

# **FACTORS AFFECTING THE WORK MOTIVATION OF THE NON-TEACHING PERSONNEL OF JOSE RIZAL UNIVERSITY**

**Jonlen B. Nicdao**

*College of Nursing and Health Sciences*

In a University, teachers, with the help of the non-teaching personnel, play a vital role in providing quality education. This study attempted to assess the job satisfaction level of the non-teaching personnel working in a school setting. It focused on the relative importance of job satisfaction factors and their impact on the overall job satisfaction of the non-teaching personnel. A survey questionnaire was developed to collect data on the job satisfaction level of the non-teaching personnel. The survey questionnaire was filled out by 82 non-teaching personnel from supervisor to rank-and-file of different offices. The results showed that salary, promotion and job security were the most motivating factors for the employees' job satisfaction. Most employees turned out to be satisfied due to the annual salary increase and because working in a school setting gave them a sense of security for their future and their family. On the other hand, rewards, promotions and recognitions, and participation in decision-making had insignificant relationship to job satisfaction of the employees. The findings of this study can assist university administrators in planning programs to increase the job satisfaction levels of the non-teaching personnel.