



Research Paper

Employment Status and Work Satisfaction Level of the Bsais Graduates of Laguna University: Input For A Sustainable Placement And Linkage Program

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Abstract.

This study investigates the employment status and work satisfaction levels of graduates from the Bachelor of Science in Information Systems (BSAIS) program at Laguna University. It also evaluates the effectiveness of existing placement and linkage programs and provides insights for curriculum improvement and the development of a sustainable program catering to BSAIS graduates' specific needs. A descriptive-quantitative research approach was used, employing a Google Form as the primary instrument.

The study aimed to establish correlations between demographic profiles and respondents' work satisfaction and employment status. Results showed that a majority of respondents were female, held full-time employment, and reported high levels of satisfaction in various aspects of their work environment, compensation, benefits, job security, and professional skills.

A positive relationship was found between respondents' tenure in their companies and satisfaction levels. No significant correlation was observed between gender or work affiliation and work satisfaction, nor between employment status and work satisfaction. The implications of these findings contribute to future research and the improvement of educational curricula or career support services.

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I. Introduction

The Bachelor of Science in Accounting Information System (BSAIS) program at Laguna University aims to prepare students for diverse careers by equipping them with accounting and information technology skills. The success of BSAIS graduates in securing suitable employment is crucial, given the competitive job market and the importance of work satisfaction for performance and well-being.

Placement and linkage programs are designed to assist graduates in finding employment opportunities but may not always address their specific needs. The BSAIS program, aligned with competency-based standards and outcomes-based education, integrates accounting, business, and computer systems knowledge to prepare students for professional careers.

This study investigates the employment status and work satisfaction of BSAIS graduates from Laguna University. It aims to assess the effectiveness of existing placement and linkage programs and provide insights for curriculum improvement. Understanding the factors influencing employment status and work satisfaction among BSAIS graduates is essential for enhancing their employability and overall success.

II. Theoretical background

The human capital theory posits that an individual's abilities, knowledge, and skills significantly impact their employability and potential earnings. It emphasizes the importance of investing in education, training, and development to enhance human capital. Employers value individuals with high levels of human capital, as they are willing to pay more for their skills and expertise, leading to better job prospects for those with more education, training, and experience.

The Job Characteristics Model delves into the elements of a job and how they influence an individual's psychological states and work outcomes, particularly work satisfaction. It asserts that job design plays a crucial role in shaping an individual's motivation, job satisfaction, and overall well-being. The model emphasizes five key job features that significantly impact job satisfaction: skill variety, task identity, task significance, autonomy, and feedback. The Job Characteristics Model suggests that jobs incorporating these features are more likely to result in higher levels of work satisfaction, motivation, and overall well-being for employees. Organizations can enhance employee engagement and work satisfaction by designing job assignments that incorporate these critical job characteristics.

III. Research Problems and Hypothesis

The study aims to investigate the employment status and work satisfaction level of BSAIS graduates from Laguna University, assess the effectiveness of the existing placement and linkage programs, and provide insights for curriculum improvement and the development of a sustainable placement and linkage program that addresses the specific needs and concerns of BSAIS graduates. It can contribute to the understanding of the factors that affect the employment status and work satisfaction level of BSAIS graduates and can also serve as a basis for further research related to employability and work satisfaction for BSAIS graduates.

IV. Data and methods

A descriptive-quantitative research design was utilized in this study to determine the respondents' employment status and work satisfaction level. The data is gathered in numerical format, and analyzed in a quantitative way using statistical tools. Thirty four(34) graduates of Bachelor of Science in Accounting Information System batch 2021-2022 were chosen as respondents to accomplish the questionnaires.

V. Results

1. Demographic Profile of the Respondents

- Age

The length of an existence extending from the beginning to any given time. The table below shows a category of the respondents of which their age comprise.

Table 2. Age of the Respondents

Age	Frequency (f)	Percentage (%)
21 - 23	14	37.8%
24 - 26	18	48.6%
27 - 29	3	8.1%
30 and above	2	5.4%
Total	37	

Table 2 shows the distribution of the respondent’s profile based on age. It shows that the majority of respondents in the survey or study fall within the age range of 24 to 26, comprising nearly half of the total respondents at 48.6%. On the contrary, individuals aged 30 and above represent the smallest percentage, accounting for just 5.4% of the respondents. This distribution strongly suggests that the bulk of the graduates or participants in this survey likely belong to the younger age bracket of 24 to 26 years old. It implies a higher inclination or participation of younger individuals in the study or survey compared to those who are older, possibly indicating a trend or pattern within this particular group's demographics or interests.

- **Sex/Gender**

The state of being male or female. The table below shows the frequency and percentage of male and females.

Table 3. Sex of the Respondents

Sex	Frequency (f)	Percentage (%)
Male	7	18.9%
Female	30	81.1%
Total	37	

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distribution of the respondent’s profile based on sexuality. It shows that most of the respondents are female (81.1%). Meanwhile, male have the least counterparts (8.9%). The table indicates that graduates of BSAIS were mostly females. In a study authored by Cislighi, B. et. al (2022), it specifies the gender norms have been found to affect the women’s labor participation across context as it intersects with socio-cultural contexts in determining the woman’s FTE, however in some countries gender norms aligned positively with women’s access to employment. Moreover, it dictates if a woman or man gets the job. We are at the age of equality in what men and women can do, and women here are no exception to that in terms of work related. According to Berman, (2018) women are more productive in the workplace than men. Also, Hives (2020) highlighted in his research that women exert 10% hard work and a little bit equal or more completion rate than men in the workplace, stated in the study of Oludayo, G. O. (2021). However, Melinda Gates. (2021) states that “Gender diversity is not just good for women; it’s good for anyone who wants results.” Furthermore, Karadeniz, M. (2023). study about affecting job satisfaction, gender has no relation in the employees job satisfaction. The study clearly revealed that the gender of a person does not define the work they should fall into.

- **Employment status**

The current working situation of an individual either employed or unemployed. The table below shows the respondents’ employment status with the equivalent frequency and percentages in each category.

Table 4. Employment Status of the Respondents

Employment Status	Frequency (f)	Percentage (%)
Probationary	6	16.2%
Part – time	2	5.4%
Full – time	21	56.8%
Self - employed	3	8.1%
Unemployed	5	13.5%
Total	37	

Table 4
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respondent’s profile based on employment status. It shows the employment status of respondents in the company/organization that will guide them to their work obligations. It shows that the highest percentage and majority of them are full-time employees (56.8%), while three are self-employed (8.1%) and five are unemployed (13.5%). This means that most of the graduates of BS Accounting Information System batch 2021-2022 are full-time employees. Based on the study of Froidevaux, A., Koopmann, J., Wang, M., & Bamberger, P. (2020), the graduates who had loan debt, are more likely to experience financial burden and frequent job search

are securing full-time jobs upon their graduation. The respondents are considered probationary in their employment status within their first and second months of employment. Caingcoy, M. E., Ramirez, I. A. L., et al (2021). And thus, employment status, short-term contracts, self employed and unemployment has a negative impact on the workers' job quality. Gevaert, J., De Moortel, D., Eiffe, F. F., & Vanroelen, C. (2023)

- **Work Affiliation**

The respondent's membership in or affiliation with small or large professional groups. It demonstrates their dedication to the field and highlights the relevant experience they have to offer—even outside of the organization. It is their involvement in the professional sector. The table below shows the work affiliation of respondents with its corresponding frequency and percentage.

Table 5. Work Affiliation of the Respondents

Work Affiliation	Frequency (f)	Percentage (%)
Not Applicable	21	56.8%
Public	12	32.4%
Private	4	10.8%
Total	37	

As shown in table 5, only a few disclosed their work affiliation, where there are more working or have worked in public companies or institutions (32.4%) compared to the 10.8% who worked in private companies. The analysis shows that out of 37 graduates, 21 alumni cannot disclose their work affiliation information, while most of the BSAIS graduates were affiliated in public sectors. However, the remaining 10.8% were affiliated in private sectors with 10.8%, this means that the BSAIS alumni prefer to work in the public sector. According to the study of Lahey, J., Weaver, A. J., & Oxley, D. R. (2022), employees working in the public sectors treat other people with respect. Another study of Cordes, J., & Vogel, R. (2022), the job seeker found that the public sector position is more certain than the private sector. Associations and organizations had different roles in creation and performing management practices in the workplace, to be able to have efficiency and effectiveness it requires a lot of improvements in the organizational process. Kasale, L. L., Morrow, S., & Winand, M. (2020).

- **Position**

Position in the company, determine the employee's role and responsibilities in the organization. It is the employer's work expectation to the employees with their current position in the company. Table below shows the respondents position in the company with its corresponding frequency and percentage.

Table 6. Position of the Respondents

Position	Frequency (f)	Percentage (%)
Accountant	1	2.7%
Accounting Assistant	2	5.4%
Accounting Associate	1	2.7%
Accounting Clerk	1	2.7%
Accounting Manager	1	2.7%
Accounting Staff	2	5.4%
Administrative Assistant	1	2.7%
Associate	1	2.7%
Bookkeeper	2	5.4%
Business Consultant	1	2.7%
Business Manager	1	2.7%
Data Processing Center	1	2.7%

Specialist		
HR / Bookkeeper	1	2.7%
HRA	1	2.7%
Marketing Office Staff	1	2.7%
Office Assistant	1	2.7%
Payroll Staff	1	2.7%
Recon Associate	1	2.7%
Sales Administrator Officer	1	2.7%
Sales Expert	1	2.7%
Not Applicable	14	37.8%
Total	37	

Table 6

shows the distribution of the respondent's profile based on their position. It shows that a total of eight respondents work in the accounting field (accountant, accounting assistant/associate, clerk, manager, or staff). Moreover, most of the respondents do not disclose their job or position.

- **Number of Years in the company**

The employee's length of time working in the company or in organizations. The table below shows the number of years the respondent spent in their company with its corresponding frequency and percentage.

Table 7. Number of Years in the Company of the Respondents

No. of Years	Frequency (f)	Percentage (%)
Less than 1 year	8	21.6%
1 year	18	48.6%
1 to 2 years	4	10.8%
2 – 5 years		
5 years and above		
Not Applicable	7	18.9%
Total	37	

Table 7 shows the distribution of the respondents based on the number of years in the company. It shows that most of them have worked and been working in the company for a year only (48.6%). Hence, some worked and been working for 1 to 2 years (10.8%). This indicates that most of the BSAIS graduates have been only working in the company for a year only. The batch 2021-2022 respondents seem work ready and gain experience upon graduating in college. In relation to study, Irfansyah, A., Suparji, S., Suprianto, B., Kuntadi, C., & Sudarmaji, H. (2023b) reveal that the students' readiness affects the following factors, job preparedness, skills, and digital abilities. Another study, (Khatun, M. & Rahman, SK. N. & Khatun, M. 2023) states that, there are many factors why most employees stay in the company for a long period of time, mostly a positive company culture, good benefits, and friendship. Furthermore, Karadeniz, M. (2023). study about factors affecting job satisfaction, shows that length of service affects work satisfaction of employees.

- **Monthly Income**

The amount of money a person earns within a month, typically from wages or salary, which can be used to evaluate their financial well-being and career success. The table below shows the respondents monthly income with corresponding frequency and percentage.

Table 8. Monthly Income of the Respondents

Monthly Income	Frequency (f)	Percentage (%)
Php 1, 000 – 5, 000	3	8.1%
Php 5, 001 – 10, 000	4	10.8%
Php 10, 001 – 15, 000	14	37.8%
Php 15, 001 – 20, 000	11	29.7%
Php 20, 000 and above	5	13.5%
Total	37	

Table 8 shows the distribution of respondents based on the monthly income. It shows that most of them earn a monthly income of Php 10,001 to Php 15,000 (37.8%). Hence, some are only earning Php 1,000 to Php 5, 000(8.1%). The study indicates that most of them are earning a minimum wage of Php 10,001 to Php 15,000 monthly. Earning minimum wage affects the employees retention in the company, an individual who seeks for a high salary they tend to leave their current job to look for the best opportunity. According to the study of Gavaille, N., & Zasova, A. (2023b), minimum wage earning switching employment from small companies into a bigger one to satisfy their basic needs. However, Gavaille, also states that minimum wage earners are more likely to survive their needs than in the lowest level earners. Another study of Karadeniz, M. (2023). salary is one of the main factors affecting the job satisfaction of employees.

Work Satisfaction Level of Graduates

Table 9. Work Environment

Work Environment	Mean	SD	Interpretation
1. My company allowed to work on a flexible schedule	2.95	1.026	High
2. My department has been given substantial freedom to carry their job effectively.	3.27	.693	Very High
3. My workplace is comfortable to work in because of a well-balanced temperature and humidity.	3.27	.838	Very High
4. My company has a low hazard/accident working environment.	3.24	.796	Very High
5. I am working in a healthy environment.	3.05	.970	Very High
Mean	3.1568	.66355	Very High

Legend: 0.99-1.00 (Very Low), 1.00-1.99 (Low), 2.00-2.99 (High), 3.00-4.00 (Very High)

Table 9 presents the work satisfaction of the respondents in their work environment. The respondents demonstrated a very high satisfaction on four statements, and the highest among the four was in their substantial freedom to carry their jobs effectively (M=3.27) and in being comfortable with the well-balanced temperature and humidity in their workplace (M=3.27). They are also very satisfied with the low-hazard/accident working environment (M=3.24) and their healthy working environment (M=3.05). On the other hand, they only have high satisfaction with being allowed to work on a flexible schedule (M=2.95). Overall, the respondents have very high satisfaction in their work environment (M=3.1568).

In relation to the result of the study, according to Taheri et al.'s (2020), the working environment presents issues for a variety of businesses and institutions. An improved work environment is seen by employers as the most important issue to take into account. By offering various facilities, institutions must maintain the productivity, efficacy, and efficiency of their workforce in order to maintain their steady upward progress. And the most important thing that employees want is a comfortable workplace. Therefore, in order to keep a consistent workforce necessary for the operation of the business, businesses and institutions must prioritize offering improved working environments.

Table 10. Compensation and Benefits

Compensation and Benefits	Mean	SD	Interpretation
1. I have freedom to give input/suggestions towards our work.	3.14	.751	Very High
2. In my work, employees are consistently recognized by superior	3.16	.764	Very High
3. My company offers the best incentives that every employee desires.	2.95	.743	High
4. I enjoy higher pay and benefits in my job.	2.95	.815	High
5. My company communicates changes that may affect compensation and benefits.	2.92	.924	High
Mean	3.0216	.66797	Very High

Legend: 0.99-1.00 (Very Low), 1.00-1.99 (Low), 2.00-2.99 (High), 3.00-4.00 (Very High)

Table 10 presents the work satisfaction of the respondents in their compensation and benefits. The respondents demonstrated a very high satisfaction on two statements, and the highest among the two was they were consistently recognized by superior (M=3.16; SD=0.764) and they have freedom to give input/suggestions towards our work (M=3.14; SD=0.751). Moreover, they have a high satisfaction on the three statements, and those are their company offers the best incentives that every employee desires (M=2.95; SD=0.743), they enjoy higher pay and benefits in their job (M=2.95; SD=0.815), and companies communicates changes that may affect compensation and benefits (M=2.92; SD= 0.924). Overall, the respondents have very high satisfaction in their compensation and benefits (M=3.0126; SD=0.66797).

In relation to the result of the study, according to Vanessa (2023), excellent compensation and benefits packages can differentiate a company from other employers in the marketplace. A business hires people to achieve its organizational goals, and candidates can join companies to earn money and advance their careers. Companies that develop a competitive and well-designed compensation and benefits strategy may enjoy these benefits. Moreover, according to Kimberlee Leonard (2019), properly compensating employees shows you value them as workers and as human beings. When people feel valued, they feel better about coming into work. Overall company morale increases and people are motivated to come to work and do a good job. Additionally, when employees know there are bonuses or commissions, they are increasingly motivated to deliver grander results. Bonus and commission compensation plans become a focal point for success. Another study by R. S. Siregar et. al., (2019), Rewards or remuneration provided by the company to its employees will affect an employee's satisfaction with his work. Then the higher the compensation was given, the more satisfied the employee feels for his job and conversely the lower the compensation given, the lower the employee's satisfaction with his job.

Table 11. Job Security

Job Security	Mean	SD	Interpretation
1. My company gives me assurance of having long-term employment.	3.08	.894	Very High
2. I feel secure at my current work.	3.03	.897	Very High
3. I am confident in the stability of the field industry I work in.	3.03	.897	Very High
4. I am certain about my future in my company.	2.78	.854	High
5. My company shares clear stated plans in the next five (5) years.	2.84	.898	High
Mean	2.9514	.75189	High

Legend: 0.99-1.00 (Very Low), 1.00-1.99 (Low), 2.00-2.99 (High), 3.00-4.00 (Very High)

Table 11 presents the work satisfaction of the respondents based on job security. The respondents demonstrated very high satisfaction on three statements, the highest among them is the statement their company gives assurance of having long-term employment (M=3.08; SD= 0.894); followed by they feel secure at their current work; and they are confident in the stability of the field industry they work in (M=3.03; SD=0.897). Moreover, two statements demonstrated high: their company shares clear stated plans in the next five years

(M=2.84; SD=0.898) and they are certain about their future in their company (M=2.78; SD=0.54). The overall score of 2.9514 (0.75189) indicated that the work satisfaction of respondents in terms of job security is high.

Based on the result, it has been supported by a blog authored by Khorev M. (2021), wherein it says that establishing and maintaining employee’s job security is essential about the company admitting that it will only be good as the structure management has implemented. Also, it says that by providing your employees the stability to continue working with you, you can improve their productivity while reducing your organization's costs. Moreover, it is also mentioned in the article based from CoachHub (2023), employees who feel secure on the job will have a sense of job stability and effectively contribute to the organization’s growth. Job security is important for employees to have a sense of job satisfaction, and the right mental stability to keep their jobs. Lastly, according to Miles (2022), she mentioned the importance of job security to an employee's work satisfaction. It indicates how job security impacts employment and its importance for employees as it makes them feel valued, lessens employee stress and anxiety, improves employee engagement, and productivity.

Table 12. Professional Skills

Professional Skills	Mean	SD	Interpretation
1. My company conducts training and seminars to enhance my skills.	3.14	.855	Very High
2. My company enhances my creativity and fashion in my professional life.	3.08	.829	Very High
3. I am progressing in my personal and professional skills at my company.	3.05	.780	Very High
4. My skills help me stand out to potential employers and help me in my professional goals.	3.05	.815	Very High
5. I am confident that my skills will make me employable in the long term.	3.22	.672	Very High
Mean	3.1081	.66932	Very High

Legend: 0.99-1.00 (Very Low), 1.00-1.99 (Low), 2.00-2.99 (High), 3.00-4.00 (Very High)

Table 12 demonstrates the work satisfaction level of the respondents based on professional skills. The respondents demonstrated a very high satisfaction on all of the statements, the highest among all is they are confident that their skills will make them employable in the long term (M=3.22;SD=0,672), followed by their company conducts training and seminars to enhance their skills (M=3.14;SD=0.855); their company enhances their creativity and fashion in their professional life (M=3.08; SD=0.829); and they are progressing in their personal and professional skills at their company (M=3.05; SD=0.78); their skills helps them to stand out to potential employers and help them in their professional goals (M=3.05; SD=0.815). Overall the respondents have a very high satisfaction with their professional skills (M=3.181; SD=0.66932).

According to a study conducted by Niati, Siregar, & Prayoga (2021), training, motivation, and job performance can improve career development of employees at work. It is recommended to improve training programs, motivation and work performance of employees. Moreover, Sabuhari,et.al (2020), job satisfaction partially mediates the effect of employee competencies on employee performance. Lastly, Lansdell, et.al (2019), indicates that a period of practical experience is seen as effective in developing professional skills.

Table 13. Significant Relationship Between the Respondent’s Profile and Work Satisfaction

		WE	CB	JS	PS
<i>Age</i>	Profile				
	Correlation Coefficient	.121	-.073	-.113	-.191
	Sig. (2-tailed)	.476	.668	.504	.256
	N	37	37	37	37
<i>Number of Years in the Company</i>	Correlation Coefficient	.197	.404	.303	.332
	Sig. (2-tailed)	.298	.027	.103	.073
	N	30	30	30	30
<i>Monthly Income</i>	Correlation Coefficient	.102	.342	.409	.258
	Sig. (2-tailed)	.547	.038	.012	.123
	N	37	37	37	37

Table 13 shows the results of the test of the significant relationship between the respondents' age, number of years in the company, and monthly income, and their work satisfaction. Based on the computed significance values (p-values), significant relationship exists only between the following pairs: a) number of years in the company and level of satisfaction with compensation and benefits (p=.027); b) monthly income and level of satisfaction with compensation and benefits (p=.038); and c) monthly income and level of satisfaction with job security (p=.012).

All the correlation coefficients of these significant relationships are positive, which shows that as one increases, the other also increases. In other words, as the respondents' number of years in the company increases, their level of satisfaction with the compensation and benefits also increases. Also, as the respondents' monthly income increases, their level of satisfaction with the compensation and benefits, and job security also increases.

Ashraf (2020), findings indicate that though demographic factors have no direct impact on organizational commitment, they have indirect impacts on organizational commitment through the mediation of compensation structure and faculty job satisfaction. Besides, compensation structure also has a significant mediating role in the link between demographic structure and faculty job satisfaction. Yeves, et al. (2019), results show that age plays an important role in employees with high perceived employability; however, it has no effect on employees with low perceived employability. Younger workers with high perceived employability suffer less than do older employees with high perceived employability in terms of intrinsic job satisfaction. From a theoretical point of view, perceived employability in older workers does not reduce the unfavorable consequences of job insecurity. Regarding practical implications, organizations should manage and develop older workers by focusing on intrinsic aspects of their careers and on retirement preparation, as this will improve control and other positive resources in this population. Fathurahman (2022), the results of the study suggest that the work environment has the best path in increasing loyalty. This is because the work environment has a direct impact on the daily work of employees. Thus, a good and comfortable work environment is the need of all employees, which must be maintained together. In path analysis, satisfaction becomes a good model as a reinforcement of loyal behavior.

Aggarwal (2023) reported that a highly significant relationship was observed between the variables. As a result, changes in employee retention can be significantly predicted by years of experience, employee recognition, and compensation satisfaction. The correlation between the number of years spent with the company and the degree of satisfaction with pay and benefits is supported by our findings. Based on Wang et al. al. (2022) Income level also has an impact on this relationship; in lower- and middle-class groups, income inequality has a negative effect on mental health, but in higher-income groups, it has a positive effect. Through the mediating effects of a sense of social justice, life stress, and trust in the government, income inequality affects the mental health of its residents. The detrimental effects of income inequality on mental health can be made worse by disparities in household wealth. Thus, when the monthly salary and the amount of work are equal, employees are highly satisfied

Table 14. Significant Relationship Between the Respondent's Sex and their Level of Work Satisfaction

Variables	Sex	Mean	SD	Tests of Differences
<i>Work Environment</i>	Male	2.8286	.96214	t(35) = -1.477, p=.149
	Female	3.2333	.56832	
<i>Compensation and Benefits</i>	Male	2.6000	.89443	t(35) = -1.923, p=.063
	Female	3.1200	.57918	
<i>Job Security</i>	Male	2.5143	.80711	t(35) = -1.757, p=.088
	Female	3.0533	.71426	
<i>Professional Skills</i>	Male	2.5429	.80593	t(35) = -2.687, p=.011
	Female	3.2400	.57151	

Table 14 shows the results of t-tests to determine any significant relationship between the respondents' sex and their level of work satisfaction. The p-values show that there is no significant relationship between sex and the level of satisfaction with the work environment (p=.149), compensation and benefits (p=.063), and job security (p=.088). Further, there was a significant relationship found in the level of work satisfaction with the professional skills (p=.011). The means show that females (M=3.2400) have significantly higher level of satisfaction with their professional skills compared to males (M=2.5429).

A significant relationship was found in the context of professional skills, where females have higher levels of satisfaction. A study titled “Job Satisfaction and Gender” by Andrade et al. (2019) argues that women and men are similar in their satisfaction levels at work. The study titled “Explaining the Gender Gap in Job Satisfaction” by Redmond and McGuinness (2019), clarifies that generally women report greater job satisfaction compared to men however gaps disappear when we include job preferences, as women placed more importance to work-life balance. The results highlight a positive shift in diminishing gender differences in job satisfaction, driven by workplace inclusivity efforts and changing perception of traditional gender roles. And it is evident that gender equality has improved in the Philippines, as indicated in its move from the nineteenth to the sixteenth rank in the latest World Economic Forum’s (WEF) Global Gender Gap Report (GGGR). Either gender must be not assumed to be satisfied or not, we should not generalize that men are less satisfied with their work just because we heard nothing from them or any little concern about their level of work satisfaction.

Table 15. Significant Relationships Between the Respondent’s Work Affiliation and Work Satisfaction

Variables	Work Affiliation	Mean	SD	Tests of Differences
<i>Work Environment</i>	N/A	3.0476	.64778	F(2,34) = 1.987, p=.153
	Public	3.4500	.60977	
	Private	2.8500	.75498	
<i>Compensation and Benefits</i>	N/A	2.9714	.73834	F(2,34) = .393, p=.678
	Public	3.0167	.60578	
	Private	3.3000	.50332	
<i>Job Security</i>	N/A	2.8762	.82578	F(2,34) = .417, p=.662
	Public	3.1167	.72090	
	Private	2.8500	.41231	
<i>Professional Skills</i>	N/A	2.9238	.68550	F(2,34) = 2.007, p=.150
	Public	3.3167	.54910	
	Private	3.4500	.75498	

Table 15 presents the results of ANOVA to determine if a significant relationship exists between the respondents’ work affiliation and work satisfaction. All computed p-values are greater than 0.05, which suggest there is no significant relationship found between work affiliation and the level of satisfaction with work environment (p=.153), compensation and benefits (p=.678), job security (p=.662), and professional skills (p=.150).

In regards to these results, a study conducted by Provido (2022), he stated that the affiliation was not a good predictor of work satisfaction. In conclusion, there is no significant relationship between work affiliation and work satisfaction. Being affiliated with the public or private sector must not dictate employees’ work satisfaction, we must not limit anyone to have better work satisfaction according to their affiliation. We cannot judge public or private work affiliation as less sufficient. We can look first to their work environment if it is affecting them negatively. We should also consider compensation and benefits if it stops them being satisfied. Job security and professional skills were not affected by whatever work affiliation an employee had. To some extent, it can have effects or some percentage if an affiliation can create a difference in work satisfaction.

Table 16. Significant Relationship Between Respondent’s Employment Status and their Work Satisfaction

Variables	Employment Status	Mean	SD	Tests of Differences
<i>Work Environment</i>	Probationary	3.4667	.35024	F(4,32) = 2.437, p=.067
	Part-time	3.1000	.70711	
	Full Time	3.1048	.56787	
	Self-employed	3.8667	.11547	
	Unemployed	2.6000	1.06771	

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<i>Compensation and Benefits</i>	Probationary	3.1000	.43359	F(4,32) = 1.555, p=.210
	Part-time	2.4000	.28284	
	Full Time	3.1048	.57487	
	Self-employed	3.4667	.61101	
	Unemployed	2.5600	1.12606	
<i>Job Security</i>	Probationary	3.0667	.61536	F(4,32) = .724, p=.582
	Part-time	2.4000	.28284	
	Full Time	3.0476	.76395	
	Self-employed	3.0667	.90185	
	Unemployed	2.5600	.92087	
<i>Professional Skills</i>	Probationary	3.1667	.58538	F(4,32) = 1.753, p=.163
	Part-time	2.9000	.14142	
	Full Time	3.2286	.56315	
	Self-employed	3.4000	.52915	
	Unemployed	2.4400	1.07145	

Table 16 presents the ANOVA results to determine if there is a significant relationship between the respondents' employment status and their work satisfaction. There are variations on the means computed for each group of probationary, part-time, full time, self-employed, and unemployed respondents. However, these variations are not significant since all computed p-values are greater than 0.05. It means that there is no significant relationship found between employment status and the level of satisfaction with work environment (p=.067), compensation and benefits (p=.210), job security (p=.582), and professional skills (p=.163).

A study titled "Employment status and job satisfaction" by John Sutherland, published in Evidence-based HRM, found that there are differences in job satisfaction between the self-employed with no employees and those with employees, with the latter tending to be more likely to be satisfied. The study also found a uniformly positive and predominantly statistically significant correlation between an individual's job satisfaction overall and satisfaction with ten identified job aspects.

A study conducted by Mohammed, M. R., Musa, M. S., & Abdullahi, M. F. (2023) entitled "Effect of Employees' Job Status on Job Satisfaction and Job Engagement: A Study of The Federal Polytechnics Bauchi shows that employees' job status has a positive and significant effect on job satisfaction within federal polytechnic Bauchi. For the control variables used, the relationship is also positive and significant with respect to employees' job satisfaction. This points out that employees' job status is essential in improving job satisfaction. This study found that Job status of an employee has a positive as well as significant effect on employees' job engagement within federal polytechnic, Bauchi. This indicates that job status significantly influences employees' job engagement. This shows that higher job status will boost employees' job engagement. We do not degrade any employment status in relation to how much money they get or how long their contracts end. Employees' engagement can be changed radically in just a matter of time whether through rewards or incentives and even by words of encouragement. Some aspects of their employment status can or will affect work satisfaction by little improvements because whether you are employed part-time it also makes you satisfied where your needs are being met and your work is being paid properly.

VI. Conclusions

Based on the findings of the study the following conclusions are drawn.

1. The majority of BS AIS graduates are young, employed women. The majority of them perform full-time jobs, earning between P10,001 and P15,000, most of them for a year or less in public companies or organizations.

2. The respondents' work satisfaction in terms of their work environment, compensation and benefits and professional skills are very high. Furthermore, job security is high.
3. The following have a significant relationship between the demographic profile and work satisfaction of the respondents, a.) the number of years in the company and level of satisfaction with compensation and benefits; b.) monthly income and level of satisfaction with compensation and benefits; c.) monthly income and level of satisfaction with job security. All the correlation coefficients of these significant relationships are positive. However, there is no significant relationship between sex and work satisfaction in terms of the work environment, compensation and benefits, and job security. Furthermore, there is a significant relationship between work satisfaction and professional skills. Lastly, there is no significant relationship between work affiliation and work satisfaction in terms of: environment; compensation and benefits; job security; and professional skills.
4. There is no significant relationship between the respondents' employment status and work satisfaction with work environment, compensation and benefits, job security, and professional skills.

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