

EMPOWERMENT: CORRELATES OF SATISFACTION AMONG TEACHERS AMIDST COVID-19 PANDEMIC

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Abstract

The main objective of this study was to find out the level of Empowerment to the teachers job satisfaction amidst Covid 19 pandemic. The study used the descriptive type of research. This is a type of research which determined the present facts concerning the empowerment and that can be related to teachers productivity and work satisfaction of Public elementary teachers of San Antonio District. The researcher also employed correlational research design because it was the intention of the researcher to determine the significant relationship between empowerment and work satisfaction amidst COVID-19 pandemic.. Through the descriptive survey method, the researcher established the results possible.

Keywords: empowerment, satisfaction,

Rationale/background

Pokharel (2021) stated that the COVID-19 pandemic has created the largest disruption of education systems in human history, affecting nearly 1.6 billion learners in more than 200 countries. Closures of schools, institutions and other learning spaces have impacted more than 94% of the world's student population. This has brought far-reaching changes in all aspects of our lives. Social distancing and restrictive movement policies have significantly disturbed traditional educational practices. Reopening of schools after relaxation of restriction is another challenge with many new standard operating procedures put in place.

Likewise, empowerment maybe defined as equipping the people in the organization with knowledge, competencies and good decision making skills that will give them the power to serve fully the students. As we all know, in school, principal play a vital role in empowerment of teacher. Decision making will be not possible without the principal. It can affect the performance and productivity of teachers. This study will examine the need for teachers in the decision making process. Empowered teachers participate in critical decisions that directly affect teaching and learning. Furthermore, providing teachers with a significant role in school decision making, and responsibility are key elements in empowerment especially in this time of Covid 19 pandemic.

The researcher of this study is currently teaching in Bulihan Elementary School headed by Head Teacher III. He had experienced teaching in a new normal. In line with this, he had observed different problems amidst pandemic. It is also observed that teachers

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generally differ from one another. They are not empowered and not well satisfied with their job during the pandemic. Due to this observation, he is prompted that some teachers have different views in terms of motivation, decision making and other areas of making their work well executed in this time of pandemic.

In view of the aforementioned circumstances, the researcher views the necessity to conduct a study that would hone the understanding of the teachers', job empowerment and their effect to teachers' satisfaction. These variables play an obvious role in the world of work. Also, it will try to find out the relationship and how each one does goes in the role of the teachers.

Methodology:

The researcher utilized the descriptive method of research. This is a type of research which determined the present facts concerning the empowerment and that can be related to teachers productivity and work satisfaction of Public Elementary Teachers of San Antonio District.

The researcher used a survey questionnaire as the main instrument in gathering the data needed. It was divided into three parts: I. Respondent Demographic Profile, II. Respondents job satisfaction survey, III. Respondents Empowerment Evaluation survey.

The following statistical tools were used by the researcher to determined the empowerment and its relation to teachers work satisfaction, weighted mean was used. The formula is:

$$WM = \frac{5f + 4f + 3f + 2f + f}{n}$$

Where: WM = weighted mean

f = frequency

n = number of respondents

The scale used was:

Scale	Range Interval	Descriptive Rating	
5	4.50-5.00	Strongly Agree	SA
4	3.50 – 4.49	Agree	A
3	2.50 – 3.49	Moderately Agree	MA
2	1.50 – 2.49	Moderately Disagree	D

1 1.00 – 1.49 Strongly Disagree SD

Pearson r was used to determine the significant relationship among empowerment to job satisfaction of teachers amidst COVID-19 pandemic.

The formula is:

$$r = \frac{n \sum XY - \sum X \sum Y}{\sqrt{[n \sum X^2 - (\sum X)^2][n \sum Y^2 - (\sum Y)^2]}}$$

where r = the coefficient of correlation

n= number of paired observations

$\sum XY$ = the sum of the products of X and Y

$\sum X^2$ = the sum of the squared values of X

$\sum Y^2$ = the sum of the squared values of Y

$\sum X$ = the sum of the values of X

$\sum Y$ = the sum of the values of Y

Value of r	Interpretation
$\pm .80$ to $\pm .99$	High correlation
$\pm .60$ to $\pm .79$	Moderately high correlation
$\pm .40$ to $\pm .59$	Moderate correlation
$\pm .20$ to $\pm .39$	Low correlation
$\pm .01$ to $\pm .19$	Negligible correlation

Conclusion:

This study revealed that the level of empowerment has no connection to teachers job satisfaction.

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