their skills and abilities by giving them ample training and seminars. The government sector as a workplace also gives their employees a lot of opportunity to apply their learned skills and abilities, as an employee who have attended more training and seminars can be more prone to promotions.

According to openstax.org (2020), abilities and skills generally represent those physical and intellectual characteristics that are relatively stable over time and that help determine an employee’s capability to respond. Recognizing them is important in understanding organizational behavior, because they often bound an employee’s ability to do the job.

Additionally, according to Jabbouri and Zahar (2014), core competence is thought play an important role in the process of creating synergy between the strategic business



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units. Therefore, the experimental results of the core competence are to obtain confirms the superiority of competitive performance.

Table 1.4
Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Organizational Productivity

Indicators in terms of Organizational Productivity	Female		Male		Composite	
	Mean	Interpretation	Mean	Interpretation	Mean	Interpretation
Career choice influences government employees’ work preference as it:						
1. sets reasonable and realistic targets that leads to short-term motivation and long - term vision.	3.32	HI/GE	3.15	I/HE	3.24	I/HE
2. gives fairly divided workload based on employees’ designation and pay.	3.21	I/HE	3.12	I/HE	3.17	I/HE
3. encourages the employees to submit reports and other necessary materials before the deadline.	3.47	HI/GE	3.31	HI/GE	3.39	HI/GE
4. provides sufficient manpower to ensure work is done efficiently.	3.43	HI/GE	3.31	HI/GE	3.37	HI/GE
5. stimulates the employees’ engagement to workplace activities, occasions and celebrations.	3.33	HI/GE	3.08	I/HE	3.21	I/HE
GENERAL ASSESSMENT	3.35	HI/GE	3.19	I/HE	3.27	HI/GE

Legend: 3.25 – 4.00 Highly Influenced (HI)/ Great Extent (GE) 2.50 – 3.24 Influenced (I)/ High Extent (HE)
1.75 – 2.49 Slightly Influenced (SI)/ Moderate Extent (ME) 1.00 – 1.74 Not Influenced (NI)/ Least Extent (LE)

Table 1.4 shown the Extent of Career Choice Influence in Male and Female Government Employees’ Work Preference in the Company in terms of Core Competencies. The general assessment was **3.27** which was verbally interpreted as **Highly Influenced/Great Extent**. The indicator “Career choice influences government employees’ work preference as it encourages the employees to submit reports and other necessary materials before the deadline.” has the highest computed composite mean of 3.39 which was verbally interpreted as Highly Influenced/Great Extent while the indicator “Career choice influences government employees’ work preference as it gives fairly



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divided workload based on employees' designation and pay." has the least computed composite mean of 3.17 and was verbally interpreted as Influenced/High Extent.

This implied that government employees have chosen and continue choosing their career as it promotes organizational productivity by encouraging them to submit reports before the deadline and by providing them enough man power sufficient enough to do their work as a whole efficiently. Also, factors including setting realistic targets, giving fairly divided workload with designation and pay as a basis, and the stimulation of employees to activities and occasion in the workplace fairly affects employees work preference as to their career choice in the government sector.

A research conducted by Bakotić (2016) shows that in the discussions on organizational success, managers often say that employees' morale is one of the crucial factors for success. Organizational performance cannot be viewed as a simple sum of individual performances. Although the research results of many studies suggest the existence of a positive correlation between job satisfaction and individual performances, the case with the relationship between job satisfaction and organizational performance is more complex. Organizational performance is influenced by various factors, both internal which the company can influence, and external, which are beyond the company's influence.

As supported by Hanaysha and Majid (2018), it is stated that the degree of an employee's productivity that ultimately leads to favorable organizational performance is a key indicator of organizational success that should be given greater emphasis as it measures the competitive power of an organization.



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Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Thematic Chart A
High Productivity through Compatibility of Career Choice and Work Preference

Participants	Responses	Subordinate Themes
Rank and File Employee 1	“It may be true that sometimes your work preference...example being government employee... does or does not meet the standards of your career choice... ”	
Department/Section Head 5	“Yes it is important. Those have direct effect on the productivity of an organization. One should be parallel with the other. ”	Job Matching
Department/Section Head 1	“It is very important in the process of job matching . Employees working on their preferred environment results in high productivity. But it doesn’t apply to all. ”	
Rank and File Employee 2	“ Specially of their work preference, most importantly their needs are not met. ”	
Rank and File Employee 3	“ And if your workplace does not give the resources to work effectively then...ikaw mismo...you yourself will not work effectively.”	
Rank and File Employee 4	“As a government employee we are provided hindi man ang pinakamaganda or matitibay na resources pero sapat. ”	Sufficient Resources
Department/Section Head 2	“ In that sense, if work terms and work factors is met as expected from your line of job , the productivity of the organization you are in will become high.	
Department/Section Head 3	“I think it is important...alam mo kasi ‘pag alam mo yun mga gusto at kailangan mo sa trabaho para magawa mo ito... mas mabilis mo ito magagawa or matatapos...not only that...if your needs are given by the workplace...makapagtrabaho ka ng maayos and for sure...you will provide better outputs.”	Loving what you are Doing
Department/Section Head 4	“I think it is very important. In between the career choice and work preference, you will also realize where or what you really want to work at. You know, you will be more productive as an individual if you love what you are doing. ”	



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When asked about the realization of career choice in relation to work preference towards productivity of your organization, the participants come up with the High Productivity through Compatibility of Career Choice and Work Preference.

It shows that government employees display high productivity when career choice is compatible to their work preferences. This means that if work terms are religiously met by the employer, it is manifested through the level of efficiency of personnel in their jobs. It also depicts that it will ultimately lead to passion in work that supports the saying that "If you do what you love, you'll never work a day in your life.", this implies that if you are satisfied through the compatibility of your job to your preferences in the workplace it will feel like a choice rather than a burden and it will make an individual give their best in doing their job.

In support, Kazi and Akhlaq (2017) stated that career choice has a lifelong influence on an individual. It serves to be a determining factor of their income, nature of work and inevitably leaves a mark on the personality, attitude, and views of an individual. Employees who are misfits in their work tend to be less productive and efficient, and therefore are unable to achieve their goals.

As mentioned by Gilbert (2018), work preferences are the outcomes individuals desire from their engagement in paid work. They answer the question, "What do I want from the work that I do?" Or "What do I want my work setting to be like?". They influence career choice decisions and are critical determinants of job attitudes and work motivation. Work preferences can be used to aid in the understanding of individuals engaged in different types of career-related environments. The term, "work preference," is not a tightly



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defined psychological construct. It includes overlapping constructs related to work values, job attributes, interests, motivation, temperament, and practical work-related considerations. Work preferences influence shorter-term career choice decisions. They are said to be related to job satisfaction and can be used to shed light on the person-to-work environment fit.

Question 2: How does your career choice influence your work preference?

Thematic Chart B Being Flexible

Participants	Responses	Subordinate Themes
Rank and File Employee 1	<p>"I have learned to love my work environment as well as my workmates.Sometimes I feel like I can do managerial jobs better than my boss if only I have gotten my diploma and that's where frustrations come but at the end of the day I see to it that I have contributed something important to our environment and the organization and be thankful that I can provide for the needs of my family."</p>	Learning to Adjust
Rank and File Employee 2	<p>" I have learned that in my choice of career, I should have patience with customer and a good listener, knowledge with the services we offer, should have knowledge with core value of the company and team player."</p>	
Rank and File Employee 3	<p>"My career choice influence my work preference as it encourages to focus on one career path and encourages intentional growth on those aspects...factors that you have mentioned. "</p>	
Department/Section Head 3	<p>"Sa personality type, I think di kasi siya masyado pina priority...if you want a job, ikaw ang mag aadjust...and your personality will be changed... no not change naman...it will be improved by your work...but dun sa other three...it is essential na kung ano yung trabaho mo ma-iprovide ng agency or ng company mo yoong mga kinakailangan mo...to finish your work with diligence. "</p>	Improving Work Attitude
Department/Section Head 4	<p>"I...in personality naman...I think it is the attitude that you need a changing not the personality...maybe there's some kind of effect...diba minsan you have a job that when your peers ask you...ano trabaho mo?...and when you answer they will say...ay talaga? Di bagay sa personality mo...or something like that..."</p>	



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When asked on the influence of career choice the work preference in terms of personality type, work environment, core competencies and organizational productivity, the participants come up with Being flexible.

It shows that career choice influences government employees' work preference as it determine their flexibility at work. It is explained that flexibility is controlled by the employees. To be able to cope up with the trends of the workplace, workers shall adjust and improve individually. Employees shall always strive upward and open themselves into changes that will cause advancements.

According to [opensourcedworkplace.com](https://www.opensourcedworkplace.com) (2019) flexible individuals are competent in formulating solutions to problems as they have encountered various situations that have compelled them to act for implementing changes within their system. Not only this, they know where to turn to in case of any problem. Success is inevitable for employees who are flexible to new developments. Their readiness to learn a new approach and adopt new trends beyond their skills and competencies introduce many developments to the workplace, as well as the success of the organization. Employers see those individuals as valuable assets.

Flexible individuals can be accessed easily as they always ready to receive and implement changes. They are not rigid in accepting the views. Possessing workplace flexibility skills permits for pushing through the unimaginable. This attitude portrays that either the employer or the employee is ready to take chances and follow through. There is mental readiness to adapt to imminent change and are positioned to face new challenges.



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Problem Number 2. Is there a significant difference in the assessment of the two groups of respondents on the extent of the influence of career choice among their work preference?

Tables that exemplify the result of the significant difference in the assessment of male and female respondents on the extent of the influence of career choice among their work preference are provided.

Table 2
The Test of Significant Difference on the Assessment of Female and Male Government Employees on the Extent of the Influence of Career Choice among their Work Preference

	Sum of squares	df	Mean square	F Ratio	Sig.	Decision	Remarks
Personality Type							
Between Groups	0.593	1	0.593				
Within Groups	35.011	100	0.35	1.693	0.196	Reject Ho	Significant
Total	35.604	101					
Work Environment							
Between Groups	0.544	1	0.544				
Within Groups	45.912	100	0.459	1.185	0.279	Reject Ho	Significant
Total	46.456	101					
Core Competencies							
Between Groups	0.037	1	0.037				
Within Groups	58.324	100	0.583	5.705	0.802	Reject Ho	Significant
Total	58.361	101					
Organizational Productivity							
Between Groups	0.42	1	0.42				
Within Groups	42.6	100	0.426	0.985	0.323	Reject Ho	Significant
Total	43.02	101					

Legend: Level of significance 0.05

As shown in table 2, the generated computed probability values of Personality Type, Work Environment, Core Competencies, and Organizational Productivity were .196, .279, .802 and .323 respectively which were greater than the level of significance of 0.05; thus, the null hypothesis is accepted. Therefore, there is no significant difference among



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the responses of the two groups of respondents on the influence of career choice among government employees their work preference.

This simply means that Male and Female Government Employees has the same perception regarding the extent of the influence of career choice among their work preference.

In support, Kazi and Akhlaq (2017) stated that career choice have a lifelong influence on an individual. It serves to be a determining factor of their income, nature of work and inevitably leaves a mark on the personality, attitude, and views of an individual. Employees who are misfits in their work tend to be less productive and efficient, and therefore are unable to achieve their goals.

Additionally, as mentioned by Gilbert (2018), work preferences are the outcomes individuals desire from their engagement in paid work. They answer the question, "What do I want from the work that I do?" Or "What do I want my work setting to be like?". They influence career choice decisions and are critical determinants of job attitudes and work motivation. Work preferences can be used to aid in the understanding of individuals engaged in different types of career-related environments.

Problem Number 3. What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees work preference?

The next set of tables provide themes emerged from the conducted interviews with the respondents as they answered four semi-structured interview questions.



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Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Thematic Chart C Adaptability at Work

Participants	Responses	Subordinate Themes
Department/Section Head 2	"It is considered as the most stable job in this country if you are already a permanent employee."	
Department/Section Head 3	"Most of the time kasi... workers have the mindset na troublesome pa mag strive sa mas mataas na position or takot sila mag explore... .. "	
Department/Section Head 4	"You know...I think the issue is...in this country...majority your job chooses you, you do not choose your job...dinidiktahan tayo ng society on what we should aim for...sa government siguro I have a lot of subordinates...their course sa college do not align	Society Conditioning
Rank and File Employee 1	" Aside from the competition as regards to the educational attainment (as being one of the considerations for promotion), I can also say that the "Connection System" (Palakasan/Backer) can hamper one's motivation as well as the realization of one's career choice"	
Rank and File Employee 4	" Nung napapasok ako sa korte parang gusto ko mag-law , kaya lang tinamad na ko kasi may edad nako...at tapos na sa pag-aaral ang anak ko. "	Educational Attainment
Rank and File Employee 5	"Nowadays, the qualifications in a higher position requires much higher education , not just only a college graduate but a masteral degree or graduate studies..."	
Rank and File Employee 3	"The need to be a permanent employee. Usually, career path is neglected just because you need to avail the immediate position available to have permanent employee privileges."	Pursuing career only because of Security of Tenure
Department/Section Head 5	"Government employees, generally have their career because of their needs and the stable nature of the job "	
Rank and File Employee 2	" Also, one challenge is the lack of manpower but cannot add due to limitations from government standards "	Government Standards
Department/Section Head 1	"Not all expectations were met specially in terms of seminar since government offices are limited on their approved budget. "	



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When asked on the emerging issues and challenges that hamper the realization of the influence of career choice among government employees, the participants come up with Adaptability at Work.

It shows that government employees fail to realize the importance of awareness of how their career choice influence their overall work performance as they do not prioritize adaptability at work. Often, they are hindered by what society dictates to them as it is culture to do so. Government Standards and Qualification also limits their opportunities as they think, but if it is to qualify with a certain job position it is most presumed that the employee wanting that job shall adjust and adapt to the demands of their work and improve their own. If it is the skills, ability, knowledge or a degree that a job is requiring then an employee shall spare no effort and obtain those.

According to [opensourcedworkplace.com](https://www.opensourcedworkplace.com) (2019) An adaptable employee is an individual that can execute multiple tasks, perform various assignments by establishing priorities, and making attitudinal changes to align with the new culture. To perform or function in this cosmos in any circumstance demands that an individual possesses this essential skill of adaptability. Thus, the relevance of adaptability becomes stronger when more opportunities abound. Employing adaptable individuals who fit the institution's culture leads up into success as they are efficient and productive. Promotion benefits and employment is higher for flexible employees because a lot of individuals lack these skills. In an article written by [indeed.com](https://www.indeed.com) (2021) it is explained that adaptability skills are qualities that allow you to adjust to changes in your environment. Being adaptable at work can mean you can respond quickly to changing ideas, responsibilities, expectations, trends,



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strategies and other processes. Being adaptable also means possessing soft skills like interpersonal, communication, creative thinking and problem-solving skills. It is important in the workplace as it can be important when working on projects, developing strategies and implementing different approaches to doing your job. By showing adaptability skills, you are revealing how motivated you are to try new things and learn new skills.

Question 4: What do you do to improve organizational productivity?

**Thematic Chart D
Focus on Professional Growth**

Participants	Responses	Themes
Rank and File Employee 1	“I cooperate, participate and never gets tired of acquiring additional knowledge (through research, reading and attending webinars) to be productive and contribute to the organization.”	Focus on Career Growth
Rank and File Employee 3	“ I Attend training and focus on career growth.”	
Department/Section Head 4	“Me?...Uhhm... I make sure na we have enough resources... and the workplace environment is proper for my subordinates...”	Sufficient Resources
Department/Section Head 5	“By simply giving the employees all the necessities and the support they need”	
Rank and File Employee 2	“What I do...every end of the day to improve organizational productivity is to talk to my colleagues and brainstorm based on the day to day problems encountered. ”	
Rank and File Employee 4	“ In a way, naapektuhan din ang mga katrabaho ko, kasi if they see that if we finish our tasks agad...may time to do something else. That is why it affects our organizational productivity”	Workplace Unity
Rank and File Employee 5	“ I willingly share my knowledge every time they seek my help. I will be selfless and try my best to teach and help them in doing their work. So that my co-employees will do the same.”	
Department/Section Head 1	“Laying out the organizations goals and future plans may improve organizational productivity. Understanding the organization’s current status and future plans may help. Also, educating employees that their efforts will contribute to that plan may have a great impact on the employees. ”	Valuing Employee Contribution
Department/Section Head 3	“Well...ganito kasi yun...first of all you need to work hard for others to work hard also...bakit?...kasi you set an example...then after working hard... you give them and yourself some form of reward. ”	
Department/Section Head 2	“To be productive, I never forget to remind myself and my co-workers that our salary comes from people’s taxes and in serving the public there is the R.A. number 6713. There it is said that we should be professional and we should commit to public interest. ”	Public Interest



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When asked on what you do to improve organizational productivity, the participants come up with focus on the professional growth.

It shows that government employees focus on individual professional growth to improve productivity in their organizations. Progression of career through continuous learning with the support of employers is linked to work efficiency. It is the responsibility of both the employee and the employer to take attention on the advancement of individuals as it will directly affect and contribute to the organization's overall capacity and productiveness.

Riggs (2017) Supervisors and managers desire that employees excel personally and professionally while participating in continuing growth. In most cases, supervisors and employees negotiate employee involvement in job related or sponsored training. Examples of continuing growth include continuing education, enrollment in training programs, research, improved job performance, and increased duties and responsibilities..The personal professional development plan should also include expanding teamwork and improving relationships with peers. Become a better associate and understand your co-employees and supervisors' goals and needs. Work together as a team to help achieve each other's goals.

In many careers, employees progress through a number of ascending job changes, say, from sales associate to department manager to store manager to regional manager. However, professional careers often do not have as structured of a career path to follow. Many professionals choose to remain in a particular job for many years. It, therefore,

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becomes a challenge to ensure that such individuals have adequate opportunities to satisfy needs for professional growth

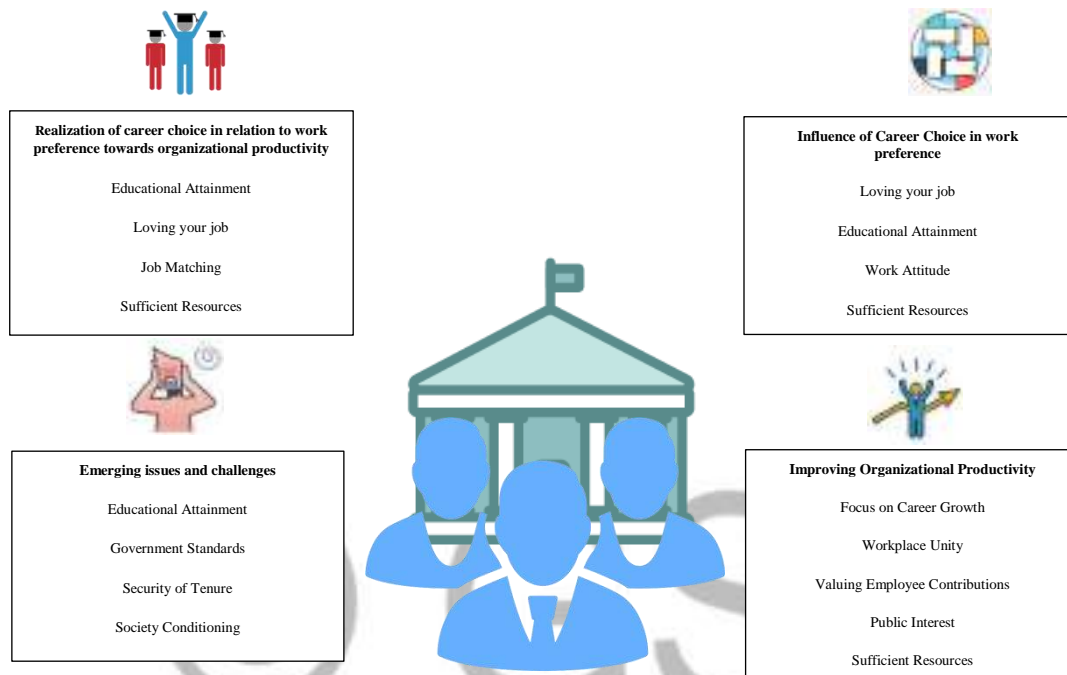


Figure 2: Emerging Themes

In many careers, employees progress through a number of ascending job changes, say, from sales associate to department manager to store manager to regional manager. However, professional careers often do not have as structured of a career path to follow. Many professionals choose to remain in a particular job for many years. It, therefore, becomes a challenge to ensure that such individuals have adequate opportunities to satisfy needs for professional growth.



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Proposed Training Program

KEY RESULT AREA/ AREA OF CONCERN (based on results)	OBJECTIVES	STRATEGIES/ ACTIVITIES	TIME FRAME	PERSONS INVOLVED	SOURCE OF FUND	SUCCESS INDICATORS
To encourage employees to improve attitude in work	To develop employees adaptability and flexibility in work	Training Seminars Team Building	January 2022 to April 2022	Department/ Section Heads Rank and File Employees	Operating Expenses	80% of the objectives of the program have been attained.
To enhance work environment to boost organizational productivity	To strengthen overall performance of the organization by matching work environment to the needs of the nature of work	Budget Allocation Meetings Conferences	May 2022 to August 2022	Department/ Section Heads Rank and File Employees	Operating Expenses	90% of the objectives of the program have been attained.





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Chapter 5

SUMMARY, FINDINGS, AND RECOMMENDATIONS

This chapter consolidates the findings, conclusions, and recommendations of the researcher based on the testimonies derived from the semi-structured interviews of respondents, the government employees in Laguna.

Summary of Findings

1. It was revealed that on the extent of the career choice influence in male and female government employees' work preference in the company in terms of:

1.1 Personality Type

The general assessment was 3.04 which was verbally interpreted as "Influenced/To a high extent"

1.2 Work Environment

The general assessment was 3.26 which was verbally interpreted as "Highly Influenced/To a Great Extent"

1.3 Core Competencies

The general assessment was 3.28 which was verbally interpreted as "Highly Influenced/To a Great Extent"

1.4 Organizational Productivity

The general assessment was 3.27 which was verbally interpreted as "Highly Influenced/To a Great Extent"



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2. It was imparted that the significant difference in the assessment of the two groups of respondents on the extent of the influence of career choice among their work preference, it was revealed that there are no significant differences in the assessment of the two groups and it is proved that male and female government employees have the same perception regarding the extent of the influence of career choice among their work preference.

3. It was conveyed that the emerging issues and challenges that hamper the realization of the influence of career choice among government employees work preference, include factors on including Society Conditioning, Educational Attainment, Pursuing career only because of Security of Tenure and Government Standards as elements that hinders their realization of the importance of realization of career choice that affects their work performance and ultimately the performance of the whole organization.

4. The training programs that can be proposed, helps to improve attitude at work and that there is a need to enhance work environment to boost organizational productivity.

Conclusions

The following conclusions have been derived from the findings.

1. That the productivity level of government employees relies on the compatibility of their career choice to their work preferences. Productivity comes by naturally if required working conditions in line with the nature of an employee's job is met and given by the agency. It is crucial that work terms of employees are met as productivity defines the success of a workplace and ultimately the whole organization.



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2. That the uniqueness of every individual matters that is why being flexible is dependent in every individual.

3. That government employees faces issues and challenges that hampers the realization of the effect of their career choices to their overall work performance. Government Employees find it quite hard to adapt to their workplace because of the culture of social conditioning and job qualification factors that hinders them in career development. Government Employees are in need of internal push or motivation from their employers to pursue obtainment of higher education, skills and abilities and be more adaptable to have more opportunities in promotions and other forms of achievement.

4. That Training Program focuses on individual professional growth to improve organizational productivity. This includes continuing education, enrollment in training programs, and seeking suggestions and help from more skilled co-workers.

5. That there is a need for training programs to improve organizational productivity...

Recommendations

The following are the recommendations offered:

1. The national government or respective governing agencies may improve organizational productivity by allocating budget for training and seminars to improve team work and individual skills and abilities. Rewards and Acknowledgement for exemplary contributions of employees shall also be considered. This will encourage employees to strive and give more to the organization.

2. Superintendents, Managers, Administrators, etc. of respective government agencies shall give support to employees by encouraging employees to strive for their



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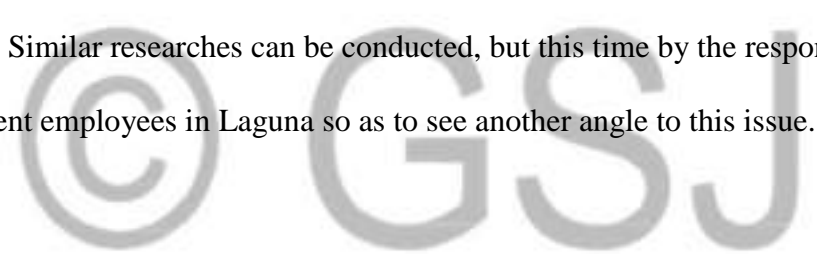
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professional growth individually and to promote the benefits of adaptability and flexibility in the workplace that benefits their yearning for career advancement.

3. For the aspiring government employees, they must consider continuous self-improvement and development to fit the current set up of the government workplace. Opportunities for promotion will only come by if you continue to pursue higher education, skills and abilities.

4. The proposed training for organizational productivity is shared to the government agencies in Laguna so the officials, department heads and section chiefs can share this to the rank and file workers.

5. Similar researches can be conducted, but this time by the respondents, being the government employees in Laguna so as to see another angle to this issue.





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Appendix A

SURVEY VALIDATION SHEET

April 20, 2021

MELCHOR A. VILLAPANDO, LPT, MAED, CSASS

School Statistician
Laguna College of Business and Arts
Calamba City, Laguna

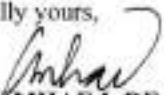
Dear Sir:

I am a graduate school student of Laguna College of Business and Arts taking up Master in Management Major in Public Administration and currently working on my study entitled **"The Influence of Career Choice to Government Employees' Work Preference in Laguna"**.

With your expertise, I am humbly asking your permission to validate the attached survey instrument for the study using the attached rating tool.

I am looking forward to hearing that my request would merit your positive response regarding this matter. Thank you very much.

Respectfully yours,


AUBREY MHAEL DE CASTRO
Researcher

Noted:


DR. MARILYN L. BAYSA
Thesis Adviser



DR. MA. LORENA M. TAGALA
Dean, School of Graduate Studies



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QUESTIONNAIRE VALIDATION SHEET

Name of Validator: MELCHOR A. VILLAPANDO
Highest Educational Attainment: MAEd
Position Held: SCHOOL STATISTICIAN/ DTE PROGRAM
CHAIRPERSON
Field of Specialization: MATHEMATICS
Signature: 
Directions:

Refer to the research title, attached research paradigm, Statement of the Problem, and research instrument for validation.

Remarks/Recommendation:

Overall Rating:

Please check (/) appropriate rating.

- Approved to be used as presented
 Approved to be used with revisions as indicated.
 Disapproved, the researcher must make another questionnaire



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March 13, 2021

RAMIR R. LARINO, PhD
Graduate School Professor
Laguna College of Business and Arts
Calamba City

Dear Sir:

I am a graduate school student of Laguna College of Business and Arts taking up Master in Management Major in Public Administration and currently working on my study entitled "**The Influence of Career Choice to Government Employees' Work Preference in Laguna**".

With your expertise, I am humbly asking your permission to validate the attached survey instrument for the study using the attached rating tool.

I am looking forward to hearing that my request would merit your positive response regarding this matter. Thank you very much.

Respectfully yours,


AUBREY MHAEL DE CASTRO
Researcher

Noted:


DR. MARILYN L. BAYSA
Thesis Adviser


DR. MA. LORENA M. TAGALA
Dean, School of Graduate Studies



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QUESTIONNAIRE VALIDATION SHEET

Name of Validator: RAMIR DEL ROSARIO LARINO
Highest Educational Attainment: DOCTOR OF PUBLIC ADMINISTRATION
Position Held: LABORATORY HEAD, SGS & COLLEGE
PROFESSOR
Field of Specialization: STATISTICS

Signature: _____

Directions:

1. Refer to the research title, attached research paradigm, Statement of the Problem, and research instrument for validation.
2. Please use the rating scale below and encircle the number that corresponds to the evaluation of each value item.

- 1 - Not Covered
- 2 - Inadequate Value Item
- 3 - Adequate Value Item
- 4 - Very Adequate Value Item

Remarks/Recommendation:

1. Did you formulate the questions in the survey instrument? If yes, then you need to test its reliability by using the Cronbach Test (consult a statistician for this).
2. Are you going to use the mixed method (quali/quantitative)?

Overall Rating:

Please check (/) appropriate rating.

- Approved to be used as presented
- Approved to be used with revisions as indicated.
- Disapproved, the researcher must make another questionnaire



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April 15, 2021

CARMELA CAGAS -BUENDIA, CPA
Commercial and Admin Head
Primewater Infrastructure Corporation
Santa Cruz Laguna

Dear Ma'am:

I am a graduate school student of Laguna College of Business and Arts taking up Master in Management Major in Public Administration and currently working on my study entitled "**The Influence of Career Choice to Government Employees' Work Preference in Laguna**".

With your expertise, I am humbly asking your permission to validate the attached survey instrument for the study using the attached rating tool.

I am looking forward to hearing that my request would merit your positive response regarding this matter. Thank you very much.

Respectfully yours,

A handwritten signature in black ink, appearing to read 'Aubrey'.

AUBREY MHAE I. DE CASTRO
Researcher

Noted:

A handwritten signature in black ink, appearing to read 'Marilyn'.

DR. MARILYN L. BAYSA
Thesis Adviser

A handwritten signature in black ink, appearing to read 'Lorena'.

DR. MA. LORENA M. TAGALA
Dean, School of Graduate Studies

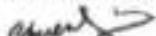


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QUESTIONNAIRE VALIDATION SHEET

Name of Validator: CARMELA CAGAS - BUENDIA, CPA
Highest Educational Attainment: BS IN ACCOUNTANCY
Position Held: FINANCE SECTION CHIEF
Field of Specialization: ACCOUNTING
Signature: 

Directions:

Refer to the research title, attached research paradigm, Statement of the Problem, and research instrument for validation.

Remarks/Recommendation: Approved.

Overall Rating:

Please check (/) appropriate rating.

- Approved to be used as presented
- Approved to be used with revisions as indicated.
- Disapproved, the researcher must make another questionnaire



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Appendix B

SURVEY QUESTIONNAIRE

Name:

Age:

Years in service:

Gender:

SURVEY INSTRUMENT

Direction: Please indicate your assessment and put a check (✓) on the extent of influence of career choice on government employees' work preference using the scales below:

4 - Great Extent (GE) 3 - High Extent (HE) 2 - Moderate Extent (ME) 1 - Least Extent (LE)

Personality Type				
Indicators	4	3	2	1
Career choice influences government employees' work preference as it:	GE	HE	ME	LE
1. lets employees explore with different ways of doing things based on own perception and sensitivity to others' feelings and emotions.				
2. enables employees to apply their own insight in doing their work.				
3. develops the employees natural abilities to do tasks to meet the workplace standards.				
4. uses the employees ability to make decisions and judgement fairly.				
5. demands to perform work based on his or her own standards.				
Work Environment				
Indicators	4	3	2	1
Career choice influences government employees' work preference as it:	GE	HE	ME	LE
1. provides the employees with a safe and peaceful workplace.				
2. prioritizes employees' workplace climate change, adaptability and resiliency.				
3. provides employees all the resources (equipment, tools, supplies) needed to do his or her job.				
4. allows employees to have comfortable and undisturbed free time to be able to rest.				
5. considers organization's way of recognizing/ giving rewards, benefits, and incentives.				
Core Competencies				
Indicators	4	3	2	1
Career choice influences government employees' work preference as it:	GE	HE	ME	LE
1. enables employees to improve his or her skills.				
2. provides equal opportunities for training, seminars and programs for personal development and improvement to employees.				
3. enables the employees to acquire specialized knowledge, skills, habits, and values.				



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4. allows employees to apply his or her skills and abilities in the workplace.				
5. enables the employees to acquire more opportunities to be used for job efficiency.				
Organizational Productivity				
Indicators				
Career choice influences government employees' work preference as it:	4 GE	3 HE	2 ME	1 LE
1. sets reasonable and realistic targets that leads to short-term motivation and long - term vision.				
2. gives fairly divided workload based on employees' designation and pay.				
3. encourages the employees to submit reports and other necessary materials before the deadline.				
4. motivates the employees to have open and honest communication in the workplace.				
5. provides sufficient manpower to ensure work is done efficiently.				

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Appendix C

INTERVIEW GUIDE QUESTIONS

1. How important is the realization of career choice in relation to work preference towards productivity of your organization?
2. How does your career choice influence your work preference?
3. What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?
4. What do you do to improve organizational productivity?

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Appendix D

REQUEST LETTER TO CONDUCT SURVEY

April 7, 2021

LERMA ELCA - MARCELO, PhD.

General Manager
Santa Cruz - Laguna Water District
Santa Cruz, Laguna

Dear Ma'am:

I am a graduate school student of Laguna College of Business and Arts (LCBA) and currently conducting my research entitled "**The Influence of Career Choice to Government Employees' Work Preference in Laguna**" in partial fulfillment of the requirements for the degree Master in Management Major in Public Administration.

In line with this, I would like to ask your permission to allow me to conduct survey and interviews to you and your employees as to your experience, expertise and knowledge in government service in relation to work preference and organizational productivity.

I assure you that the information gathered shall be treated with strict confidentiality and shall be used exclusively for the purpose of this study. I anticipate with gratitude your favorable approval of this request

Thank you and God bless.

Sincerely,

Handwritten signature of Aubrey Mhae D.C. Angeles in blue ink.

AUBREY MHAE DC. ANGELES
Researcher

Approved:

Handwritten signature of Lerma Elca - Marcelo in blue ink.

LERMA ELCA - MARCELO
General Manager

Noted:

Handwritten signature of Dr. Marilyn L. Baysa in blue ink.

DR. MARILYN L. BAYSA
Thesis Adviser

Handwritten signature of Dr. Ma. Lorena M. Tagala in blue ink.

DR. MA. LORENA M. TAGALA
Dean, School of Graduate Studies



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March 03 , 2021

HON. ROBERTO B. RIVERA

Judge
Municipal Trial Court
Victoria, Laguna

Dear Sir:

I am a graduate school student of Laguna College of Business and Arts (LCBA) and currently conducting my research entitled **“The Influence of Career Choice to Government Employees’ Work Preference in Laguna”** in partial fulfillment of the requirements for the degree Master in Management Major in Public Administration.

In line with this, I would like to ask your permission to allow me to conduct survey and interviews to you and your employees as to your experience, expertise and knowledge in government service in relation to work preference and organizational productivity.

I assure you that the information gathered shall be treated with strict confidentiality and shall be used exclusively for the purpose of this study. I anticipate with gratitude your favorable approval of this request

Thank you and God bless.

Sincerely,

Handwritten signature of Aubrey Mhae Dc. Angeles in black ink.

AUBREY MHAE DC. ANGELES
Researcher

Approved:

Handwritten signature of Hon. Roberto B. Rivera in black ink.

HON. ROBERTO B. RIVERA
Judge

Noted:

Handwritten signature of Dr. Marilyn L. Baysa in black ink.

DR. MARILYN L. BAYSA
Thesis Adviser

Handwritten signature of Dr. Ma Lorena M. Tagala in black ink.

DR. MA LORENA M. TAGALA
Dean, School of Graduate Studies



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April 15 , 2021

MELOGRACE SENOSIN - BALOTE

Branch Manager
Primewater Santa Cruz Laguna

Dear Ma'am:

I am a graduate school student of Laguna College of Business and Arts (LCBA) and currently conducting my research entitled **"The Influence of Career Choice to Government Employees' Work Preference in Laguna"** in partial fulfillment of the requirements for the degree Master in Management Major in Public Administration.

In line with this, I would like to ask your permission to allow me to conduct survey and interviews to your employees as to their experience, expertise and knowledge in government service in relation to work preference and organizational productivity.

I assure you that the information gathered shall be treated with strict confidentiality and shall be used exclusively for the purpose of this study. I anticipate with gratitude your favorable approval of this request

Thank you and God bless.

Sincerely,

Handwritten signature of Aubrey Mhae Dc. Angeles in black ink.

AUBREY MHAE DC. ANGELES
Researcher

Approved:

Handwritten signature of Melograce Senosin-Balote in black ink.

MELOGRACE SENOSIN-BALOTE
Branch Manager

Noted:

Handwritten signature of Dr. Marilyn L. Baysa in black ink.

DR. MARILYN L. BAYSA
Thesis Adviser

Handwritten signature of Dr. Ma. Lorena M. Tagala in black ink.

DR. MA. LORENA M. TAGALA
Dean, School of Graduate Studies



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Appendix E

CRONBACH'S ALPHA TEST RESULT

Scale: PERSONALITY TYPE

Reliability Statistics

Cronbach's Alpha Based on Standardized		
Cronbach's Alpha	Items	N of Items
.961	.961	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PT1	41.10	15.211	.960		.952
PT2	41.20	15.511	.856		.956
PT3	41.00	16.222	.742		.960
PT4	41.30	16.456	.626		.965
PT5	41.20	15.733	.797		.958

Scale: WORK ENVIRONMENT

Reliability Statistics

Cronbach's Alpha Based on Standardized		
Cronbach's Alpha	Items	N of Items
.798	.794	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
WE1	12.40	7.156	.342	.555	.832
WE2	12.70	7.567	.422	.423	.803
WE3	12.80	5.956	.634	.870	.741
WE4	12.70	5.913	.645	.890	.737
WE5	12.60	5.822	.738	.686	.707

Scale: CORE COMPETENCIES

Reliability Statistics



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Cronbach's Alpha Based on Standardized		
Cronbach's Alpha	Items	N of Items
.888	896	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CC1	12.70	6.678	.873	.811	.834
CC2	13.10	6.322	.656	.663	.890
CC3	13.10	6.322	.812	.714	.844
CC4	12.70	8.011	.460	.610	.917
CC5	12.80	6.622	.914	.897	.821

Scale: Organizational Productivity

Reliability Statistics

Cronbach's Alpha Based on Standardized		
Cronbach's Alpha	Items	N of Items
.956	952	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OP1	41.20	15.511	.856	-	.956
OP2	41.00	16.000	.805	-	.958
OP3	41.00	16.000	.805	-	.958
OP4	41.10	15.211	.960	-	.952
OP5	41.20	15.511	.856	-	.956



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Appendix F

VERBATIM TRANSCRIPTION

Rank and File Employee 1

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “It may be true that sometimes your work preference...example being government employee...does or does not meet the standards of your career choice...example is if you are a graduate of HRM or any course far from the job offered by the government...and vice versa. Factors to be considered when choosing your work preference should be your working environment, know the skills you have to be able to use and eventually develop to be productive and what values and interests you want to express/impart through your work to come up with best results, aside of course from the security of tenure. Private companies cannot guarantee the stability of their businesses due to close competition among them unlike working from the government as a permanent employee...only retirement can separate you from your job. If you have none of the above considerations and perspective, might as well prefer a different path that best interest you cause you will not be productive if you’re not interested in your job.”

Question 2: How does your career choice influence your work preference ?

Answer: “I took up B.S. Agriculture major in Animal Science...undergraduate...and I end up working at the Department of Environment and Natural Resources not by choice but by the needs. For 23 years in government service, I have learned to love my work environment as well as my workmates. From being a computer encoder, I am now assigned in the inspection and monitoring of the different projects in Laguna that the DENR have issued an Environmental Compliance Certificate (ECC). Workload have increased but I have never been promoted since I am an undergraduate. Sometimes I feel like I can do managerial jobs better than my boss if only I have gotten my diploma and that’s where frustrations come but at the end of the day I see to it that I have contributed something important to our environment and the organization and be thankful that I can provide for the needs of my family.”

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “Aside from the competition as regards to the educational attainment (as being one of the considerations for promotion), I can also say that the “Connection System” (Palakasan/Backer) can hamper one’s motivation as well as the realization of one’s career choice”



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Question 4: What do you do to improve organizational productivity?

Answer: “I cooperate, participate and never gets tired of acquiring additional knowledge (through research, reading and attending webinars) to be productive and contribute to the organization. I have learned to love my job because it gives me a purpose.”

Rank and File Employee 2

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “It is very important as our service deals with water. If one realize how their current choice of career affects how and what they want in their workplace, it obviously also affects their productivity. Specially of their work preference, most importantly their needs are not met. In the serving the public, organizational productivity is crucial as it also has direct effect in the public...as I said...our service deals with water...”

Question 2: How does your career choice influence your work preference?

Answer: “ I have learned that in my choice of career, I should have patience with customer and a good listener, knowledge with the services we offer, should have knowledge with core value of the company and team player.”

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “The number one issue in working for government agencies is the working for the security of tenure only and not because he or she loves the work. Also, one challenge is the lack of manpower but cannot add due to limitations from government standards”

Question 4: What do you do to improve organizational productivity?

Answer: “What I do...every end of the day to improve organizational productivity is to talk to my colleagues and brainstorm based on the day to day problems encountered.”

Rank and File Employee 3

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “Well...yes I think it is very important. I think it will help you grow and find the right resources for your growth in the career path you are taking. I mean...see... if you know exactly what you want, you will have the motivation to do things. And if your workplace does not give the resources to work effectively then...ikaw mismo...you yourself will not work effectively.”

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Question 2: How does your career choice influence your work preference ?

Answer: “My career choice influence my work preference as it encourages to focus on one career path and encourages intentional growth on those aspects...factors that you have mentioned. Kasi as per personality type...workplace does not really fulfill at nag ffit in doon sa ating personality...we are actually the ones who changes our personality...rather...our attitude in the workplace. But the others, you know... the work environment, core competencies and organizational productivity...it is essential to the workplace. To the agency and employees growth.”

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “The need to be a permanent employee. Usually, career path is neglected just because you need to avail the immediate position available to have permanent employee privileges.”

Question 4: What do you do to improve organizational productivity?

Answer: “I Attend training and focus on career growth.”

Rank and File Employee 4

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “Importante yun...As a government employee we are provided hindi man ang pinakamaganda or matitibay na resources pero sapat. Ngayon ang Kailangan nalang sa trabaho ay... may pagkakaisa...mag-sshare ng alam, puwedeng magtanungan...para ma-improve ang trabaho. Kapag may nagtanong na kasamahan , I-share ang kaalaman. Bukod sa trabaho mo kapag may alam ka pang iba sa trabaho mo, gawin mo.”

Question 2: How does your career choice influence your work preference?

Answer: “Gusto ko tapos agad ang trabaho ko, kaya minsan naguwi ako ng trabaho sa bahay. Gusto ko din maayos ang trabaho ko kaya humihingi ako ng tulong sa ka-opisina ko...kaya humihingi ako ng tulong...pinapacheck ko. Kasi di’ba di mo naman nakikita ang mali mo, kaya kailangan ipapakita mo sa iba. Itong mga maliliit na bagay na ito...it will improve your skills and abilities at work, it will also strengthen your relationship with your co-workers. Pag okay kayong lahat sa trabaho, okay din ang output sa trabaho.”

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “Kontento na kasi sila sa mga natatanggap at way of living nila. Wala na pating time...imbis na magaral pa...e may edad na at pamilya...siguro kung bata pa ako. Ayan,

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lalo na pag tapos na sa pagaaral ang mga anak. Hindi na magiisip para mangarap ng mas mataas na position. Nung napapasok ako sa korte parang gusto ko mag-law, kaya lang tinamad na ko kasi may edad nako...at tapos na sa pag-aaral ang anak ko. Gusto ko din tapusin ang Engineering Course ko noon, kase Engineering talaga ako. Nanghinayang ako kasi di ako nagtapos.”

Question 4: What do you do to improve organizational productivity?

Answer: “Iniisip ko maaapektuhan kasi yung IPCR [Individual Performance Commitment and Review] namin, pag may isang naging unsatisfactory lahat kami madadamay. Ako kasi ganito ugali ko...kaya ako naguwi ng trabaho...kahit sabihin ng boss ko na sa susunod na gawin...ako rin naman ang maaapektuhan. Kasi sakin hinihingi ng abogado yung TSN. Para marelax na isip ko, wala na ko iintindihin na trabaho...tapusin nalang. In a way, naapektuhan din ang mga katrabaho ko, kasi if they see that if we finish our tasks agad...may time to do something else. That is why it affects our organizational productivity”

Rank and File Employee 5

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “It is very important since you choose your career, you are working faithfully and you love what you are doing. You can share all the knowledge that you have that will help in the productivity of organization you can give the best that you can do without hesitation.”

Question 2: How does your career choice influence your work preference ?

Answer: “In terms of Personality Type, It influences my work preference by doing all my work and finish them right away. I did not waste my time and did not stop until my work are finished.

In terms of Work Environment, It influences my work environment like if you are surrounded by good people in your work place, you found yourself working diligently and enthusiastically. You found yourself improving more for the benefit of the whole office. You became an influencer or a role model that your co-employees are taking your path.

In terms of Core Competencies, To enable improve my work, I consulted and look for different references that will help me do my job better. Like for example, before the trial, I make sure that I am familiar with the information and statements of the witness so that I can translate them abruptly. I study all the supposed trial so that I will not surprise and I am ready during the trial.

All of those factors affects the organizational productivity, because it needs to be met. It does not need to cater individual wants but what employees need in general. But if those are not met, we cannot do our jobs properly.”



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Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “Nowadays, the qualifications in a higher position requires much higher education, not just only a college graduate but a masteral degree or graduate studies, but since we are contented to what we have received because the earnings are enough to sustain the needs and necessity of their families the were not aspire to a higher education for more of them did not want an additional responsibility they don’t want to shoulder added burden to their lives.”

Question 4: What do you do to improve organizational productivity?

Answer: “To improve the organizational productivity, I must improve first myself and set as an example to my co-employees. I will do my job better and putting all the necessary efforts in improving the same. I willingly share my knowledge every time they seek my help. I will be selfless and try my best to teach and help them in doing their work. So that my co-employees will do the same.”

Department/Section Head 1

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: “It is very important in the process of job matching. Employees working on their preferred environment results in high productivity. But it doesn’t apply to all. Working on their comfort zones doesn’t always mean productivity.”

Question 2: How does your career choice influence your work preference?

Answer: “It doesn’t limit my career choice since I still prefer a career that is not routinary and challenging.”

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: “Working as a government employee was actually routinary depending on your appointment/ designation. Not all expectations were met specially in terms of seminar since government offices are limited on their approved budget. Government offices are also constrained by other governing laws implemented by other government agencies like Civil Service Commission and Commission on Audit.”

Question 4: What do you do to improve organizational productivity?



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Answer: "Laying out the organizations goals and future plans may improve organizational productivity. Understanding the organization's current status and future plans may help. Also, educating employees that their efforts will contribute to that plan may have a great impact on the employees."

Department/Section Head 2

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: "As a Clerk of Court, I think it is indeed important to realize that your career choice highly influences your work preference. In that sense, if work terms and work factors is met as expected from your line of job, the productivity of the organization you are in will become high. As I have mentioned, in my position in work, necessary tools are provided by the Supreme Court. By simply having all the tools necessary to do work, work is done with no excuse. Now, if we do not have those tools, employees will not be able to do their jobs properly. Another is with the work environment, if it does not fit the nature of our job, then it will be hard to do our jobs efficiently."

Question 2: How does your career choice influence your work preference?

Answer: "Well...Being a Clerk of Court...I am obliged to lead my team to become productive. I also encourage them to give suggestions in terms of how we can be more productive in the workplace. It is what I aspire to do that is why I studied Law, as it is an everyday learning with my co-workers and every court trial is different and it makes me constantly improve and develop myself."

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: "In a government workplace set up, it is kind of the place where you see yourself retiring. It is considered as the most stable job in this country if you are already a permanent employee. That makes government employee not look on new job opportunities that actually fits their personality or their dreams."

Question 4: What do you do to improve organizational productivity?

Answer: "To be productive, I never forget to remind myself and my co-workers that our salary comes from people's taxes and in serving the public there is the R.A. number 6713. There it is said that we should be professional and we should commit to public interest. Being productive is one that will prove we are doing both."



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Department/Section Head 3

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: "I think it is important...alam mo kasi 'pag alam mo yun mga gusto at kailangan mo sa trabaho para magawa mo ito...mas mabilis mo ito magagawa or matatapos...not only that...if your needs are given by the workplace...makakapagtrabaho ka ng maayos and for sure...you will provide better outputs."

Question 2: How does your career choice influence your work preference?

Answer: "Sa personality type, I think di kasi siya masyado pina priority...if you want a job, ikaw ang mag aadjust...and your personality will be changed... no not change naman...it will be improved by your work...but dun sa other three...it is essential na kung ano yung trabaho mo ma-iprovide ng agency or ng company mo yoong mga kinakailangan mo...to finish your work with diligence. Sa work environment oh...you need a clean physical workplace at yun namang mga kasamahan mo...mas makakapagtrabaho kayo ng maayos if magkakasundo kayo. Sa core competencies...siyempre to catch up with the present trend to do your work...uhm...fastly kumbaga...siyempre need ang seminars at trainings. Yung productivity it will come naman if the other three is met"

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: "Most of the time kasi...workers have the mindset na troublesome pa mag strive sa mas mataas na position or takot sila mag explore...while they can...you know pwede pa sila mas umunlad if they will think about their career choice or plans..."

Question 4: What do you do to improve organizational productivity?

Answer: "Well...ganito kasi yun...first of all you need to work hard for others to work hard also...bakit?...kasi you set an example...then after working hard...you give them and yourself some form of reward. Like, if the work is finished early...pwedeng you give them time to rest more diba? We make a balance between being objective at subjective eh... we are humans not robots..."

Department/Section Head 4

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: "I think it is very important. In between the career choice and work preference, you will also realize where or what you really want to work at. You know, you will be more productive as an individual if you love what you are doing."



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Question 2: How does your career choice influence your work preference?

Answer: "I think it is the other way around kasi...in the first place you should think and know what you want to be diba?...pagkatapos you will choose your career. But if it is the other way around, ofcourse yung career mo ngayon will need the skills that may or may not be present sayo ngayon so with that you will need some kind of training...in personality naman...I think it is the attitude that you need a changing not the personality...maybe there's some kind of effect...diba minsan you have a job that when your peers ask you...ano trabaho mo?...and when you answer they will say...ay talaga? Di bagay sa personality mo...or something like that...Maybe if you are in a job that lets you be creative...like if you are an artist you can apply that...but in admin works it is your skills that matter. Uhhmm...sa work environment naman the most important thing is that it is the right environment to do your job properly...you need to be comfortable ofcourse and yung mga gamit na kailangan dapat kumpleto. Then yung sa organizational productivity...sa government kasi there are certain schedules and deadlines from other governing agencies...like Civil Service or maybe BIR...DBM...so employees are encouraged na mag submit before those deadlines. And I have read your questionnaire...uhhm...I saw something about manpower...that is also needed..."

Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: "You know...I think the issue is...in this country...majority your job chooses you, you do not choose your job...dinidiktahan tayo ng society on what we should aim for...sa government siguro I have a lot of subordinates...their course sa college do not align...they get the opportunity to have a job and provide for the family...while that is a problem you know...uhhmm...because at the end of the day diba sabi ko...if dimo mahal ang job mo di ka magiging masaya di ka magiging productive"

Question 4: What do you do to improve organizational productivity?

Answer: "Me?...Uhhm...I make sure na we have enough resources...and the workplace environment is proper for my subordinates..."

Department/Section Head 5

Question 1: How important is the realization of career choice in relation to work preference towards productivity of your organization?

Answer: "Yes it is important. Those have direct effect on the productivity of an organization. One should be parallel with the other."

Question 2: How does your career choice influence your work preference?

Answer: "It does influence my work preferences. It will provide us the push to provide better accomplishments"



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Question 3: What are the emerging issues and challenges that hamper the realization of the influence of career choice among government employees?

Answer: "Government employees, generally have their career because of their needs and the stable nature of the job"

Question 4: What do you do to improve organizational productivity?

Answer: "By simply giving the employees all the necessities and the support they need"

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CURRICULUM VITAE

AUBREY MHAE IGNACIO - DE CASTRO

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SUMMARY

A passionate, empathetic, and service oriented worker who is always ready to impart knowledge and learn more from others.

EXPERIENCE HIGHLIGHTS

Nature of Work/Position	Inclusive Years	Company/Agency
Account Officer	January 2020 - June 2021	PrimeWater Infrastructure Corp.
Secretary - A	October to December 2019	Santa Cruz Water District
Administrative Services Aide	January to September 2019	Santa Cruz Water District
Administrative Assistant	March to December 2018	Santa Cruz Water District

EDUCATION

Master in Management major in Public Administration

Laguna College of Business and Arts - Calamba City (2021)

Bachelor of Science in Tourism Management

Philippine Women's University - Santa Cruz, Laguna (2017)

Secondary Education

Missionari Della Fede Community High School - Victoria, Laguna (2013)

Elementary Education

Missionari Della Fede Community Learning Center - Victoria, Laguna (2009)



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PROFESSIONAL GROWTH ACTIVITIES

Date	Title of Seminar/Workshop/Conference	Venue	Type of Participation
April 29, 2020	Receiving And Responding To Workplace Communication	Online Tesda	Participant
October 24, 2019	Integrity, Transparency, And Accountability In Public Service Seminar (Itaps)	Royal Blooms Hotel	Participant
July 4, 2019	Completed Staff Work	Royal Blooms Hotel	Participant
April 2, 2019	Internal Quality Audit - Workshop	Saint Mary's Montessori School	Participant
October 4, 2018	Risk Management Training - Workshop	Santa Cruz Water District	Participant
October 3, 2018	Iso 9001:2015 Awareness Training - Workshop	Santa Cruz Water District	Participant
August 1 to December 1, 2017	Basic Stenography	San Antonio de Padua College Foundation of Pila, Laguna, Inc.	Participant

EXAMINATIONS TAKEN/PROFESSIONAL LICENSES

Examination	Rating	Date of Examination
Honor Graduate Eligibility	NA	March 31, 2017
Civil Service Eligibility - Professional	81.7	March 12, 2017
Civil Service Eligibility - Sub Professional	81.1	October 23, 2016

PROFESSIONAL REFERENCES

MS. KATRINA EUNICE M. ENCARNATION

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HON. ROBERTO B. RIVERA

Presiding Judge
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Mobile No. 09201363222

AUBREY MHA E I. DE CASTRO