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Job Competence of Employees in Iloilo II Electric Cooperative, Inc. (ILECO II)

Kristine P. Pelaez¹ Veronica P. Toledo² Johnny B. Dolor³

Faculty, College of Management, Iloilo State College of Fisheries-Main Campus, Tiwi, Barotac Nuevo, Iloilo, Philippines

Faculty, College of Management, Iloilo State College of Fisheries-Main Campus, Tiwi, Barotac Nuevo, Iloilo, Philippines

Faculty, College of Education, Iloilo State College of Fisheries-Main Campus, Tiwi, Barotac Nuevo, Iloilo, Philippines

Abstract

The changing role of local government in the governance of communities has strongly highlighted the need to develop human resources at the local level to cope with the enabling functions of the local government. This descriptive research was conducted to determine the job competence of employees of ILECO II in Pototan, Iloilo for the fiscal year 2015. The study is anchored on the theory of Porter and Lawler's expectancy model. The variables considered were age, sex, marital status, years in service, and number of trainings attended as the independent variables and job competence as the dependent variables. Moreover, the total population sampling technique was used to obtain 138 regular employees who answered an adapted questionnaire from webache.googleusercontent.com. The data were tallied, computed, analyzed, and interpreted using the SPSS or Statistical Package for Social Sciences software and subjected to certain statistical treatment for the analysis. It was found that employees of ELECO II in Pototan, Iloilo were mostly old aged, male, married, 15 years and below in service and they had a limited number of trainings attended. Further, married employees perform better than the single workers in a particular job. Thus, the agency may provide more training to expand the knowledge-base of all employees. Single employees may be given the opportunity to improve their performance through trainings and promotion of the importance of work-life balance among employees.

Keywords: Job Competence, Employees, Iloilo II Electric Cooperative, Inc. (ILECO II)

Background of the Study

According to a 2011 World Bank study, the Philippine labor market is in a "serious bottleneck" situation that hampers innovation and productivity among Philippine companies. The same study points out that the quality of education and training is a key reason why gainful employment is proving to be very elusive for so many young people because of "jobs-versus-skills mismatch."

And this is true not just in the Philippines. All over the world, employers are at their wits' end trying to address critical skills shortages that detract from their overall efficiency and competitiveness. It must be very frustrating for company recruiters to turn away scores of young men and women simply because many of the

competencies they acquired in school have become irrelevant or outdated by the time they seek employment. It must be equally heartbreaking, too, for education providers at all levels basic education, technical-vocational, higher education and even alternative learning systems to see the wards they trained so assiduously for years fail to land the kind of jobs they studied for (Hernandez; 2014, October 11).

ILECO II is located in Cauayan, Pototan, Iloilo, committed to the vision of a premier, modern and autonomous electric cooperative which ensures the welfare of its member consumers and fulfills its expected role in rural development. Thou shall protect and promote the rights and interests of all coop members with your whole heart in absolute honesty, maximum efficiency, and total solidarity. However, there is a need to develop human resources at the local level to cope with the enabling functions of the organization. The personnel must have the necessary skills and knowledge to better serve the residents' needs and concerns. They should be qualified and highly trained for their enabling or facilitative functions. (youremployment.biz). Focusing on the case of ILECO II, this paper attempted to respond to the above concern. It looked into the competencies of local government personnel in facilitating organizational goals and objectives.

Objectives of the Study

This study was carried out to determine the job competence of employees of Iloilo I Electric Cooperative Incorporated in Pototan, Iloilo. Specifically, the investigation aimed to (1) determine the demographic characteristics and job competence of the respondents when taken as a whole and when grouped as to age, sex, marital status, years in service, and the number of trainings attended and (2) determine if there are significant differences in the level of job competence of the respondents when they are grouped as to age, sex, marital status, years in service and number of trainings attended.

Methodology

The investigation utilized descriptive research employing the survey-analysis method. The study was conducted at ILECO II located in Brgy. Cauayan, Pototan, Iloilo for the fiscal year 2015. The total population sampling technique was used to obtain 138 regular employees who served as the respondents of the study. The instrument entitled the competency assessment questionnaire adapted from webcache.googleusercontent.com was used in the study. Upon retrieval of the accomplished questionnaires, the data were tallied, computed, analyzed, and interpreted using the SPSS or Statistical Package for Social Sciences software or program and subjected to certain statistical treatments

Results and Discussion

Table 1 shows the demographic characteristics of the respondents when they are grouped as to age, sex, civil status, years in service and number of trainings attended.

Table 1

The demographic Characteristics of the Respondents when grouped as to Age, Sex, Civil status, years in Service and number of Training attended

Characteristics	F	%
Age	98	71.0
35 years old and above	40	29.0
34 years old and above	138	100.0
TOTAL		
Mean = 39.80 years		
Sex		
Male	117	84.78
Female	21	15.22
TOTAL	138	100.0
Civil Status		

Single	33	23.9
Married	105	76.1
TOTAL	138	100.0
Years in Service		
16 years and above	57	41.3
15 years and below	81	58.7
TOTAL	138	100.0
Mean = 14.59		
Number of Trainings Attended		
1 – 5	115	83.3
6 – 13	23	16.7
TOTAL	138	100.0
Mean = 4.25 years		

When grouped as to age, (71.0 %) were 35 years and above and (29.0%) were 34 years old and below. The average age was 39.80. As to sex, (84.78%) were males and (15.22%) were females. As to civil status, (23.9%) were single and (76.1) were married. As to years in service, (58.78) were 15 years and below in service and (41.4%) had 16 years and above years of experience. The year in service mean is 14.59. Regarding the number of trainings attended, (83.3%) had 1-5 trainings attended and (16.7%) had 6 -13 trainings attended.

Table 2 presents the level of job competence of the employees of ELECO II in Pototan, Iloilo when taken as a whole.

The results showed that 83 or 60.1 % had "Excellent", 45 or 32.6% had "Very Good", 9 or 6.5% had "Good", 0 or 0.0% had "Fair" and 1 or 0.7% had "Poor" level of Job competence.

Table 2
The Level of Job Competence of the Respondents when Taken as a whole

Level of Job Competence	F	%
Excellent	83	60.1
Very Good	45	32.6
Good	9	6.5
Fair	0	0.0
Poor	1	0.7

Table 3 presents the level of job competence of the employees of ELECO II in Pototan, Iloilo when grouped as age, sex, civil status, years in service and number of trainings attended.

The respondents had "Excellent" level of job competence when grouped as to age (M=4.32, SD=0.44 for 35 years old and above, M=4.21, SD=0.43 for 34 years old and below). Also, male, and female respondents had "Excellent" level of job competence (M=4.25, SD=0.44 for male, M=4.38, SD=0.42 for female). As to civil status, single respondents had "Very Good" of job competence (M=4.14, SD=0.45) while married ones had "Excellent" job competence (M=4.34, SD=0.42). As to years in service, respondents with 16 years and above had "Excellent" level of job competence (M=4.35, SD=0.42) and those with 15 years and below had also "Excellent" level of job competence (M=4.34, SD=0.45). Respondents with 1-5 and 6-13 number of trainings attended had "Excellent" level of job competence (M=4.29, SD=0.42 for 1-5 number of trainings attended, M=4.27, SD=0.51 for 6-13 number of trainings attended).

Table 3

The level of Job competence of the Respondents when grouped as to age, sex, civil status, years in service and number of trainings attended

Characteristics	M	SD	Description
Age			
35 years old and above	4.32	0.44	Excellent
34 years old and below	4.21	0.43	Excellent
Sex			
Male	4.25	0.44	Excellent
Female	4.38	0.42	Excellent
Civil Status			
Single	4.14	0.45	Very Good
Married	4.34	0.42	Excellent
Years in Service			
16 years and above	4.35	0.42	Excellent
15 years and above	4.34	0.45	Excellent
Number of trainings attended			
1 – 5			Excellent
6 – 13			Excellent

Employing the machine-processed t-test, no significant differences were noted in the level of job competence of the respondents when grouped as to age, $t=1.420$, $p>0.05$), sex ($t=0.1496$, $p>0.05$), years in service ($t=1.482$, $p>0.05$) and number of trainings attended ($t=0.216$, $p>0.05$) hence, the hypothesis that there is no significant differences in the level of job competence of the respondents when grouped as to age, sex, years in service and number of trainings attended is accepted.

However, a significant difference was noted in the level of job competence of the respondents when grouped as to civil status ($t=2.286$, $p<0.05$). Therefore, the hypothesis which states that there is no significant difference in the level of job competence of the respondents when grouped as civil status is rejected.

Table 4

The differences in the Level of Job Competence of the Respondents when grouped as to Age, sex, civil status, years in service and number of trainings

Categories	Mean	Df	t-value	Two-Tail Prob	Interpretation
Age					
35 years old and above	4.32	136	1.420	0.158	Not significant
34 years old and below	4.21				
Sex					
Male	4.25	136	-1.496	0.137	Not significant
Female	4.38				
Civil Service					
Single	4.14	136	-2.286	0.024	Significant
Married	4.34				
Years in Service					
16 years and above	4.35	136	1.452	0.149	Not significant
15 years and below	4.25				
Number of trainings attended					
1 – 5	4.29	136	0.216	0.830	Not significant
6 – 13	4.27				

*Significant $p < 0.05$

Conclusions

Based on the findings of the study, the following conclusions were drawn:

1. Employees of ELECO I in Pototan, Iloilo were mostly old aged, male, married, 15 years and below in service and they had limited number of trainings attended. The respondents had "Excellent" job performance when taken as a whole and when grouped as to age, sex, years in service and number of trainings attended. This implies that employees are competent enough in performing their work taking into account factors such as leadership skills, time management, organizational skills and productivity. As to civil status, single had "Very Good" level of job competence while married had "Excellent" job competence. Married employees perform better than the single workers in a particular job.
2. As to civil status, single had "Very Good" level of job competence while married had "Excellent" job competence. Married employees perform better than the single workers in a particular job. No significant differences were noted in the level of job competence of the respondents when grouped as to age, sex, years in service and number of trainings attended regardless of their age, sex, years in service and number of trainings attended, employees have the same level of job performance. A significant difference was noted in the level of job competence of the respondents when grouped as to civil status. Single workers perform differently than married workers in the same job.

Recommendations

The agency may provide more training to expand the knowledge-based of all employees and to provide both the organization as a whole and the individual employees with benefits in terms of development and productivity.

The agency may continue to maintain the excellent job competence of its employees by conducting a regular performance review.

Single employees may be viewed as less competent than married ones, however, they may be given the opportunity to improve their performance through trainings and promotion of the importance of work-life balance among employees.

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