

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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Individual, School, and National Factors Impacting Teachers' Workplace Learning Elena Jurasaitė-O'Keefe,2021-07-15 By drawing on observation and detailed discourse analysis from interviews with teachers in Lithuanian and North American schools this text identifies individual school specific and national factors which impact teachers informal professional learning Addressing multiple layers of teacher learning this text illustrates how factors including socio economic status individual learning style cultural attitudes to education and political histories support or impede workplace learning Drawing on three fields of research teacher education cultural anthropology and comparative international the book posits teacher learning as a multidimensional socio cultural process Finally combining a typology of informal learners with other policy driven factors the text indicates how practices at school district and national levels might stimulate workplace learning Offering methodological innovations including unique research design and creative ways of using discourse analysis this book will be of particular use to researchers and doctoral students in education organizational and educational psychology cultural anthropology management and beyond The psychological outcomes for leadership and employees in the education sector Muhammad Waheed Akhtar,Petra

Poulova,Ahsan Akbar,Chunhui Huo,Shumaila Naz,2023-12-20 **Emotions in the Workplace: Advances in Research for the Well-being, volume II** María del Carmen Pérez-Fuentes,José Jesús Gázquez,María del Mar Molero Jurado,Mahia Saracostti,2025-10-03 Emotions fulfill an eminently adaptive function in human development strongly influencing higher order psychological processes such as motivation decision making planning or the capacity for teamwork among others In any case emotional life is present in one way or another in the development of aptitudes and attitudes in the academic and professional trajectory With adequate emotion management emotions become powerful tools for meeting goals effectively performing tasks adequately and in brief creating organizational settings in which satisfactory functional personal relations are a priority Data from empirical evidence support the association of positive emotions with both personal benefits to the worker and to the organization Therefore this Research Topic is intended to analyze in depth the role of emotions as a resource for improving personal and professional development in the organizational context This would include empirical studies contributing data on the role of emotions and establishment of statistically significant associations with variables which have traditionally been reported as relevant in the scope of organizations e g communication leadership motivation resilience self efficacy empathy In this Research Topic we welcome manuscripts that provide interesting contributions on risk and protection factors with direct or indirect involvement of emotions which can identify the variables involved in the professional career and therefore development of explanatory and or predictive models of personal and professional

wellbeing Along the same line we welcome articles that emphasize the need to analyze the effects of intervention based on emotion management recognition understanding expression on physical and or mental health performance creativity engagement or at the opposite extreme burnout etc Although priority will be given studies which present results of data collection and statistical analysis we will also consider proposals for theory review framed by a systematic methodology or meta analysis which excel in the relevance of their results Above all those with an up to date methodological framework which may be considered as a starting point of future lines of research specifically proposal for theoretical models development of evaluation instruments or design of intervention programs in the organizational context **New**

Understandings of Teacher's Work Christopher Day, John Chi-Kin Lee, 2011-03-02 Within educational research that seeks to understand the quality and effectiveness of teachers and school the role emotions play in educational change and school improvement has become a subject of increasing importance In this book scholars from around the world explore the connections between teaching teacher education teacher emotions educational change and school leadership For this text teacher encompasses pre service teachers in service teachers and headteachers or principals New Understandings of Teacher s Work Emotions and Educational Change is divided into four themes educational change teachers and teaching teacher education and emotions in leadership The chapters address the key basic and substantive issues relative to the central emotional themes of the following teachers lives and careers in teaching the role emotions play in teachers work lives and leadership roles in the context of educational reform the working conditions the context specific dynamics of reform work school teacher cultures individual biographies that affect teachers emotional well being and the implications for the management and leadership of educational change and for development of teacher education *Handbook of Research on Teacher Education* Myint Swe Khine, Yang Liu, 2022-03-18 This comprehensive book presents emerging research findings and promising reform practices in the field of teacher education curriculum assessment teaching and learning approaches pedagogical innovations and professional development in educating the next generation of globally competent students It reflects the current trends and highlights contemporary teacher education programs in twenty greater Asian countries and regions It offers insight into improving teacher education in Singapore Malaysia Thailand Philippines Vietnam Cambodia Laos Myanmar Indonesia Brunei India Pakistan Bangladesh Bhutan China Korea Taiwan Japan Hong Kong and Macau The handbook contains chapters written by experienced international teacher educators who draw on their experience and expertise to perennial issues and formidable challenges in teacher preparation and meaningful school reforms This volume is a valuable resource and essential companion for teacher educators faculty members staff developers trainee teachers undergraduate and postgraduate students researchers school leaders policy makers and professional learning communities to refresh their knowledge and improve their understanding This book is a must read for anyone interested in evolving issues in teacher education *Insights on Wellbeing and Happiness in the Workplace* Agha, Kakul, Ali, Anees Janee, 2025-01-03

Employees well being and happiness are often overlooked in today's fast paced and competitive work environments. This can lead to decreased productivity, high turnover rates and a negative impact on organizational success. Despite the growing recognition of the importance of employee well being, many organizations need help implementing effective strategies to support it. This gap in understanding and action calls for a comprehensive resource that can provide insights, methods and frameworks to enhance well being and happiness in the workplace. *Insights on Wellbeing and Happiness in the Workplace* solves this pressing challenge. This book serves as a guiding light for researchers, students and decision makers alike by offering a collection of thoughts, insights and discussions. It delves into the latest theories and concepts about employee well being and happiness, offering practical guidance on how organizations can create a positive work environment that fosters employee satisfaction and engagement. Additionally, the book provides valuable insights into the implications of well being and happiness in the workplace, helping organizations formulate policies and frameworks that prioritize employee well being.

Black Female Teachers Abiola Farinde-Wu, Ayana Allen-Handy, 2017-07-26. This important, timely and provocative book explores the recruitment and retention of Black female teachers in the United States. There are over 3 million public school teachers in the US; African American teachers only comprise approximately 8 percent of the workforce. Contributions consider the implicit nuances that these teachers experience.

Learning Communities in Education Barry Cocklin, Kennece Coombe, John Retallick, 2014-04-04. *Learning Communities in Education* explores the theory and practice of learning communities from an international perspective. Covering primary, elementary, secondary and tertiary levels in a variety of educational contexts, leading researchers discuss theoretical issues and debate processes and strategies for creating learning communities. *Learning Communities in Action*: The current experience of the learning community is examined with reference to case studies from England, Ireland, Canada, the USA and Australia. With comprehensive coverage of this much debated topic and a careful balance between theoretical analysis and case study material, *Learning Communities in Education* will be a valuable addition to the literature in this field.

Handbook of Research on Virtual Workplaces and the New Nature of Business Practices Zemliansky, Pavel, St. Amant, Kirk, 2008-04-30. This book compiles authoritative research from scholars worldwide covering the issues surrounding the influx of information technology to the office environment, from choice and effective use of technologies to necessary participants in the virtual workplace. Provided by publisher.

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