Security and Facilities System on Job Satisfaction of PNP Regional Training Center – 7

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Abstract

This research determined the security practices and welfare facilities on job satisfaction of both employees and Trainor's of Regional Training Center 7 campus, Consolacion, Mandaue City during calendar year 2023, as basis for an enhancement of School-Based Technological/Electronic Security program and welfare facilities.The research employed descriptive design using the quantitative and qualitative approach. This study focused on three hundred fourteen (314) total respondents. This Survey questionnaire consisted of 3 parts and uses the 4-point Likert scale. Part 1 outlined the respondents' profile while Part 2 solicited the school-based security measures. There are six (6) instruments designed mainly to measure the variables under study. The data collection was conducted on face to face survey. The third questionnaire is the level of welfare facilities in RTC. It is followed by the job satisfaction questionnaire. Lastly, interview schedule instrument guide. When it comes to human security measures were given the highest degree of security in implementing the measures identified. As to the campus-based technological and electronic security system and concepts are well secured. On the level of job satisfaction of the RTC employees, instructors and schoolers in terms of the intrinsic elements it reflects highly satisfied. As to extrinsic factor for job satisfaction moderately satisfy the employees of the reserve. On the test of correlations there is a strong relationship between the level of welfare facilities and the factors of job satisfaction. When it comes to the barriers and challenges, the greatest challenge is on the lack of facilities, lack of instructors, disruptions of internet connections and confronting employee problems. On the basis of the findings, a conclusion is drawn. There is a strong relationship between the level of welfare facilities and job satisfaction of employees and trainees. In the light of the findings, it is recommended that the output of the study may considered for implementation for further reference in monitoring and application of the stipulated objectives provided therein.

Keywords: Technology Management, Security Practices, Welfare Facilities, Descriptive-correlational research design, Job Satisfaction, Cebu, Philippines.

1. Introduction

Rationale of the Study

Training centers environment must be safe and secure spaces for trainees, instructors, non-teaching staff and the local community. Therefore, it is necessary to manage a training center safety and security properly in order to prevent accidents and incidents, creating an environment in which physical, emotional and social well-being is promoted. Security is one of the primary concerns of the governments. Full attention has been given to Higher Education Institutions (HEIs) security to address the security threats. Thus, all HEIs in the country are also allocating funds on security purposes in order to address possible arising security risks. These security practices include rules and regulations regarding student conduct such as

potentially violence arising from students' activities. The security measures also include security strategies like monitored door gates or exits, the use of metal detectors, the presence of security guards on campus patrol and possibility of students to link with terrorist or fraternities causing negative effects and responses. Welfare facilities and services for employees are increasingly becoming important in organizations. Employees are a major determinant of the success of any organization, therefore, a company's success is not only measured by the margins and profits it declares, but also by the state of well-being of the workers.

On the other hand employee's welfare includes all those facilities, services and benefits which are provided by employer to its staff for their comfort. Employee's welfare, safety and health are the

measures that promote the efficiency of the staffs. Different welfare programs provided by any organization to its workers have direct impact on the physical, health and mental efficiency alertness, morale and overall efficiency of the employees. Some of the welfare facilities include accommodations arrangements, canteen facilities, it can be categorize as to comfort of living as well as for the working environment. We can identify employee welfare as the efforts which are applied to make one's life worthy. Human resources are the most important asset of every organization. With the help of training as well as welfare provided to staff we can increase the value of human assets. Value of human always appreciates with passing year where as other assets will be depreciated with passing years. Value of human can be depreciated by aging process which includes unhealthiness, hastened up by stress etc. Good welfare will always help to give proper and fruitful outcomes, motivate staffs and increase in productivity. Whenever we provide good welfare, it is always costly decision, but while thinking about future it is long term benefits for the company. (sameer manandhar,2015).

The researcher is interested to do this study since she is one of the instructors of this training institution about 8 years. This study is focus the application of security and facilities system that contribute the performance of the employees and PNP trainees of RTC.

Theoretical Background

The Theory of Security by Ron Kurtus and the securitization was developed by the Copenhagen School of Barry Buzan, Ole Wœver, Jaap de Wilde and others, so called because most writings emerged at the Conflict and Peace Research Institute (COPRI) in Copenhagen in the 1990s. This theory aims to know the types of possible attacks, to be aware of the motivations for attacks and your relationship to those motives. The security or defense against such a threat is to make it difficult to attack, threaten counter-measures, or make a pre-emptive attack on a source of threat. The security or defense against such a threat is to make it difficult to attack, threaten counter-measures, or make a pre-emptive attack on a source of threat.

The Risk Theory (F. B. Hawley) 1893, offers to the theory of safety and security a basic methodological approach to the identification and assessment of safety and security problems by identifying threats, risk analysis and the choice of method of risk management. Risk theory gives to theory of safety and security the basic terms. F. B. Hawley offered his risk theory of profit in 1893. According to Hawley, risk in business arose from product obsolescence, a sudden fall in prices, superior substitutes, natural calamities, or scarcity of certain crucial materials. The risk theory offers to the theory of safety and security a basic methodological approach to the identification and assessment of safety and security problems by identifying threats, risk analysis and the choice of method of risk management.

Policing Theory, 1829 by Sir Robert Peel. According to this view, the factory and other industrial workplaces provide ample opportunities for owners and managers of capital to exploit workers in an unfair manner. This could be done by making the labour work for long hours, by paying workers low wages, by keeping the workplaces in an unhygienic condition, by neglecting safety and health provisions, and by ignoring the provision of elementary human amenities, such as drinking water, latrines, rest rooms and canteens. Clearly, a welfare state cannot remain a passive spectator of this limitless exploitation. It enacts legislation under which managements are compelled to provide basic amenities to the workers. In short, the state assumes the role of a policeman, and compels the managers of industrial establishments to provide welfare facilities, and punishes the non-complier. This is the policing theory of labour welfare. In 1829, Sir Robert Peel established the London Metropolitan Police Force. He became known as the "Father of Modern Policing," and his commissioners established a list of policing principles that remain as crucial and urgent today as they were two centuries ago. The concept of policing is that police typically are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. These functions are known as policing.
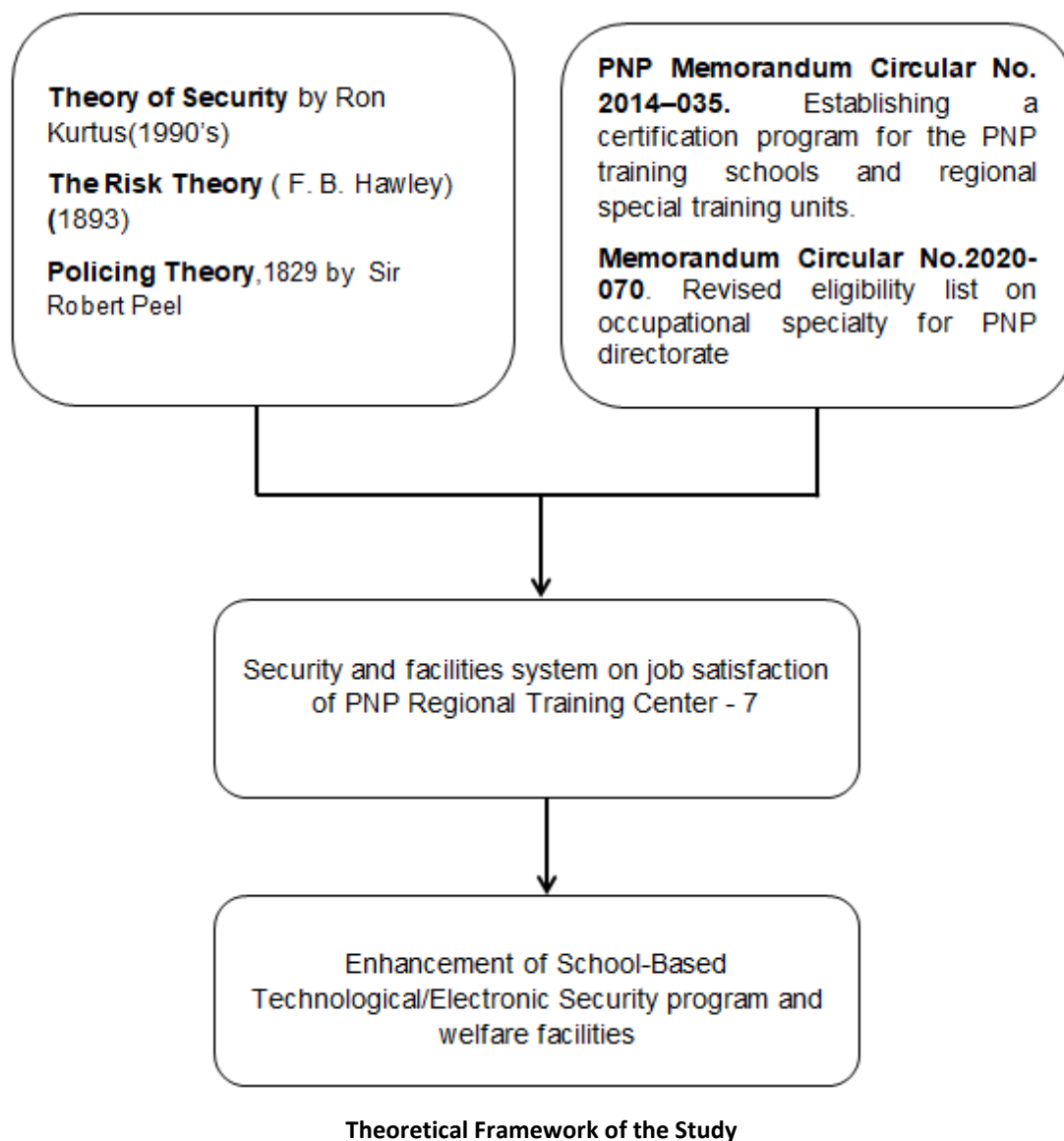
Theoretical Framework of the Study

Figure 1

PNP memorandum circular no. 2014 - 035 establishing a certification program for the PNP training schools and regional special training units. General policies and guidelines states that, Training School Certification is a mandatory requirement for all Training Schools and RSTUs within the PNP.

Memorandum circular no.2020-070- Revised eligibility list on occupational specialty for PNP directorate for human resource and doctrine development units.

The Philippine National Police aims to strengthen its foundation through continuous development and improvement hof the skills and competencies of its human resource that focuses on enhanced training and continuing education of its program.

2. The Problem

Statement of the Problem

This research determined the security and facilities system on job satisfaction of employees and Trainor's of Regional Training Center 7 campus, Consolacion, Mandaue City during calendar year 2023, as basis for an enhancement of School-Based Technological/Electronic Security program and welfare facilities.

Specifically, this sought to answer the following questions:

1. What is the profile of the respondent groups in terms of:
   1.1 RTC employees

    1.1.1 age;

    1.1.2 gender;

    1.1.3 length of service;

    1.1.4 highest educational attainment;

    1.1.5 relevant trainings/seminars attended ; and

    1.1.6 performance rating?

  1.2 Trainor's / instructors

    1.2.1 age;

    1.2.2 gender;

    1.2.3 length of service ;

    1.2.4 highest educational attainment;

    1.2.5 relevant trainings/seminars attended ; and

    1.2.6 performance rating?

2. What is the level of welfare facilities of RTC 7 in terms of:

  2.1 construction of secondary perimeter fence;

  2.2 construction and renovation of buildings and classrooms ;

  2.3 repair and maintenance of facilities;

  2.4 beautification of facilities; and

  2.5 construction of firing range?

3. What are the level of security practices implemented at RTC 7 in terms of the following

  3.1 Center-based security measures

    3.1.1 secured guard house;

    3.1.2 book forms;

    3.1.3 identification cards;

    3.1.4 signs and PNP slogans; and

    3.1.5 accessibility of patrolling vehicle?

  3.2 Human security measures

    3.2.1 training safe planning process

    3.2.2 defined roles and responsibilities

    3.2.3 annual enhancement training

    3.2.4 management plan implementation

  3.3 Campus-Based Technological/Electronic Security

    3.3.1 CCTV (Closed Circuit Television)

    3.3.2 Videoing, storing of video surveillance

    3.3.3 Intruder alarm

    3.3.4 Computer laboratories are protected by high alarm and security system

    3.3.4 Medical and Dental clinic is protected by high security locks and alarm system.

    3.3.5 There is a two-way communication between the main office and duty stations/security office.

    3.3.6 3.3.7 There Is a two-way communication between the main office and teaching and non-teaching personnel.

    3.3.7 Fire alarm system.

4. What is the level of job satisfaction of RTC employees, instructors and schoolers in terms of:

  4.1 Intrinsic factors

    4.1.1 achievement;

    4.1.2 recognition;

    4.1.3 responsibility;

  4.2 Extrinsic Factor

    4.2.1 RTC office Policy and administration;

    4.2.2 quality supervision;

    4.2.3 relationship with peers; and

    4.2.4 relationship with section heads?

5. Is there a significant relationship between the level welfare facilities and job satisfaction of RTC employees and trainees?

6. What are the challenges and barriers related to the welfare facilities implemented at RTC 7?

7. Based on findings, what enhancement technological / electronic security program and welfare facilities can be generated?

Statement of Hypothesis

Ho1: Is there a significant relationship between the level of welfare facilities and job satisfaction of RTC employees and trainees?

Ho2: There is no significant relationship between the level of of welfare facilities and job satisfaction of RTC employees and trainees.

Significance of the Study

This study aims to determine the security practices and welfare facilities on the job satisfaction of employees, instructors and schoolers of Regional Training Center 7 campus . This would benefit the following:

Legislators. In general, the result of this study may provide legislators' idea in framing ordinances that will efficiently respond in the increasing needs of the Philippine National Police concerning to security of the training centers The results of this study may prompt them to give the PNP their utmost support. The data extracted by this study will provide them with PNP's best practices.

RTC PNP Management- This study provides insights for the management to come up a program that will be addressed the need of the PNP trainees /scholars.

Curriculum Makers. This would motivate them to design and implement curriculum that is reflective both the schoolers and instructors 'general welfare and must at all times consider the mental, physical and professional health.

RTC officials. Give an idea to RTC officials in upgrading our educational mandates and welfare facilities usable for both the PNP trainees and employees.

RTC personnel. Provide them the necessary safety knowledge and enjoy the facilities for enhanced welfare facilities within the training center.

Instructors. In a way their sincerity, honesty and devotion to the school they are serving will benefit the PNP trainees to become more dedicated servant in the society.

Training Officers. This will be beneficial to them in a way that this may create in them an awareness about the need to cultivate sense of responsibility and focus in their studies so not increase the stress level of their teachers who has high influence in their educational success.

Community. They will be benefited of the service extended by the PNP trainees.

Researcher. This would give him an utmost happiness of having proved her worth as candidate under the doctor's degree program, while findings of this research will lead her in concretizing her claims that the RTC training Center needs an enhanced welfare facilities for authentic and strong mental , physical and professional fitness to best deliver their expected services to their clientele.

Future researchers. This study will give an idea to do more research related to the study conducted.

3. Research Methodology

Research Design

This study utilized a descriptive-correlational research design. It also used quantitative approach. It described the level of welfare facilities and training security practices and the level of job satisfaction of both the employees and trainees office of RTC- Consolacion, Cebu.

Flow of the Study

Input. The research would have its input on the profile of the respondent groups, the training practices implemented at RTC 7, the level of welfare facilities and training security practices, the level of job satisfaction of both the RTC employees and trainees in terms of security practices and welfare facilities of Regional Training Center7.

Process. The researcher asked permission to the school head to distribute the questionnaire to the respondents after the review and formulation of the study with the adviser. It determines the determines the security practices and level of welfare facilities on satisfaction of both employees and Trainor's of Regional Training Center 7 campus, Consolacion, during calendar year 2023 as basis for an enhanced technological/electronic security program and welfare facilities.

The process includes the administration of the questionnaire, validating the data presenting the data including the statistical treatment thereof and analysis and interpretation of data.

Output. enhanced technological/electronic security program and welfare facilities.

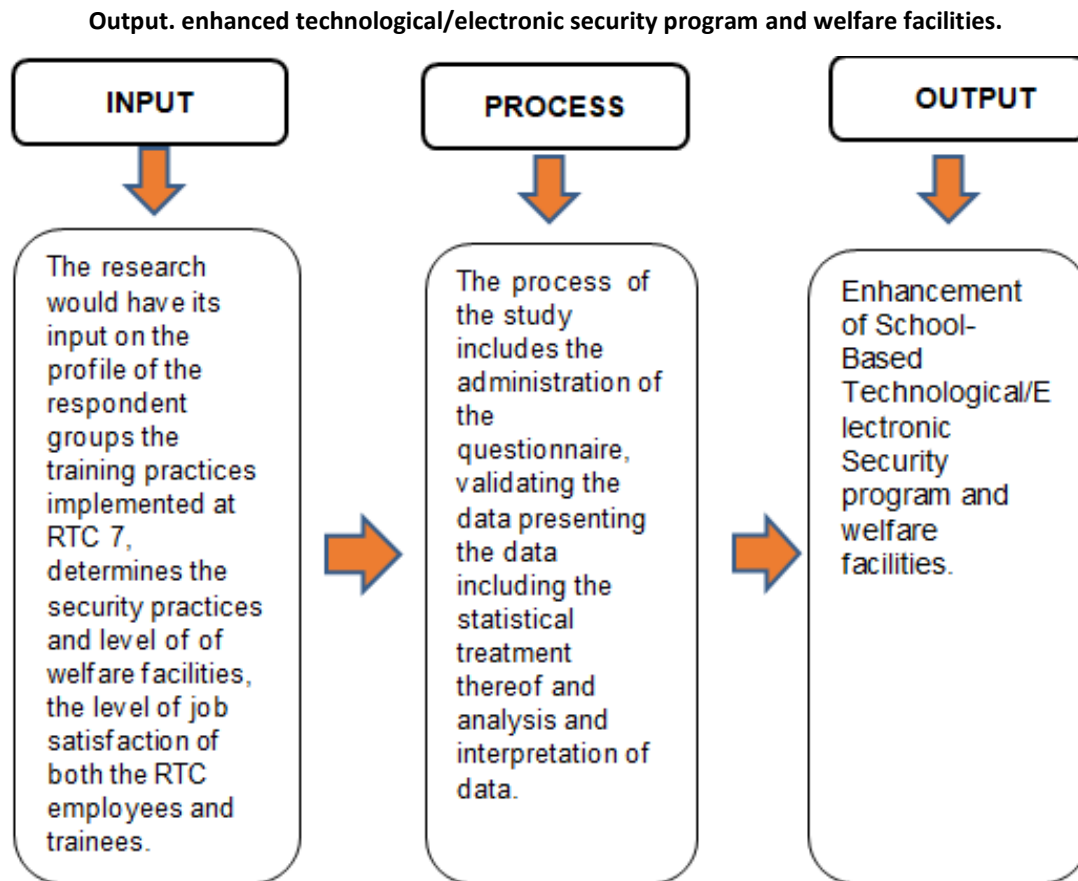| INPUT	PROCESS	OUTPUT
The research would have its input on the profile of the respondent groups the training practices implemented at RTC 7, determines the security practices and level of of welfare facilities, the level of job satisfaction of both the RTC employees and trainees.	The process of the study includes the administration of the questionnaire, validating the data presenting the data including the statistical treatment thereof and analysis and interpretation of data.	Enhancement of School-Based Technological/Electronic Security program and welfare facilities.

Figure 2

Environment

Regional Training Center 7 was located in Sitio Laray, Brgy. Jugan, Consolacion, Cebu. RTC 7 was established on January 1969 as Regional Training Police Academy of Central Visayas. In 1975 the academy was transferred to the defunct Integrated National Police, and in 1993 was placed under the supervision and control of the PPSC. RTC 7 caters to the training requirements of the members of the PNP of the Police Regional Office 7 in Central Visayas. Region 7 is composed of the provinces of Bohol, Cebu, Negros Oriental and Siquijor.

Regional Training Center 7 is a government Institution under the umbrella of the Philippine National Police Training Institutes (PNPTI). It is managed or manned by uniformed personnel, headed by a Police Colonel under which are, the Chief of NAS (Non-Academic Section) with a Rank of Police Major, the Chief of the Administrator Division, Chief of Academics, Chief of Finance, Chief of General Services Section, Chief of Supply, Camp Commander and Chief of Internal Legal Affairs Office.

This Institute caters for the Public Safety Basic Recruit Course, which is the new qualified applicants for the Philippine National Police. It also conducts prerequisite courses for PNP personnel needed for promotion such as Public Safety Junior Leadership Course, Public Safety Senior Leadership Course and Public Safety Office Candidate Course. Regional Training Center mainly is for the Philippine National Police Training Ground.

Respondents

This study focused on three hundred fourteen (314) total respondents, one (1) head of office, eighteen trainors, nineteen office personnel, twenty six (26) employees/ instructors and 200 PNP schoolers respectively. Of the 26 instructors 15 are active in PNP and 11 are civilian (doctors and lawyers).

Table 1 Distribution of Respondents

NAME OF RESPONDENT GROUPS	RESPONDENT GROUPS											Total	PERCENT-AGE (%)
	Head of Office		Trainors		Office Personnel		Employees		Schoolers		Neigh-borhood		
	M	F	M	F	M	F	M	F	M	F			
A. RTC 07													
1.Police Commission Officer	1	0	3	1	3	0						**8**	**2.55**
2.Police Non-Commission Officer	0	0	4	1	7	3						**15**	**4.78**
3.Non Uniform Personnel	0	0	6	3	1	5						**15**	**4.78**
4. Instructors							22	4				**26**	**8.28**
5. PNP Schoolers									190	10		**200**	**63.69**
B. LGU COMMUNITY											50	**50**	**15.92**
TOTAL	1	0	13	5	11	8	22	4	190	10	50	**314**	**100.00**

Instrument

This study adapted instruments. The first instrument was the profile of the respondents which was researcher made. The 2nd questionnaire was the Survey questionnaire consisted of 3 parts and uses the 4 point Likert scale. Part 1 outlined the respondents' profile while Part 2 solicited the school-based security measures namely; (Physical, Human and Technological/Electronic Security Measures) with 15 indicators each. There are six (6) instruments designed mainly to measure the variables under study. Permission is to be requested from the chief. The data collection will be conducted on face to face survey.

The third questionnaire is the level of welfare facilities in RTC. This a researcher made questionnaire based on the data.

It is followed by the job satisfaction questionnaire. In this study the researcher measured using a five item scale. Respondents indicated their agreement with each item on a 5 point scale ranging from 1dissatisfied to 5 completely satisfied. The questionnaire was divided into two (2) parts: (1) the intrinsic factors and, (2) the extrinsic factors.

The following section for the job motivators are:

For the Intrinsic Factors are:

1. Achievement as Salary Grade and Educational Attainment
2. Recognition Rank
3. Responsibility

Extrinsic Factors

1. Organization Policy and Administration
2. Quality of supervision
3. Relationship with peer and Supervisor

The motivating factors consisted of 27 statement in all 6 sections, and in the hygiene factors of 45 statements in all 10 section.

Lastly, interview schedule instrument guide. It is to be utilized to explore the issues and concerns related to the related to the welfare facilities implemented at RTC 7.

Gathering of Data Procedures

The researcher and send letter to the chief of RTC for approval the administration on the distribution of questionnaire and send letter of intent with the research proposal for the conduct the study to the Regional Training Center 7.

The researcher will ask the assistance of some of the PNP employees to administer the tool personally so that questions will be entertained and items which are not clear with the respondents will be explained to ensure cooperation throughout the study. After which, the quantitative data are to be collated, tallied, and subjected to

Statistical Treatment of Data

The gathered data are analyzed using descriptive and qualitative data analyses as follows:

Frequency Distribution and Simple Percentage are used to determine the frequency distribution and percent of the group respondents in Regional Training Center 7 office of Consolation, Cebu

Weighted Mean are also be used to determine the scores on the security practices and level of welfare facilities on satisfaction of both employees and Trainor's of Regional Training Center 7 campus, Consolacion, Mandaue City.

Pearson Product Moment Correlation are utilized to analyze the correlations among the welfare facilities and job satisfaction of RTC employees and trainees.

Scoring Procedure

The following was the parametric measures on the level of welfare facilities, level of security practices, level of job satisfaction of the RTC employees, instructors and schoolers at regional training center 7, Consolacion Cebu.

I. Parameter Limits on the Level of Welfare Facilities

SCALE	RANGE	INTERPRETATIONS
4	3.26 – 4.00	Very High
3	2.51 – 3.25	High
2	1.76 – 2.50	Moderate
1	1.00 – 1.75	Low

II. Parameter Limits on the Level of Security Practices Implemented at Rtc – 7

SCALE	RANGE	INTERPRETATIONS
4	3.26 – 4.00	Well secured
3	2.51 – 3.25	Secured
2	1.76 – 2.50	Moderately secured
1	1.00 – 1.75	Less secured

III. Parameter Limits on the Level of Job Satisfaction of the Rtc Employees, Instructors and Schoolers

SCALE	RANGE	RESPONSE CATEGOTY	VERBAL DESCRIPTION
4	3.26 – 4.00	highly satisfied	When the described factor is observed to have the highest level of your job satisfaction. It is the one that impels you to work beyond what you ordinarily do. It is your motivation.
3	2.51– 3.25	moderately satisfied	When the described factor has a moderate level of your job satisfaction. It may provide satisfaction with your job, but performance maybe more of compliance.
2	1.76 – 2.50	Fairly satisfied	When the described factor has a relatively less level of your job satisfaction. Job satisfaction is low.
1	1.00 – 1.75	Dissatisfied	When the described factor does not apply to you.

4. Review of Related Literature and Studies

This part presented the related literature and studies that associate to the current research works. Information established in this study could give the readers thoughts why this investigation is significant. To link the ideas and information borrowed from different authorities a clincher is provided.

Related Literature

Security is one of the primary concerns of the government. Security purposes in order to address possible arising security risks. As mentioned by Curran,et.al (2020) Policymakers and educators seek strategies to prevent school shootings after high-profile incidents, but there has been little study on school-level responses in the early after such incidents. In a case study written by Kwon, et.al (2021) when it comes to school security and to promote safety they found out in their study that to protect students from infection, a "school disinfection plan" was implemented at the individual and class level. In addition, for effective implementation, school health activities were carried out with a "personal protection

safety belt" and a "community protection safety belt." The "prevention safety belt strategy" was introduced in accordance with governmental guidelines to sequentially implement various preventive measures necessary to ensure environmental safety of schools in order to ensure a safe educational environment for high school students and to ensure smooth execution of face-to-face classes (in-person teaching). Personal preventative safety belts were activated by checking students' symptoms when they entered the school and throughout each class, and self-made disinfectants were provided by spraying alcohol on wet-wipes. These were cost-effective and sustainable approaches utilized in this school. The experience of designing a prevention safety belt approach to fit the local education office's recommendations to the school environment was shared. The concept of prevention safety belts served to unite and inspire voluntary engagement of students in health promotion activities by focusing on the school community as well as individual students and teacher.

Policymakers and educators seek strategies to prevent school shootings after high-profile incidents, but there

has been little study on school-level responses in the early aftermath of such incidents. Using a nationally representative sample of elementary school principals from the Early Childhood Longitudinal Study, this study examines how school-level security measures and practices changed after the 1999 Columbine shooting. Using variation in the timing of survey completion relative to the

Columbine shooting, elementary schools were 16 percentage points more likely to lock exits after Columbine and, over time, were more likely to use visitor sign in procedures. In several models, the racial/ethnic composition of the school had a moderating influence. Policy and educational implications are examined. Curran,et.al (2020).

According to the Institute for Industrial Safety Culture, safety culture is a set of ways and behaviors being shared within an organization which aims to manage the most important risks associated with its activities (What 2019). It is about encouraging all employees to bear in mind common values and approaches to workplace safety. The focus point is how people behave when no one is looking. For the most part, safety culture affects the way the society considers and approaches security. Research of security and safety culture within an organization. Andrej Veľas,et al .Security Journal (2022).

Job satisfaction is known to consist of various aspects that have been categorized by many researchers. One such classification includes aspects of satisfaction with salary, with promotions, with colleagues, with the job itself, and with supervision. Job satisfaction is an optimistic emotional state arising from a person's job, which is related to how a person likes their job, a positive view of employees on their work, and job satisfaction is an observable expression of affective reactions to certain jobs (Yuspahruddin et al., 2020). Job satisfaction is also considered an effective indicator of happiness because it reflects a pleasant state of mind and positive emotions resulting from well-being at work, which is largely determined by human resource management practices (R.M. et al., 2019). So, it can be stated that a person's thoughts and actions to produce job satisfaction are determined by the individual himself in doing his job.

The article by Lumaban and Battung (2020) discusses the importance of maintaining peace and order in a city or town, and the use of Closed-Circuit Television

(CCTV) as a tool for preventing crimes. The authors note that as the population of an area grows, the risk of crime increases, and it becomes more difficult for law enforcers to detect criminals in public places. The article highlights the use of facial recognition technology as a means of improving the effectiveness of CCTV surveillance systems. The authors suggest that CCTV can be used not only to prevent crimes but also as evidence in investigations by military and police forces. The article emphasizes that CCTV is widely used in public places such as shopping malls, offices, factories, and transportation units. Overall, Lumaban and Battung's article underscores the importance of using technology to maintain public safety and order.

The provision of welfare facilities is essential to improve the work-life of employees and to raise their motivation at work. Studies have shown that welfare programs can positively impact the motivation of the workforce. Hassan et al. (2019) highlighted the significance of staff welfare programs in both developed and developing societies. Such programs provide employees with the necessary facilities and benefits that keep their motivation levels high. Welfare facilities provide to their employees to ensure their motivation remains high.

In summary, worker welfare programs have been recognized as an effective strategy for organizations to boost employee motivation. The provision of welfare facilities can improve the well-being and productivity of employees. Several studies have emphasized the importance of such programs and their impact on employees in both developed and developing societies.

Several studies, including those by Mohd Norazmi et al. (2021), Rosnee et al. (2021), Roszi et al. (2021), Nik Nurhalida et al. (2021), Een et al. (2021), and Yusaini et al. (2021), have found that welfare measures such as wellbeing and motivation can improve teachers' job satisfaction. The administration of schools should pay attention to this aspect of welfare to ensure effective management, particularly in involving teachers in PPKI (Norazmi et al., 2019; Fauziyana et al., 2020; Norazmi, 2020; Zaid et al., 2020; Zaid et al., 2021). Furthermore, Aminah et al. (2021), Azlisham et al. (2021), and Saadiah et al. (2021) have highlighted the need to consider the welfare element of special education teachers in determining their job satisfaction levels. Firkhan et al. (2021), Ishak et al. (2021), and Ashari et al. (2021) have also included the welfare element of

teachers in their study to assess the job satisfaction of special education teachers. It can, therefore, be concluded that welfare measures play a crucial role teachers' job satisfaction.

Related Studies

Fisher, et.al (2021) school-based security is most likely perceived by the presence of security cameras as the prevalent methods for preventing and detecting school crime and violence since the late 1990s in their study using multiple waves of the nationally representative School Survey on Crime and Safety. It investigates the link between installing school security cameras and the outcomes of crimes documented by the school. The number of offenses reported to the police, the frequency of social disturbances, and the amount of exclusionary punishment imposed are all factors to consider. The findings revealed null effects for all outcomes and a number of alternate specifications, indicating that crime and punishment patterns in schools with cameras were similar to those in schools without cameras. Theoretical and practical concerns are used to understand the findings.

Assessment of School Security Practices Implemented at Visayas State University Tolosa in the New Normal (Marieli Cherry Catacio Cipres. 2022)

Job satisfaction is defined as the combination of positive or negative feelings employees have about their jobs, Locke with his mostly cited definition describes it as "a pleasant or positive emotional state resulting from an assessment of one's job or work experience" (Dinc et al., 2018a). In their paper Gîlmeanu (2015), notes that if job satisfaction generates performance. Therefore, in order for managers to better employee's performance they must improve employee satisfaction. Likewise, if high performance is enhancing satisfaction, then mangers should focus on assisting employees to achieve performance and then satisfaction will follow. Also, it is good to understand that an appropriate task of reward and performance can determinedly impact satisfaction. Research shows that individuals who get tremendous rewards obtain satisfaction. However, reward sum shifts depending upon achievements, so small rewards offered to poorly performing employees will lead to dissatisfaction. Managers should note that performance and satisfaction are influenced by the allocation of rewards, hence why they should be considered as two separate but related labor results.

Effective communication increases productivity. According to a McKinsey report, well-connected teams see a productivity increase of 20-25%.This increase affects task work — CMSWire reports that 97% of employees believe communication impacts their task efficacy on a daily basis.In June of 2011, the International Journal of Business and Management included an article entitled, "Communication, Commitment, and Trust: Exploring the Triad," by Rachid Zeffane, Syed Tipu, and James C. Ryan. An article in the International Journal of Business and Management titled "Communication, Commitment, and Trust: Exploring the Triad" also connects trust and effective communication: Trust and commitment do not just happen; they are forged and maintained through effective communication". This finding was based on previous studies and data from an original survey that included 244 employees.

According to research, 28% of employees point at poor communication as the reason for breached deadlines. Another research by Salesforce that included not only employees, but corporate executives and educators as well, shows that 86% of them believe ineffective communication is the underlying reason for workplace failures.

Lu, Liu, and Zhao (2017) explained that employees usually engage in territorial behavior in the workplace. This behavior refers to employees' manifestation of being motivated in establishing and maintaining territories to things which they perceived they owned. Such engagement enhances employees' attachment to their work, increases one's motivation, and reduces one's intention to quit. Furthermore, the harmonious relationship among employees can strengthen the bond among co-workers and the entire organization. Aside from mutual support, trust, understanding, and perspective-taking to one another, employees bind and commit themselves together toward a common goal, which is beneficial for the organization.

Job security is a feeling of assurance for an employee for continued employment. In the case of a group of employees in Germany, job security is adversely affected by rising labor market demands but cushioned by training and educational qualifications (Krause, Obschonka, & Silbereisen, 2018). Whereas in a group of private-sector employees in China, a higher level of trust in management and job security resulted in a favorable employee-employer relationship. As a

consequence, it enhances employee productivity (Newman, Cooper, Holland, Miao, & Teicher, 2019).

Job satisfaction is a feeling of fulfillment or enjoyment in one's job. In the case of young faculty members in universities in Turkey, Cerci and Dumludag (2019), revealed that university faculty's life satisfaction and overall job satisfaction were strongly correlated with mobbing, time for research, formal and informal pressure and individual job security. Employees should meet the performance criteria set by the organization to ensure the quantity and quality of their work. Job satisfaction is related to productivity, motivation, work performance and life satisfaction (Abuhashesh et al., 2019), which means that this also applies to the private lives of employees.

Decision making is an action which shows that how a person defines, think about a problem and select an alternative solution to resolve it (Aboudahr & Olowoselu, 2018). The success of any organization mostly depends upon the quality of decisions made by its managers. The difference of institute's culture and personality traits directly affects the decision making styles of academic managers (Jabeen & Akhtar, n.d). It is the decision making styles that in turn reflect nature and thinking of academic managers in universities. It depends on their mentality that how they use information, conceptualizes and envisions the future of their university. Decision making style is a learned, usual response pattern that a person shows in a decision situation (Ding, Xu, Yang, Li & Heughten, 2020). Indeed, teacher well-being, associated with exemplary psychological competence and their constructive work experience, is described by the presence of constructive aspects like career satisfaction and job interest (Benevene et al., 2018). Even though the well-known needs of instruction have resulted in the exploration of deconstructive dimensions of educators' feelings like anxiety and exhaustion, scholars are also curious about how constructive encouraging elements, like engagement, are built and promoted in different school environments (Benevene et al., 2018).

Organization performance can be explained in terms of organization performance elements, that consist of market reputation, employee satisfaction, customers loyalty and market share (Imran, Ilyas, Aslam, & Fatima, 2018) The core of the previous combination depends on knowledge sharing that is considered an essential tool to achieve the desired expectation of knowledge management. It's strongly believed that organizations' survival and success depend on sharing skills, knowledge and experiences within employees and transform them into ideas of innovations (Soto-Acosta, Popa, & Palacios-Marqués, 2016). In other words, helping employees in creating new knowledge and motivate them with learning abilities will promote the culture of creativity and innovation in the organization which influence on employees attitude, behavior, skills and performance (Jyoti & Rani, 2021).

5. Results and Discussion

Summary

This research determined the security practices and welfare facilities on job satisfaction of both employees and Trainor's of Regional Training Center 7 campus, Consolacion, Mandaue City during calendar year 2023, as basis for an enhancement of School-Based Technological / Electronic Security program and welfare facilities. The study surveyed the following areas of concern: related to the profile of the respondent groups, the level of welfare facilities of RTC 7, the level of security practices implemented at RTC 7 in terms of the following center-based security measures, Human security measures and Campus-Based Technological/Electronic Security. On the other hand the level of job satisfaction of RTC employees, instructors and schoolers in terms of Intrinsic factors and Extrinsic Factor, significant relationship between the level welfare facilities and job satisfaction of RTC employees and trainees and lastly the challenges and barriers related to the welfare facilities implemented at RTC 7.

The researcher made use of the qualitative of research with the use of the questionnaire as the main tool in the gathering of important data. Quantitative method of research is the method of research in which data were quantified from the response of the questionnaire which were presented, analyzed and interpreted.

Findings

On the level of the welfare facilities was described to be high and considerably manifest quality of work practices. As to the level of security practices implemented at RTC – 7. In terms of center-based security measures it indicates that the center is fully secured and maintained to high degree in order to provide quality service to all the clientele and occupants of the reserve.

When it comes to human security measures were given the highest degree of security in implementing the measures identified. As to the campus-based technological and electronic security system and concepts are well secured. On the level of job satisfaction of the RTC employees, instructors and schoolers in terms of the intrinsic elements it reflects highly satisfy the employees, trainers and schoolers of the regional training center. As extrinsic factor for job satisfaction moderately satisfy the employees of the reserve. Though office policies and administrative upbringing highly satisfy the individuals, other aspects lack certain elements that moderately satisfy the populace. These are the considerations of quality supervision that fall short in understanding individual that affects work performances, feelings and values, trust and honesty, approachability and availability, sharing common interests and enthusiasm to motivate and initiate opportunities.

On the test of correlations there is a strong relationship between the level of welfare facilities and the factors of job satisfaction. When it comes to the barriers and challenges, the greatest challenge is on the lack of facilities, lack of instructors, disruptions of internet connections and confronting employee problems.

6. Conclusion

There is a strong relationship between the level of welfare facilities and the factors of job satisfaction and that the welfare facilities was described to be high and considerably manifest quality of work practices thus it fosters a productive working culture.

Recommendations

In the light of the findings, it is recommended that the output of the study would be implemented for further reference in monitoring and application of the stipulated objectives provided their in.

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