



SENTIMENT ANALYSIS OF JOB ORDER EMPLOYEES AMONG STATE UNIVERSITIES AND COLLEGES IN THE PROVINCE OF TARLAC

Krystian C. Dayrit

College of Public Administration and Governance
Tarlac State University, Romulo Blvd. San Vicente, Tarlac City, Philippines

Abstract: Job order employees are rampant around the world for the reason of its demanding written authority to perform a certain work only. It consists of the agreed-upon hourly billing rate, cost distribution, duration of the assignment, and other components used to track particular individuals and positions.

This study focuses primarily on the profile status, and sentiments of job order employees from the State Universities and Colleges (SUCs) in Tarlac specifically from Tarlac State University (TSU), and Tarlac Agricultural University (TAU). Where, intervention measures was formulated based on the gathered data from the response of the job order employees.

I. INTRODUCTION

With a severe recession, limited opportunity, and fewer jobs unemployment is a global issue that affects people of all ages. Although unemployment rates have begun to stabilize for adults, young employees who are more likely to hold temporary, part-time, and non-specialized jobs, have found it difficult to keep up. The consideration is considerably worst also for young people. Over the next decade, young people will have more difficulty finding a job. Additionally, many qualified adults postpone their retirement to take on the jobs that are usually given to high school and college graduates.

In the Philippines, the first issuance of the Civil Service Commission (CSC)-Commission on Audit (COA)-DBM Joint Circular Memorandum No. 1, s. 2017. It was issued to mark the engagement of the Contract of Service (COS) and Job Order workers be provided by the rules and regulations in the government. It is in this light, agencies may involve the contract of service/job order workers services through individual renewal of contracts of their existing COS/JO until December 31, 2022. Therefore, these engagements shall be in accordance with the Joint Circular provisions.

Transitioning period is a vital in order for the agencies/departments to reassess their staffing and organizational requirements, their existing manpower is complemented. However, since the issuance of Joint Circular Memorandum No 2, s. 2020, agencies namely COA and DBM have received numerous inquiries regarding its implementation thru various agencies. Henceforward, consultation meetings were conducted on the matter.

As a consultation result held by the department/agencies concerns and in order not to impair the services and delivery of the government, the COA and DBM amended certain provisions of Joint Circular Memorandum No. 2, s. 2020. In line with this, Department/agencies may again engage the services of the COS/JO workers through individual contract and renew the contract until December 31, 2024.

Nonetheless, as there is no employer-employee relationship and the researchers' appointment were based only on a certain period of time. Notwithstanding, the researcher and his strong desire to learn and acquire varied competencies at work, initiative, and industry, willingness to engage in extra services and duties

beyond to what is only required, the researcher have observed the sentiments of job order in the university where he works. It is in this light, that this study was conducted to conduct the sentiments of the job order. The researcher also seeks to know and understand the narrow on how to formulate intervention measures to address and lead the problems of the job orders personnel.

1.2 Statement of the Objectives

This study aims to analyze the issue addressing the sentiment of job order in State Universities and Colleges in the Province of Tarlac.

In particular, the research sought to answer the following objectives:

1. To describe the profile of the job order personnel along areas of:
 - 1.1 Age
 - 1.2 Sex
 - 1.3 Marital Status
 - 1.4 Educational attainment
 - 1.5 Work Assignment
 - 1.6 Length of Service
2. To narrate the sentiments of job order employees among SUCs in the Province of Tarlac.
3. To propose intervention measures to address the sentiments of job order employees among SUCs in the Province of Tarlac.

1.3 Delimitations of the Study

This study analyzed the sentiments of Job Order Employees of State Universities and Colleges in Tarlac. It determined the profile status of job order employees, the sentiment of job order employees, and formulate intervention measures to address the job order employees' sentiments among the SUCs in Tarlac. Hence, it capacitated legitimate job order employees in Tarlac State University and Tarlac Agricultural University.

The study covered the sixteen (16) job order employees from Tarlac State University and four (4) from Tarlac Agriculture University. A total of twenty (20) job orders employees among SUCs in Tarlac from year 2020 up to present.

II. RESEARCH METHODOLOGY

This chapter discusses the research design, research locale, selection criteria and participants, research instrument, data collection, data analysis, role of researcher, and potential ethical issues.

2.1 Population and Sample

The participants of the study was composed of twenty (20) job order employees from State Universities and Colleges in Tarlac. The participants who have met the criteria set by the researcher be selected for the study. Wherein, the participants must be: 1.) a non-teaching personnel, 2.) must be a job order employee for at three (3) years. The participants served as an essential input informant for providing the needed data.

2.2 Data and Sources of Data

The researcher obtained the needed documents and consent from the university before conducting the study, then the informed consent would be given to the chosen participants to ask for their permission to be part of the study. The participants undergone to a screening process to determine if the participant have met the given criteria which is the phase 1 of the study. In the phase 1, the researcher asked for the profile status of the participant followed by the phase 2 which was to acquire the sentiment experience of the participants through answering the questions of the researcher to further utilized it for the intervention measures that would be formulate later.

2.3 Theoretical framework

This study utilized the Input-Process-Output (IPO) model to effectively explain the conceptual backbone of the Case of Job Order Employees of State Universities and Colleges in the Province of Tarlac. The heading was discussed the profiles of the job orders along areas of age, sex, marital status, educational attainment, work assignment and length of service then narrated the sentiments of the job order in the SUCs in the Province of Tarlac to wit, proposed intervention was measured to address the sentiments of the employees. Finally, implication of the study to public administration was drawn and deemed as the output.

2.4 Statistical tools and econometric models

The collected data was organized in tabular forms to compute and analyze the profile status of the participants, and had a clear presentation in interpretation and analysis of data. The following statistical treatment used to analyze the profile status of the respondents.

2.5 Survey Questionnaire

Interview guide was crafted to collect data in order to evaluate the program in terms of the issues that respondents reported, the researcher employed self-made interview guide as a method in gathering data plus the guide was designed in a manner to enable the validation of the problems raised and to seek their opinion regarding the study which have an impact on the status and attitudes of job order employees in the State Universities and Colleges.

Documentary Analysis. The researcher evaluated legal and technical compliance with standards using the stakeholders' current numbers and other essential papers such as communication letters, clearances to conduct interviews, and list of pre-determined participants; after receiving clearance and the required authorities. Likewise, the privacy of these materials was protected.

III. RESULTS AND DISCUSSION

The researcher interviewed twenty (20) job order employees from State Universities and Colleges in the Province of Tarlac to determine their sentiments. Profile is presented in this sections.

3.1 Age

In terms of age, ranging twenty-five (25) to twenty-nine (29) with a frequency of 7 and percentage of 35 ranked 1 and was prominent. Occasionally, judgement arises to the beholder, for most of the matured ages twenty-four (24) and above in the workplace develops low self-esteem which resulted to doubt themselves from a higher position or assignments. Also the thinking was- those younger and fresher are the most capable to complete more.

3.2 Sex

In terms of sex/ gender, male with a frequency of 13 and a sixty-five (65) percentage was dominant before female of thirty-five (35) percentage. It is common that the designations of work be classified in terms of assignments. It is in this light that males are more effective and unquestionable on working in the fields while females are more effective as well as productive during light assignments.

3.3 Marital Status

In terms of marital status, married with a frequency of eleven (11) of fifty-five (55) percentage ranks 1 was prominent. The population of the single and married workers in the university is almost to be in the same number as single persons were attractive to apply in the university right after their graduations while single-to-married workers tend to find their better half while longing their years in the university.

3.4 Educational Attainment

In terms of Educational Attainment, College graduate got a frequency of ten (10) of fifty (50) percentage ranks 1st was prominent. College graduates top the population as their thinking was when they pursue tertiary education they would have relevant skills that is necessary for the application in workplace or in life.

3.5 Work Assignment

In terms of work assignment, janitorial with a frequency of six (6) and percentage of thirty (30) ranks 1st was dominant. As the researcher used a purposive sampling or a non-probability sampling approach to select the participants that meet the given criteria for the study, the researcher considered different work assignments/designations to watch over their sentiments.

3.6 Years of Service

In terms of length of service, two (2) years to eighteen (18) years got a frequency of nineteen (19) and ninety-five (95) percentage rank 1 was prominent Length of services stayed of the participants concludes to have a deeper sentiments and experiences in the workplace and to the organization. A participant with advanced years tends to understand the negativity and absorbs it into a positive state.

3.7 Sentiments of Job Orders Analysis among SUCs in the Province of Tarlac

The researcher interviewed twenty (20) job order employees among State Universities and Colleges in the Province of Tarlac to determine their sentiments. To ensure the confidentiality and anonymity of the participants, a fictitious name was assigned for each case.

Sentiment Analysis Results

Compound	Label	Response	
0.9978	Positive		
0.9968	Positive	Positive	18
0.9889	Positive	Neutral	0
0.9962	Positive	Negative	2
0.9861	Positive	Total	20
0.8903	Positive		
0.9267	Positive		
0.9836	Positive		
0.9865	Positive		
0.9601	Positive		
0.9925	Positive		
0.9666	Positive		
0.992	Positive		
-0.9927	Negative		
-0.9425	Negative		
0.9612	Positive		
0.9776	Positive		
0.9787	Positive		
0.9852	Positive		

According to the assembled interviews, well-nigh the participants are happy and satisfied just because they have work. In the workers perceptions, having work in these trying times really means a lot them especially in line with the situations made during the first wave/ quarter of the coronavirus disease in the country where establishments and work labour locked down.

3.8 Propose intervention measures to address the sentiments of Job Order Employees among SUCs in the Province of Tarlac

The determined complications and encountered problems of the participants are also the sentiments they are having to their assignments and offices associated; what contributes more of these was the shares and conditions to their personal living. Some of which took it negatively because of the stresses and shortcomings ahead of them which these occasions waved negative to them. Notwithstanding, participants are setting aside those weaknesses and continuing in deep understanding to act on their duties and responsibilities signed.

IV. ACKNOWLEDGMENT

First and foremost, the researcher is grateful to God for always listening and granting prayers to make this study possible, including the good health and the gift of knowledge that were necessary to complete this study: To Dr. Edwin T. Caoleng, adviser, for insisting opportunities and help to the researcher as well as the never-ending motivation and encouragement all throughout to complete this study; the researcher will certainly wave the kindness and help to others.

To Dr. Myrna Q. Mallari, chairman of the panel, for asserting support and personal teachings to the researcher; your expertise and wisdom shared will be carried over. The researcher will ripple your kindheartedness.

To Dr. Grace N. Rosete, Dr. Patricia Ann D. Estrada and Dr. Roswald G. Fermin, members of the panel, for their expert insights and suggestions for the enhancement of this paper are very much appreciated.

To Our Lady of Fatima, Our Mother, for holding the researchers hand as they walk through difficulties and hardships headed to the researchers dreams. Her abundant grace, mercy and love are never ending.

To the researchers Ing Pamilya whose in all ways inspiring and shoving the researcher to continue, this is all for you!

REFERENCES

Dbm,Coa.Gov (2022, June 15). Joint Circular Memorandum No. 1s. Retrieved from <https://www.dbm.gov.ph/wp-content/uploads/Issuances/2022/Joint-Circular/COA-DBM-JOINT-CIRCULAR-NO-1-s2022.pdf>

Department of Budget and Management. (2020, March 20). Government COS & JO Workers to Receive Salaries/Wages Despite Enhanced Community Quarantine. Retrieved from <https://www.dbm.gov.ph/index.php/secretary-s-corner/press-releases/list-of-press-releases/1623-government-cos-jo-workers-to-receive-salaries-wages-despite-enhanced-community-quarantine>

Inquirer.net. (2022, September 08). Lawmaker alarmed over rising number of contractual workers in gov't. Retrieved from <https://newsinfo.inquirer.net/1660823/lawmaker-alarmed-over-rising-number-of-contractual-job-order-employees-in-govt>

Agendrix. (2023). what is Employment Status. Retrieved from <https://www.agendrix.com/hr-glossary/employment-status>

