Relationship with Colleagues towards Job Satisfaction of Teachers Teaching Filipino

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Abstract: *This study discusses the relationship with colleagues towards the job satisfaction of teachers teaching Filipino in the Laak District. Determining the influence of the relationship with colleagues towards the job satisfaction of Filipino teachers was the main objective of the study, using a quantitative design that applied the causal effect technique with regression analysis to a total of 250 teacher respondents in the District of Laak. The statistics used in evaluating this study were the Mean, Pearson r, and the Multiple Regression Analysis. The result showed a very high level of relationship with colleagues as a predictor of teachers' job satisfaction with trust and respect, open and clear communication, problem - solving and decision - making skills, cooperative and kind to all, and helpful and forgiving. Moreover, job satisfaction and the relationship with fellow Filipino teachers of Laak district are significantly correlated. Also, the three domains of relationship with colleagues which are open and clear communication, problem - solving and decision - making skills, and helpfulness and forgiveness significantly influence teachers' job satisfaction. Thus, the better the relationship with colleagues the higher the level of their job satisfaction.*

Keywords: MAED - Teaching Filipino, relationship with colleagues, job satisfaction, Philippines

1. Introduction

Rationale
Lack of job satisfaction of teachers is one reason for teachers to leave their profession. It is related to retention and contributes to the well - being of teachers. Teachers are one of the most important factors in success in the field of education, but it has been found that a high number of teachers have left and wished to leave their profession resulting in a shortage of teachers in public schools (Otto & Arnold 253). Most teachers quit within the first five years of their teaching attributed to bad experience and loneliness at work (Chang 442). Lack of job satisfaction of teachers has a significant impact on the education system.

It is important to pay attention to the job satisfaction of teachers as it influences their stay in the profession to which they belong. Job satisfaction has resulted in low numbers of teachers leaving their profession (Ingersoll 185). It can be said that a teacher with high job satisfaction is motivated in what he or she does and makes a significant contribution to the development of the institution.

Research Objective

The main objective of this study was to determine the level of relationship with colleagues and the job satisfaction of Filipino teachers.

The purpose of this study is as follows:
1) To describe the level of relationship with colleagues of Filipino teachers in:
   1.1 Trust and respect;
   1.2 Open and clear communication;
   1.3 Problem solving and decision making skills;
   1.4 Able to get along and kind to everyone and;
   1.5 Helpful and forgiving.
2) To describe the level of job satisfaction of Filipino teachers in:
   2.1 Security;
   2.2 Work environment;
   2.3 Job responsibilities and;
   2.4 Community involvement
3) To find out the significant relationship of relationship with colleagues with teachers' job satisfaction.
4) To determine what domain in the relationship with colleagues significantly influences job satisfaction.

Hypotheses
At 0.05 level of significance, the following hypotheses are verified:
1) There is no significant relationship between relationship with colleagues and teachers' job satisfaction.
2) There is no domain in the relationship with colleagues that significantly influences job satisfaction.

2. Review of Related Literature

In this section, we will feature the collected literature and related publications from various authors who expressed their thoughts, views and beliefs related to the study conducted by the researcher. Articles are taken from books, published and unpublished records and manuals, and other references that contribute to the researcher's work.

Relationship with colleagues refers to the personal and work interaction of the respondent and his or her co - workers. The relationship can be between two or more people. It is therefore about the relationship between people (co - workers or peers) in the workplace (Azzolini & Schillaber 93). Employee relationships can be defined in many ways including work team cohesion, group support, peer support, social inclusion, intra - professional relationships, and social interaction (Blegen et al.67).

On the other hand, job satisfaction is one of the important considerations as the basis of the overall well - being of the individual as well as of the intentions or decisions of employees to leave the job (Diaz et al.205). Job satisfaction is experienced when an employee's skills are effectively used, when there are training opportunities to enhance the skills, and when the work environment is conducive to the employee's desire to perform the role. As far as they can (Anthony et al.107).

Relationships with Colleagues

Relationships and interactions with an employee's colleagues can affect the day - to - day operation of the organization. The study found that demographics and the work environment can affect the level of interpersonal relationships and recommended undertaking management intervention and individual effort to develop workplace friendships and positive peer relationships. The study emphasized several important variables such as reconciliation, communication, level of trust, organizational culture and the job requirements that significantly affect interpersonal relationships (Patricia 115).

Job Satisfaction

Satisfaction with the work of teachers is important. The study indicates the need to provide better working conditions for higher satisfaction of teachers. Job satisfaction can be seen from behaviors such as a person's performance at work. If the behavior is positive, a person has job satisfaction; if the habit is negative, a person is said to be dissatisfied (Kumari et al.315).

Correlations with Relationship with Colleagues and Job Satisfaction

Job satisfaction and peer interaction are important to employees to visualize an organization's ability. This can be affected by organizational and individual factors. In learning, series of experiences is a major determinant of job satisfaction. Experiencing violence is negatively related to the peer relationship while the relationship from their colleague has a direct influence on employees 'job satisfaction. Different roles play social relationships that may be influenced by work experiences (Purpora & Blegen 15 - 16).

3. Theoretical Framework

This study is anchored in Herzberg, Mausner, and Snyderman's Two - Factor Theory mentioned in the study by Porter, Bigley, and Steers (203), that human behavior, human motivation, and job satisfaction were used to evaluate job satisfaction problems of public - school teachers. Herzberg's theory and model were used to describe how a colleague relationship can affect an employee's job satisfaction. In this theory the relationship with the colleague can be considered as motivation which is said to have a long - term positive effect on job performance, and it should be remembered that it has to be filled in order for an employee to be satisfied. A good relationship with colleagues is a beginning and kind of foundation towards happiness.

Another underpinning of this study is the statement of Anthea Washington (117), who states that there are factors that affect the relationship with colleagues or the Interpersonal relationship at work. According to him there are many influences here that bring good organization. It is said that if the partner possesses the following it further strengthens the relationship so they should be: have trust and respect; there is open and clear communication; problem solving and decision making skills; sympathetic and kind to all; and helpful and forgiving, For him there will be a harmonious relationship within the work if these qualities are possessed by colleagues.

This study is also based on the Asia Pacific Journal of Contemporary Education and Communication Technology or APJCECT (10) which explains that job satisfaction occurs when the work environment encourages genuine motivational characteristics. It states four main characteristics of the job: security; work environment; job responsibilities; and community relations, which influence job satisfaction. Therefore, by improving the four dimensions of basic work, it will lead to a better environment and increases job satisfaction.

Significance of the Study

This study is important to determine the level of influence of the relationship with colleagues on teachers 'job satisfaction. The results gathered will be able to raise awareness among institutions and each individual and provide a response to the current problem faced by some schools and teachers related to relationships with colleagues and job satisfaction. This has important implications for institutions and individuals in the field of education.
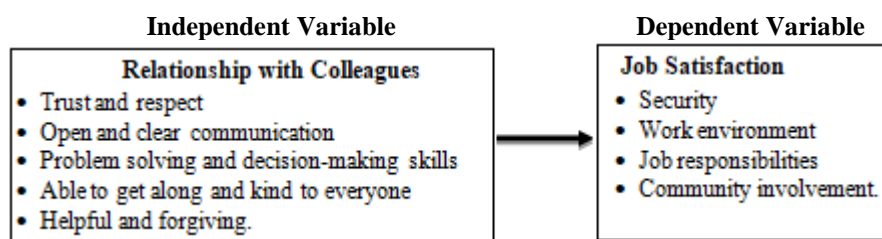

Independent Variable

Relationship with Colleagues
- Trust and respect
- Open and clear communication
- Problem solving and decision-making skills
- Able to get along and kind to everyone
- Helpful and forgiving.

Dependent Variable

Job Satisfaction
- Security
- Work environment
- Job responsibilities
- Community involvement.

Figure 1: Conceptual Framework of the Study

4. Method

Research Design

This study used a descriptive - correlation method. This method describes between two variables. It aims to see the relationship between relationship with colleagues and job satisfaction of Filipino teachers in the Laak District.

Research Locale

The study was conducted in Laak District, Davao de Oro. Laak District is one of the provinces of Davao de Oro.

Population and Sample

This study, the teachers who teach the Filipino subject in public schools in the District of Laak, Davao de Oro, secondary and elementary, in the school year 2021 - 2022 are the resondents. The respondents numbered a total of two

hundred and fifty (250) teachers from Laak North District and Laak South District.

Research Instrument
The researcher used two sets of Modified Downloaded Translated Questionnaire as data collection instruments.

Statistical tools
The statistics used in analyzing and interpreting the collected data are as follows:

Mean: It was used in obtaining the overall score of each respondent to determine the intensity relationship with colleagues and the level of job satisfaction of Filipino teachers.

Pearson r: It was used to determine the significant correlation of the relationship with colleagues and the job satisfaction of Filipino teachers.

Multiple Regression Analysis: This statistical tool was applied to discover the influence of relationship with colleagues towards job satisfaction of Filipino teachers.

5. Results

Level of Relationship with Colleagues
Table 1 shows the total severity data among colleagues with an overall mean of 4.53 which is described as very high with a standard deviation of 0.43. The very high level can be attributed to the very high score given by the respondents to all signs of trust and respect, open and clear communication, problem solving and decision - making skills, cooperative and kind to all, and helpful and forgiving.

Table 1: Level of Relationship with Colleagues

Indicator	Mean	SD	Descriptive Level
Trust and Respect	4.40	0.51	Very High
Open and Clear Communication	4.45	0.52	Very High
Problem solving and Decision - making Skills	4.53	0.50	Very High
Cooperative and Kind to All	4.67	0.45	Very High
Helpful and Forgiving	4.57	0.50	Very High
Overall	**4.53**	**0.43**	**Very High**

Level of Job Satisfaction
Table 2 shows the mean scores for the job satisfaction indicators with a total mean of 4.46 described as very high with a standard deviation of 0.43. The very high level can be attributed to the very high responses given by respondents to most of the security indicators, work environment, work responsibility, and community involvement.

Table 2: Level of Job Satisfaction

Indicator	Mean	SD	Descriptive Level
Security	4.42	0.47	Very High
Work Environment	4.42	0.52	Very High
Work Responsibility	4.44	0.50	Very High
Community Involvement	4.54	0.47	Very High
Overall	**4.46**	**0.43**	**Very High**

Significance of the Relationship between Levels of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino
Determining whether the relationship with colleagues is significantly related to the job satisfaction of Filipino teachers is one of the objectives of this study. In turn, Pearson r was used to determine the relationship between the two variables. Furthermore, Table 3 shows the analyzed and interpreted results.

The results gathered revealed that all the signs of a relationship with colleagues were trust and respect, open and clear communication, problem solving and decision - making skills, cooperative and kind to all, and helpful and forgiving is significantly associated with teachers 'job satisfaction. The R - value for trust and respect is 0.547* with a p - value of 0.001 and coefficient of determination of 0.2992 showing a positive correlation. Subsequently, open and clear communication with an R - value of 0.600* with a p - value of 0.001 and coefficient of determination of 0.3600 shows a positive correlation. Third, problem solving and decision - making skills with an R - value of 0.649* with a p - value of 0.001 and coefficient of determination of 0.4212 show a positive correlation. Fourth, the cooperative and kind to all with an R - value of 0.577* with a p - value of 0.001 and a coefficient of determination of 0.3329 shows a positive correlation. The last cue is that accommodating and forgiving with an R - value of 0.582*, a p - value of 0.001 and coefficient of determination of 0.3387 also show a positive correlation.

Table 3: Significance of the Relationship between Levels of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino

Independent Variable	Dependent Variable	r - value	r - squared	p - value	Decision
Trust and Respect		0.547*	0.2992	0.001	Ho is rejected
Open and Clear Communication		0.600*	0.3600	0.001	Ho is rejected
Problem solving and Decision - making Skills	Job Satisfaction	0.649*	0.4212	0.001	Ho is rejected
Cooperative and Kind to All		0.577*	0.3329	0.001	Ho is rejected
Helpful and Forgiving		0.582*	0.3387	0.001	Ho is rejected

*Significant at 0.05 level of significance.

Regression Analysis on the Influence of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino

Table 4 examines the regression on the influence of relationship with colleagues and job satisfaction. The table shows a computed F - ratio of 42.121 and a p - value of 0.001 which means that there is a significant influence between the relationship with colleagues and job satisfaction. An R - value of 0.681* indicates a positive relationship between relationships with colleagues and job satisfaction. The total R^2 was 0.463 indicating 46.3% level of relationship with colleagues in trust and respect, open and clear communication, problem solving and decision –

making skills, cooperative and kind to all, and helpful and forgiving and the remaining percentage were responsible for

other cues not included in the study.

Table 4: Regression Analysis on the Influence of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino

Independent Variable	Unstandardized Coefficients		Standardized Coefficients	t - value	p - value	Decision
	B	SE	Beta			
(constant)	1.454	0.223				
Trust and Respect	0.055	0.062	0.065	0.889	0.375	H_o accepted
Open and Clear Communication	0.144	0.070	0.172*	2.070	0.039	Ho is accepted
Problem solving and Decision - making Skills	0.239	0.089	0.277*	2.671	0.008	Ho is rejected
Cooperative and Kind to All	0.067	0.080	0.070	0.846	0.398	H_o accepted
Helpful and Forgiving	0.157	0.065	0.179*	2.402	0.017	Ho is rejected
Dependent Variable:			Job Satisfaction			

$R = 0.681*$ $R^2 = 0.463$
F - ratio $= 42.121$ P - value $= 0.001$

Therefore, as shown in the table, the second hypothesis stating that there is no existing domain influences the job satisfaction of Filipino teachers is not acceptable in terms of open and clear communication, problem solving skills and decision making, and helpful and forgiving.

6. Discussion

Level of Relationship with Colleagues
In the previous chapter, it was found that the relationship with fellow Filipino teachers in the Laak district in the Davao de Oro division is very high. This is due to the very high level of the respondents 'response score with signs of trust and respect, open and clear communication, problem solving and decision - making skills, cooperative and kind to all, and helpful and forgiving means that the relationship with fellow teachers is very high. Particularly in the notion of being cooperative and kind in all relationships with colleagues who obtained the highest mean. This means that teachers have a high willingness to maintain good relationships with each other, believe in teamwork to achieve organizational goals, enjoy frequent gatherings of friends in the workplace, support each other in work, and sociable and responsive.

Level of Job Satisfaction
It was revealed in the previous chapter that the level of job satisfaction of Filipino teachers in Laak District, Davao de Oro Division is very high. This is due to the very high level of marks given by the respondents in the notation security, work environment, work responsibility, and community relations which means that the job satisfaction of the teachers is always experienced.

Significance of the Relationship between Levels of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino
The present study revealed a significant relationship between relationship with colleagues and job satisfaction of Filipino teachers. This confirms the concept of Herzberg, Mausner, and Snyderman's Two - Factor Theory mentioned in the study by Porter et al. (203), that human behavior, human motivation, and job satisfaction were used to evaluate job satisfaction problems of public - school teachers.

This study revealed that signs of trust and respect, open and clear communication, problem - solving and decision - making skills, cohesiveness and kindness to all, and helpfulness and forgiveness were significantly related to satisfaction with employment of Filipino teachers which means that the relationship with colleagues directly influences each teacher.

Regression Analysis on the Influence of Relationship with Colleagues and Job Satisfaction of Teachers in Filipino
The regression analysis of the influence of relationship with colleagues on job satisfaction showed that the three domains which are open and clear communication, problem solving and decision - making skills, and helpfulness and forgiveness greatly influenced job satisfaction of teachers. This shows that these notes are very important to have job satisfaction. Although the signs of trust and respect and being cooperative and kind to everyone showed acceptance of the hypothesis because there was not enough evidence to reject the hypothesis, but this does not mean that they are not important. Accepting the hypothesis in a clue does not imply that the variable is insignificant and meaningless. This shows how large or strong the effect and value of each cue is on the non - independent variable (Holmes et al.79).

7. Conclusion

Based on the findings of this study, the following conclusions are formed and will be focused on in this section. The level of relationships with colleagues was very high according to the signs of trust and respect, open and clear communication, problem solving and decision - making skills, cooperative and kind to all, and helpful and forgiving and had a general description of very high. This simply means that the level of relationship with fellow Filipino teachers in the Laak district is noticeable or always observed. The level of job satisfaction was also very high for security, work environment, work responsibility, and community relations, and gained an overall mean of very high. This means that various indicators of job satisfaction are always experienced by Laak District teachers.

There is a significant correlation between the relationship with colleagues and the employment satisfaction of Filipino teachers in the Laak district. This suggests that relationships

with colleagues with signs of trust and respect, open and clear communication, problem - solving and decision - making skills, cohesiveness and kindness to all, and helpfulness and forgiveness significantly influence job satisfaction. of Filipino teachers. This is related to the concept of Two - Factor Theory by Herzberg, Mausner, and Snyderman (237) which states that relationships with colleagues are assumed to play a significant part in achieving job satisfaction. Consequently, the better the relationship with a teacher's colleagues in his workplace, the higher his level of job satisfaction.

8. Recommendations

In considering the outcome and conclusions of the study, the following recommendations are suggested: the Department of Education should initiate programs that will address the needs of improving relationships with fellow teachers, a program that will help to address relationship problems with colleagues that will bring job satisfaction.

Second, school managers should implement seminars, workshops or team building that will help teachers to shape their relationships with peers. There had to be programs that could help teachers improve relationships with colleagues and determine the level of job satisfaction of teachers in the school. There should also be time to discuss issues within the school that will help and encourage in maintaining good relationships with colleagues and job satisfaction.

Third, teachers should be aware of the impact of relationships with colleagues on their job satisfaction. Each individual needs to get along well with their fellow teacher for a positive environment in the workplace and also for good interpersonal relationships that will bring job satisfaction.

Finally, subsequent researchers can provide an additional and starting point in expanding the scope of academic research on the indications of the variables covered in the study. They may include other cues that are possible factors of the level of relationship with colleagues in addition to the cues mentioned and presented in this study.

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