

Employee Engagement Practices at the Philippine Science High School – Main Campus

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Abstract

This study aimed to assess the effectiveness of the employee engagement practices at the Philippine Science High School – Main campus. Wherein, the employee engagement in every workplace is important as to how the business or organization will be in the long run. The descriptive-survey method of research was used in this study. A researcher-made questionnaire was designed for the purpose of gathering data. The respondents were currently employed as teaching and non-teaching personnel. The employees at the Philippine Science High School – Main Campus were engaged in terms of meaningful work, hands-on management, positive work environment, growth opportunity and trust in leadership. For the continuity of the employee engagement practices, further studies and evaluation of the other practices should be looked upon to have a deeper insight into what aspects should be lingered or modified. The management should implement a thoughtful plan that is embraced by everyone and establish culture of trust and collaboration from which everyone can grow. It is also important to extend the cultivation of meaningful work within the schools by clearly communication of the goals, values, and contribution to society; show employees how objectives of their work connect to the intrinsic values and beliefs; initiate an ongoing dialogue about meaningful of work that may stimulate employees to continuously reflect upon their own work experience, and express appreciation for employee’s contribution frequently. All personnel should be treated fairly and with respect regardless of sex, civil status and nature work to provide positive work and learning environment.

Keywords: employee engagement, positive work environment, growth opportunity, hands-on management, trust in leadership