"Investigating the Relationship between Employee Profiles and Job Engagement across Government and Non-Government Organizations in Borongan City, Eastern Samar"

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BACKGROUND OF THE STUDY

In recent years, the dynamics of organizational behavior and employee engagement have gained substantial attention in both academic and practical domains. Knowing that engaged employees significantly contribute to organizational success and effectiveness, a growing body of research has aimed to explore the determinants and influencing factors behind job engagement.

INTRODUCTION

The locality chosen for this study, Borongan City in Eastern Samar, Philippines, presents an intriguing setting for investigating job engagement. A diverse landscape of government and nongovernment organizations distinguishes the region, each operating within distinct frameworks, mandates, and structures. The context of Borongan City allows for an examination of how the nature of employment, organizational differences, and the profiles of employees impact their levels of engagement.

Statement of the Problem

This study aims to investigate the Relationship between Employee Profiles and Job Engagement across Government and Non-Government Organizations in Borongan City. Specifically, it seeks to answer the following questions:

a) What is the profile of employees in Borongan City in terms of gender; age; educational attainment; length of service; type of organization; and job title/position?

b) What is the level of job engagement of employees in Borongan City?

c) Is there a significant relationship between the employee profile and their job engagement?

Significance of the Study

The proposed research holds substantial importance due to its potential implications on multiple levels:

Enhanced Organizational Understanding:

This study will provide in-depth insights into the relationship between employee profiles and job engagement. By examining the unique context of Borongan City, it will contribute to a more comprehensive understanding of the factors that drive employee engagement within government and nongovernment organizations.

Strategic Human Resource Management:

Findings from this research will offer practical implications for human resource management practices within both government and non-government sectors. Understanding the determinants of job engagement can aid in the

development of targeted strategies to improve employee engagement, thus positively influencing organizational productivity and effectiveness.

Policy Formulation and Organizational Development:

The study's outcomes can offer guidance for policy development and organizational enhancement within Borongan City. By identifying the factors that contribute to job engagement, both governmental and non-governmental bodies can adapt and implement strategies aimed at fostering a more engaged and productive workforce.

Regional Relevance and Local Empowerment:

Focusing on a specific locality, this research will offer insights that are directly applicable to the regional workforce. By addressing the dynamics of employee engagement in Borongan City, the study aims to contribute to local empowerment and economic development by improving workplace conditions and organizational effectiveness.

Academic Contribution:

The study will add to the existing body of knowledge by providing context-specific insights into the relationship between employee profiles and job engagement. It may serve as a foundation for further research and academic discourse in the field of organizational behavior and human resource management, particularly in regional and diverse organizational settings.

In conclusion, the study's findings are anticipated to have significant implications for organizational management, policy development, and the broader understanding of factors influencing employee engagement within the distinctive landscape of Borongan City, Eastern Samar, Philippines.

Scope and Delimitation of the Study

The study concentrates solely on Borongan City, Eastern Samar, Philippines, excluding other regions or cities within the country.

The research involves an analysis of a diverse range of government offices and non-government organizations present within Borongan City. This encompasses but is limited to the municipal hall, NGOs, community-based organizations, and regional branches of national agencies. The study covers an analysis of employee profiles encompassing demographic details (such as age, gender, educational background, tenure, and job roles), along with factors contributing to job satisfaction, motivation, and commitment within the selected government and non-government organizations. The primary focus is to assess and compare the levels of job engagement among employees within government and nongovernment organizations in Borongan City.

The study operates within a specific time frame, potentially restricting the depth and longitudinal assessment of changes in job engagement over a more extended period. As it was conducted in English, the study may inadvertently overlook nuances or specific details that could be better conveyed in local languages, potentially impacting the depth of local perspectives. The research involves a specified sample size and selection of government and non-government organizations within Borongan City. As such, generalizing the findings to other regions or diverse organizational structures may be limited.

Definition of terms

The following terms were defined for a better understanding of how they are used in this study:

    a. Demographic Information: Data related to employees' age, gender, educational background, tenure in the organization, job roles, and other relevant personal details.

    b. Job Satisfaction: The extent to which an employee feels content or fulfilled with their job and the work

environment.

c. Motivation: Factors that drive an individual's behavior or willingness to expend effort towards achieving organizational objectives.

d. Commitment: The level of dedication and attachment an employee has towards their organization's goals, values, and mission.

e. Job Engagement: A positive, fulfilling, work-related state of mind characterized by vigor, dedication, and absorption in one's work role, contributing to higher levels of performance and overall well-being. This may involve an employee's enthusiasm, involvement, and efficacy in their role.

f. Government Organizations: Entities, departments, or agencies established and funded by the government, responsible for implementing public policies and delivering public services. These may include local government offices, agencies, or bureaus operating within Borongan City.

g. Non-Government Organizations (NGOs): Independent, voluntary, and non-profit organizations that operate without government control, usually aiming to address social or environmental issues. These may include NGOs, community-based organizations, or advocacy groups present in Borongan City.

i. Organizational Performance: The measure of how well an organization achieves its objectives. It might include indicators such as productivity, efficiency, effectiveness, and overall success in meeting its goals and fulfilling its mission.

j. Context-specific Insights: Findings, conclusions, or information derived from the specific regional and organizational context of Borongan City, catering to the unique dynamics, culture, and environment of this locality.

k. Policy Formulation: The process of developing and designing strategies, guidelines, and regulations for effective decision-making and implementation within organizations or governmental bodies.

Research objectives

a) To examine the relationship between employee profiles (demographics, education, and experience) and job engagement.
b) To determine the relationship between job engagement levels and the profiles of the employees of government and non-government organizations and in Borongan City.

REVIEW OF RELATED LITERATURE

Employee engagement is critical to any organization. Deci and Ryan conducted the most influential study on employee engagement in 1985 (Berens, 2013). Deci and Ryan (1985) expanded on early work by differentiating between intrinsic and extrinsic motivation. (Deci & Ryan, 1985).

Work engagement is a positive, affective-motivational state of high energy combined with high levels of dedication and a strong focus on work. Further, work engagement is highly desirable for contemporary public and private organizations as it coincides with high levels of creativity, task performance, organizational citizenship behavior, and client satisfaction (Bakker, A.B. and Albrecht, S. 2018).

In non-government organization, individuals in management positions in large, bureaucratic organizations, such as hospitals and school systems, are thought to be driven by hierarchical inducement systems—salary incentives, decision-making discretion, and ability to influence others all increase as one moves up in an organization hierarchy. Success in management positions, that is, benefits from the rewards associated with large bureaucratic organizations, come through embracing six managerial roles (Nathan, 2017).

Female and married employees who had been in government service for more than 10 years had higher levels

of engagement and higher affective commitment to their organizations. This was expressed in their emotional attachment to and identification with their respective organizations. It was found out that the higher the level of employee engagement in Government Financial Institutions (GFIs), the higher the affective organizational commitment and the lowest for continuance with normative commitment in between them (Torres and Binghay, 2021).

A study conducted by Banihani et al investigated the gendered nature of work engagement. The study proposed a conceptual framework to develop and explain the notion of gendered work engagement. The paper shows that work engagement is a gendered concept as it is easier for men to demonstrate work engagement than for women. Another study by Bakker et al2 explored the relationship between work engagement and gender. The study found that women reported lower levels of work engagement than men. The study also found that the relationship between work engagement and job demands was stronger for men than for women (Ginatilaka, 2019)

There has been very limited literature on the relationship of positions in an organizational to work engagement. There has been, however, studies conducted on the effect of perceived job role or meaningfulness to the level of work engagement.

Meaningfulness is believed to satisfy psychological needs for purposefulness and belongingness, which further promotes work engagement (Wang and Xu, 2019). Researchers have consistently linked job meaningfulness to increased work motivation, which leads to higher work engagement (Aryee et al., 2012). In addition, people who report having meaningful work are motivated to invest more of themselves in their work role (i.e., engagement) because they feel that in doing so, they will be better able to protect and enhance their well-being (Fletcher, 2019). Macey et al. (2011) argued that "people come to work for pay but get engaged at work because the work they do is meaningful" (p. 69). In line with this, the perception of job meaningfulness "fuels the motivation to make a prosocial difference that in turn increases effort and persistence" (Sonnentag, 2017, p. 15).

Conceptual Framework

Independent Variables	Dependent Variable
Gender Age Educational Attainment Length of Employment Position	Job Engagement

RESEARCH METHODOLOGY

This chapter discussed the design and procedures undertaken during the conduct of the study.

Research Design

This study made use of descriptive research method, which is designed, for the researchers to gather information about present existing conditions needed in the chosen field of study. This method enables the researchers to interpret the theoretical meaning of the findings and hypothesis development for further studies.

Descriptive research is also called Statistical Research. The main goal of this type of research is to describe the data and characteristics about what is being studied. The idea behind this type of research is to study frequencies, averages, and other statistical calculations. Although this research is highly accurate, it does not gather the causes behind a situation. Descriptive research is mainly done when a researcher wants to gain a better understanding of a topic for example, a frozen ready meal but doesn't know much about the area of fresh food so has to carry out research in order to gain a better understanding. It is quantitative and uses surveys and panels and also the use of probability sampling. Descriptive research is the exploration of the existing certain phenomena. The

details of the facts won't be known. The existing phenomena facts are not known to the person.

Descriptive method encompasses all the data gathered useful in adjusting or meeting the existing phenomenon. Survey study was employed to measure the existing event without inquiring into why it exists. In this study, this method involved determined information about variables rather than the individuals.

As used in this research, gathered and treated data are employee profiles such as gender, age, educational attainment, and length of employment; employment information such as the type of organization they are affiliated with and their job position or title. Lastly, job engagement factors are also included to complete the necessary data needed for the completion of the study.

Locale of the study

The study is conducted in the only city within the Province of Eastern Samar. Borongan City is situated in the Eastern Visayas region of the Philippines, specifically on the island of Samar. Geographically, it is characterized by coastal areas, lush landscapes, and a mix of urban and rural settings. The city serves as the capital of Eastern Samar province, making it a hub for administrative, cultural, and economic activities in the region.

The economic landscape of Borongan City is diverse, encompassing sectors such as agriculture, fisheries, commerce, and public services. Government offices, including local government units (LGUs), contribute significantly to the city's economic structure, alongside non-governmental organizations (NGOs) that engage in various community development projects.

Borongan City hosts several government offices responsible for delivering essential services to its residents. These may include the Mayor's Office, City Health Department, Education Office, and Public Works Department. The organizational structure of government offices in Borongan City reflects the administrative hierarchy typical of local governance.

Complementing government efforts, numerous non-government organizations operate in Borongan City. These NGOs cover a range of areas such as community development, environmental conservation, healthcare, and social advocacy. Their presence adds a dynamic dimension to the city's social fabric, addressing specific needs and promoting civic engagement.

Borongan City boasts a rich cultural heritage influenced by its history and diverse community. The local population may engage in cultural events, festivals, and traditional practices that contribute to the city's vibrant social dynamics. Understanding the cultural context is crucial for interpreting the findings related to employee profiles and job engagement.

The city also hosts educational institutions, such as schools and training centers, contributing to the development of human resources. Additionally, healthcare facilities and organizations play a vital role in supporting the well-being of the community.

Borongan City fosters community interaction through local markets, public spaces, and communal gatherings. The relationships formed within these community settings can influence the social dynamics and collaboration between government and non-government entities.

The choice of Borongan City as the locale of the study offers a unique context to investigate the relationship between employee profiles and job engagement. The blend of government and nongovernment organizations, coupled with the city's cultural and economic diversity, provides a comprehensive backdrop for understanding the dynamics of employee engagement in both sectors within a specific regional context.

Respondents of the study

The respondents of the study were very important for they comprise most of the data to be interpreted by the researchers for the study to be accomplished. The study focused on 232 employees from government and 16 employees from non-government offices in Borongan City.

Sampling procedure

The study adopted stratified random sampling to come up with the ideal sample. Stratified random sampling is a sampling technique under probability sampling where the researchers obtain a sample population that best represents the entire population being studied (www.investopedia.com/terms/stratified_random_sampling.asp, Retrieved December, 2023).

Due to the nature of the total population for the study, which covered both government and nongovernment employees, it was possible to divide them into sub-groups called "strata" and come up a reliable and accurate sample size that would best represent the population.

Research instrument

In gathering data, the researchers made use of the close-ended questionnaires which are a necessity for the descriptive method. The data were acquired through collection of information, which served as a guide in constructing the sample questionnaire. Also, the researchers have adopted some words and phrases from different studies that are related objectives of the study that are available online. Some items in the questionnaire were designed by the researchers themselves for the completion of the relevant information needed.

The questionnaire is divided into three parts. The first part of the questionnaire is composed of the employee's demographics. The second part is the employment information and the last part consist of job engagement factors that measures the job engagement of the employee.

Likert Scale was used to modify the answers of the respondents considering five options with the corresponding scale. The options are: (5) Highly Engaged; (4) Engaged; (3) Moderately Engaged; (2) Poorly Engaged; (1) Not Engaged. Respondents were requested to check the space provided for each option. After completion, validation of the questionnaire was done to ascertain its clarity and effectiveness. Likert Scale is a psychometric scale commonly used in questionnaires. While responding to a Likert questionnaire item, respondents specify their level of agreement to a statement. The scale is named after Rensis Likert, who published a report describing its use. This instrument is the sum of responses on several Likert items. Because Likert items are often accompanied by a visual analog scale (e.g., a horizontal line, a subject indicates his or her response by circling or tick-marks), the items are sometimes called scales themselves.

The consolidated points from the respondents' answers to each item over a five-point are to be interpreted as follows:

Weighted Mean	Scale	Verbal Interpretation
4.51 - 5.0	5	Highly Engaged
3.51 - 4.5	4	Engaged
2.51 - 3.5	3	Moderately Engaged
1.51 – 2.5	2	Poorly Engaged
1.0 – 1.5	1	Not Engaged

Data gathering procedure

The data gathered in this study were all from the hard work and patience of the researchers. The instruments used in this study were adopted from previous theses. The researchers also had to consult books, the internet, and other materials in connection with the study which served as supplementary data and helped in facilitating the undertakings of the research report. Some items were omitted, added and revised thus requiring test on validity and reliability.

Conducting a survey was one of the tasks the researchers had to go through for them to be able to gather enough and relevant information to accomplish this study. Despite of their busy schedules during work hours, the respondents still willingly cooperated in answering the survey questionnaires.

The researchers had a tough time in conducting the survey because of the fact that going from one place to another was not an easy task. It was time-consuming and it really requires a lot of energy but every sacrifice made was worth it.

Respondents were given enough time to complete the questionnaires. The questionnaires were then collected. The results were computed and tabularized according to the frequency of items checked by the contributors of data, the respondents. After data tabulation, results were construed using various statistical tools. The end result of the technique used in the data gathering assisted the researchers in order for them to arrive at the interpretation and analysis of the study.

Statistical Treatment of data

The data gathered in this study were organized and classified based on the research design and the problems formulated. The data were ordered, tallied and tabulated to facilitate the presentation and interpretation of results using the following statistical tools:

Frequency Distribution and Percentage:

The percentage and frequency distributions were used to classify the respondents according to the employees' demographics such as gender, age, educational attainment, and length of service. The frequency also presented the actual response of the respondents to a specific question or item in the questionnaires. Frequency distribution table was used as a tally sheet for the response to simple questions gathered in summary form.

On the other hand, the percentage of that item is computed by dividing it with the total sample number of respondents who participated in the survey. The formula used in the application of this technique is:

Where:

$$\% = (f/n \times 100)$$

% = percentage

f = frequency

n = number of total sample

Ranking:

This was used to arrange the degree of worth or relative status of the answers given by the respondents. Also, this was used for comparative purpose and for sharing the importance of items analysed.

Weighted mean:

Another statistical technique used in the study is the weighted mean. It was used basically to determine the average responses of the different options provided in a certain part of the survey questionnaire used. The method was used in conjunction with the Likert scale. The formula used in computing the weighted mean:

$$WM = f_{sa}(5) + f_a(4) + f_u(3) + f_d(2) + f_{sd}(1)$$

N

Where:

WM = weighted mean

fsa = frequency of strongly agree responses

fa = frequency of agree responses

f = frequency of moderately agree responses

fd = frequency of disagree responses

fsd = frequency of strongly disagree responses

n = number of total sample

Pearson Correlation:

The study used the Pearson Correlation Coefficient in determining the correlation between the independent and dependent variables. The correlation coefficient (r) ranges from -1 (a perfect negative correlation) to 1 (a perfect positive correlation). In short, $-1 \leq r \leq 1$. Results are interpreted based on the Rule of thumb or the Scale of Correlation:

0.0 = /r/: no correlation

0.0 < /r/ < 0.2: very weak correlation

$0.2 \leq$ /r/ ≤ 0.4: weak correlation

0.4 < /r/ < 0.6: moderately strong correlation

$0.6 \leq$ /r/ ≤ 0.8: strong correlation

0.8 < /r/ < 1.0: very strong correlation

1= /r/: perfect correlation

The proponents of the study opted to use of IBM SPSS 25 application software in analyzing the data gathered.

Ethical considerations

The researchers took into consideration the ethical guidelines that the study must follow. Letter of consent was presented to the office of the City Human Resource Management and the Offices of Nongovernment Organizations in the context of data collection. Survey questionnaires has an attachment of Non-Disclosure Agreement that assures the respondents the confidentiality of their responses. Data collected were treated with utmost honesty to ensure the results would surely reflect the responses of the respondents. The participants are highly encouraged to freely stop the survey when they feel uncomfortable.

Presentation, Analysis and Interpretation of Data

This chapter focused with the presentation, analysis and interpretation of the data gathered problem as well as to the questionnaires given to the respondents.

The data were from the instrument used, presented in tabular form. The presentation was patterned according to the structure of the survey questionnaire aligned to the statements of the problem treated using appropriate tools, discussed in Chapter 3, and were analyzed to answer the specific questions in the statement of the problem.

Employee Profile

Table 1 presents the frequency, percentage, and rank of store respondents classified according to gender.

Table 1: Distribution of Employees by Gender

	Frequency	Valid percent
Male	112	45.2
Female	134	54.0
Transgender	2	.8
Total	248	100.0

Table 1 shows the gender of the respondents. Based on the above information, 134 or 54% of the respondents are Female. Followed by 112 or 45.2% of the respondents who are Male and lastly, 2 or .8% of the respondents said that they have other gender which they specifically described as transgender.

Table 2 presents the frequency, percentage, and rank of store respondents classified based on to their Age. Table 2: Distribution of Employees by Age

	Frequency	Valid percent
18-24	30	12.1
25-34	64	25.8
35-44	69	27.8
45-54	69	27.8
55 above	16	6.5
Total	248	100.0

Table 2 shows the age groups of the respondents. Based on the above information, 69 or 27.8% of the respondents belongs to the age group of 45-54. Followed by 69 or 27.8% of the respondents whose ages are between 35 and 44. Next, 64 or 25.8% of the respondents said that their ages are in between 25 to 34. There are also 30 or 12.1% or the respondents who has the age between 18 and 24. And lastly, there are 16 or 6.5% respondents who said that their age are 55 and above.

Table 3 presents the frequency, percentage, and rank of store respondents classified according to their Educational Attainment.

Table 3: Distribution of Employees According to Educational Attainment

	Frequency	Valid percent
High School	28	11.3
Bachelor's Degree	173	69.8
Master's Degree	45	18.1
College Level	2	.8
Total	248	100.0

Table 3 shows the educational attainments of the respondents. Based on the above information, 173 or 69.8% of the respondents has their bachelor's degree. Followed by 45 or 18.1% of the respondents who have their master's degree. Next, 28 or 11.3% of the respondents said that they have high school level of education. And lastly, there are 2 or 0.8% of the respondents who said that their educational attainment are in college level.

Table 4 presents the frequency, percentage, and rank of store respondents classified according to their length of employment.

Table 4: Distribution of Employees According to Length of Employment

	Frequency	Valid percent
Less than 1 year	16	6.5
1-5 years	81	32.7
6-10 years	84	33.9
More than 10 years	67	27.0
Total	248	100.0

Table 4 shows the length of employment of the respondents. Based on the above information, 84 or 33.9% of the respondents has been employed between 6 to 10 years. Followed by 81 or 32.7% of the respondents whose has been employed for 1 to 5 years. Next, 67 or 27% of the respondents said that they have been employed for more than a year. And lastly, there are 16 or 6.5% of the respondents who has been employed for more than 10 years.

Table 5 presents the frequency, percentage, and rank of store respondents classified according to the type of organization where they are currently employed.

Table 5: Distribution of Employees According to the Type of Organization

	Frequency	Valid percent
Government	232	93.5
Non-government	16	6.5
Total	248	100.0

Table 5 shows the type of organization where the respondents are currently working. Based on the above information, 232 or 93.55% of the respondents' works in government organizations and 16 or 6% of the respondents are currently employed in non-government organizations.

Table 6 presents the frequency, percentage, and rank of store respondents classified according to the position/job title they have in the organization.

Table 6: Distribution of Employees According to their Position/Job Title

	Frequency	Valid percent
Administrative	160	64.5
Technical/ Professional	42	16.9

Managerial	25	10.1
Job Order	21	8.5
Total	248	100.0

Table 6 shows the length of employment of the respondents. Based on the above information, 160 or 64.5% of the respondents has an administrative position. Followed by 42 or 16.9% of the respondents who has technical/professional position? Next, 25 or 10.1% has a managerial position. And lastly, 21 or 8.50% of the respondents who said they have a job order position in the organization.

Table 7 illustrates the weighted mean and verbal interpretation of job level engagement.

Table 7: Weighted Mean and Verbal Interpretation of Job Engagement Level

Weighted Mean	Verbal Interpretation	Frequency	Percent
4.51-5	Moderately Engaged	36	14.5
3.51-4.5	Engaged	143	57.7
2.51-3.5	Highly Engaged	69	27.8
Total		248	100.0

Table 7 shows that there are 143 or 57.7% of the respondents who said that they are engaged with their job. 69 or 27.8% said that they are highly engaged with their job and 36 14.5% of the respondents said that they are moderately engaged with in their job.

Table 8 shows the correlation between gender and job engagement.

Table 8: Gender and Job Engagement

		Job Engagement
Gender	Pearson Correlation	0.001
	Sig. (2-Tailed)	0.994
	N	248

Table 8 shows that the correlation between gender and job engagement is 0.001, which indicates that there is a very weak and positive correlation between gender and their job engagement.

Table 9 shows the correlation between the employees' age and job engagement.

Table 9: Age and Job Engagement

		Job Engagement
	Pearson Correlation	-0.108
	Sig. (2-Tailed)	0.090
Age	N	248

Table 9 shows that the correlation between age and job engagement is -0.108, which indicates that there is a very weak and negative correlation between age and their job engagement.

Table 10 shows the correlation between the employees' educational attainment and job engagement.

Table 10: Educational Attainment and Job Engagement

		Job Engagement
Educational Attainment	Pearson Correlation	0.076
	Sig. (2-Tailed)	0.233
	N	248

Table 10 shows that the correlation between age and job engagement is 0.076, which indicates that there is a very weak and positive correlation between educational engagement and their job engagement.

Table 11 shows the correlation between the employees' length of service and job engagement.

Table 11: Length of Service and Job Engagement

		Job Engagement
Length Of Service	Pearson Correlation	-.244[**]
	Sig. (2-Tailed)	0.000
	N	248

Table 11 shows that the correlation between length of service and job engagement is -0.244, which indicates that there is a weak and negative correlation between gender and their job engagement. Length of service is significant at 0.01, which is validated with its result at 0.000 significance level.

Table 12 shows the correlation between the types of organization they are affiliated and job engagement.

Table 12: Type of Organization and Job Engagement

		Job Engagement
Type Of Organization	Pearson Correlation	0.094
	Sig. (2-tailed)	0.139
	N	248

Table 12 shows that the correlation between type of organization and job engagement is 0.094, which indicates that there is a very weak and positive correlation between type of organization and their job engagement.

Table 13 shows the correlation between employees' job title or position and job engagement.

Table 13: Job Title/Position and Job Engagement

		Job Engagement
Job Title/Position	Pearson Correlation	0.094

	Sig. (2-tailed)	0.140
	N	248

Table 13 shows that the correlation between job title/position and job engagement is 0.094, which indicates that there is a very weak and positive correlation between job title/position and their job engagement.

Table 14: Conclusions and Decisions

Hypothesis	Significance Level	Decision
There is no significant relationship between gender and job engagement.	Very weak, positive	Reject
There is no significant relationship between age and job engagement.	Very weak, negative	Reject
There is no significant relationship between educational attainment and job engagement.	Very weak, positive	Reject
There is no significant relationship between length of service and job engagement.	Very weak, negative	Reject
There is no significant relationship between the type of organization they are affiliated and job engagement.	Very weak, positive	Reject
There is no significant relationship between the job title/position and job engagement.	Very weak, positive	Reject

CONCLUSIONS

This chapter summarizes the findings and generated conclusions from the data which were analyzed and interpreted.

This study aimed to determine the significance between the employee profile and their job engagement. The researchers used descriptive method of research to depict the nature of a condition, as it existed in the time of study. The researchers primarily utilized a survey questionnaire to gather the needed information which was conducted on November, 2023. Respondents were 248 people coming from both government and non-government offices within Borongan City.

Appropriate statistical tools were applied in treating the data of the study. The data gathered were tallied, tabulated and analyzed to facilitate the presentation and interpretation. The statistical analysis was administered by using frequency, ranking, percentage, weighted mean and Pearson Correlational Coefficient using IBM SPSS 25 and Likert Scale to process the data collected with the purpose of coming out with the assessment.

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