

**BASELINE SURVEY ON THE WORK-LIFE ISSUES AND NEEDS OF THE
FACULTY AND STAFF OF CENTRAL PHILIPPINE UNIVERSITY**

A Research Report

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By

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ABSTRACT

This study was conducted to know the work-life issues and needs of the faculty and staff of the University. Descriptive analysis was employed and utilized the one-shot survey design. From a total of 630 employees, a sample of 239 was obtained using the sampling formula with a margin of error of 0.05. A self-administered questionnaire served as the main tool for data collection. Results of the study showed that the majority of the respondents are female, married, with a mean age of 41.8 years old, and have been working with the University for 12.3 years. There are employees who admitted that their personal life responsibilities occasionally impede their job performance. They have been late for work more than once per month and could not concentrate with their job. Common reasons are financial concerns, family care, and child care. The employees believed that the University has existing work-life programs and have availed of it. Some employees reported that they have enjoyed a flexible work schedule, have availed of the University program on employee health and well-being, and benefited from the University's financial assistance program. Among the work-life programs, financial assistance and family care are considered as very important. The employee health and well-being and personal convenience services are also regarded as important programs that could be implemented.