

**A Correlational Study on the
Self-evaluation of Job Performance and Job Satisfaction
among CAS-UPV Teachers**

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ABSTRACT

The purpose of this study was to determine the job performance and job satisfaction of CAS-UPV teachers, and to examine the relationship between performance and satisfaction. Specifically, three elements were included in this study: (1) the self-evaluation of job performance among CAS-UPV teachers by division, educational attainment and years of teaching experience; (2) the self-reported job satisfaction among CAS-UPV teachers; and (3) the relationship between job performance and job satisfaction.

A non-experimental correlation research design was used in this study. The population of the study consisted of all College of Arts and Sciences (CAS) teachers of the University of the Philippines in the Visayas (UPV), Miagao campus, Iloilo. Out of the 107 possible respondents, 74 respondents returned their questionnaire which had three parts: the PERSONAL INVENTORY PROFILE, the SELF-EVALUATION QUESTIONNAIRE ON JOB PERFORMANCE, and the JOB SATISFACTION SCALE.

Using the one-way ANOVA, it was found that: (1) there was no significant difference in the self-evaluation of job performance when the CAS-UPV teachers were grouped according to division and educational attainment; (2) there was no significant difference in job satisfaction when the CAS-UPV teachers were grouped according to their respective division; (3) there was a significant difference in the self-evaluation of job performance when the CAS-UPV teachers were grouped according to years of teaching experience; (4) there was a significant difference on job satisfaction when the CAS-UPV teachers were grouped according to educational attainment and years of teaching experience; and (5) there was a significant relationship between job performance and job satisfaction.