

[DOI: 10.21506/j.ponte.2019.01.26](https://doi.org/10.21506/j.ponte.2019.01.26)

ATTRIBUTES OF ISPSC TEACHING AND NON TEACHING PERSONNEL: ITS RELATION TO THEIR JOB PERFORMANCE AND SATISFACTION

Dr. Tessie L. Dela Cruz
Ilocos Sur Polytechnic State College
Tagudin, Ilocos Sur

The research determined the attributes of ISPSC teaching and non-teaching personnel its relation to their job performance and satisfaction. Respondents were 124 teaching and 76 non-teaching personnel of the six campuses of Ilocos Sur Polytechnic State College. Descriptive correlational-developmental method of research using questionnaire, documentary analysis and library technique were used to supplement the gathering data. Frequency count, percentage, weighted mean and correlational analysis through the SPSS were used to treat the data. The attributes' variables of the teaching and non-teaching personnel along the dimensions were considered varied. The level of job performance and satisfaction of the teaching and non-teaching personnel were described as "Strongly Satisfied". All the items on the level of job performance and satisfaction of the teaching personnel were "capabilities" and the non-teaching personnel, eight indicators were rated "capabilities" while two indicators were described as "constraints" that are needing to be addressed, hence an enhancement plan for the non-teaching personnel was developed. Significant relationship existed between the length of service and job performance and satisfaction of the teaching personnel and no significant relationship between the attributes' variables and job performance and satisfaction of the non-teaching personnel.

Keywords: Teaching and Non- Teaching Personnel, Attributes, Job Performance and Satisfaction.