

# WORKLOAD AND WORKPLACE WELL-BEING OF TEACHERS: THEIR IMPLICATIONS ON NATIONAL ACHIEVEMENT TEST (NAT) PERFORMANCE OF GRADE 6 AND 10 LEARNERS

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**ABSTRACT:** Teachers' workload and workplace well-being are frequently associated with student or pupil academic achievement. An investigation was conducted to determine the academic achievement of Grade 6 pupils and Grade 10 students in the National Achievement Test (NAT), the workload and well-being of their teachers, and their association. Descriptive correlational research was employed utilizing the quantitative method of research using the existing data in the DepEd schools on the demographic profile of teachers and their workload as to their academic and ancillary functions in the Division of Bukidnon. Results showed that The Grade 10 and Grade 6 learners did not pass the mean percentage scores in the 5 subject areas of the NAT. Their performance is below mastery level. The majority of the teachers have exceeded the prescribed optimum weekly workload (prescribed in D.M. 291, s. 2008). Overall, the teachers show a satisfactory state of physical safety, mental health, professional development, and personal welfare within the workplace. Further, they demonstrate a very satisfactory state in the communal dimension, while satisfactory in the personal and environmental dimensions. The workload of teachers has no direct association with the NAT performance of learners. The workplace well-being of high school teachers does not have a direct connection with the NAT performance of Grade 10 learners. The environmental component of the workplace well-being of elementary teachers has a direct bearing on the NAT performance of Grade 6 learners. However, the personal and communal component of workplace well-being has no association with the Grade 6 learners' NAT performance.

**Keywords:** NAT Performance, Workload, Workplace well-being, Grade 6 and 10 Learners

## 1. INTRODUCTION

Education is viewed as the primary tool for advancing society and the country as a whole. Given education's critical role in our society, it's reasonable to assert that it should be reinforced throughout life, as the nation's competitive workforce and cohesive citizenry rely on it [1]. However, the results of the National Achievement Test (NAT) over the last three years have revealed an appalling situation in the country's educational system, with Filipino learners classified as having "low mastery" or "low proficiency" descriptive levels in Science, Mathematics, and English. The findings indicated that the learners' performance has been steadily deteriorating. Additionally, the 2018 Program for International Student Assessment (PISA) results revealed that Filipino students ranked last in reading comprehension and second-last in mathematics and science among 79 participating countries. With these troubling results from both local and international student assessments, the Department of Education, through Secretary Briones, underscored the critical need to focus more intensely on the quality of basic education.

Education quality is comprised of numerous components. Quality education is the "primary indicator of an education's effectiveness and the most vulnerable attribute that suffers when the system fails." A critical aspect of quality is the teacher's quality [2]. Numerous studies demonstrate that teacher quality has a significant impact on student performance [3]. Because educators are at the heart of every educational system, the quality of educators in each school system reflects and influences the overall quality of the school system and the potential of its students [4, 5, 6, 7]. Thus, as frontline educators, teachers are the primary determinants of educational quality and are expected to be effective and committed. Hanushek and Rivkin [8] define effective teachers as those who consistently achieve high levels of learning the development of a teacher development initiative that will benefit public school teachers.

growth from their students, whereas ineffective teachers produce low levels of learning growth. As a result, a good teacher is considered an effective teacher [9].

In this light, Teachers' Dignity Coalition (TDC) Chairperson Benjo Basas stated that quality education equates to quality teachers. Thus, if the government wishes to improve the quality of education in the country, it should prioritize the welfare of its teachers. Teachers' primary and unquestionable role in the classroom is to facilitate the teaching-learning process. Additionally, they fulfill a variety of other roles within the school. Massive teacher workloads create an abundance of demands and challenges, making it impossible to maintain a healthy work-life balance. This can have a detrimental effect on the teacher's well-being [10, 11].

Teachers are required by the Magna Carta for Public School Teachers to devote six hours per day to actual teaching. According to a recent study conducted by the Philippine Institute for Development Studies (PIDS), teachers' actual teaching hours have been dwindling due to a heavy workload that includes not only teaching but also administrative tasks such as paperwork, training and seminars, and tasks related to budget, disaster response, and health, among others. The study recommended that the Department of Education (DepEd) conduct a workload review of teachers in order to improve the quality of instruction. Teachers in public schools have repeatedly complained about the "excessive" paperwork and systems they were required to complete. Teachers have stated that the increased workload took time away from caring for their families, themselves, and teaching.

Given the critical role teachers play in engaging students and increasing academic achievement, it is necessary to ascertain the causal relationship between teacher workload and well-being and work performance. The study's findings will aid in

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