

## The Relationship between Grit and the Quality of Life of the Non-Teaching Personnel of Schools Division Office of Cabuyao

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**ABSTRACT:** The study aimed to determine the level of grit and the quality of life of non-teaching personnel and reveal if there is significant relationship between them. There were forty (40) respondents of the study who were non-teaching personnel of City Schools Division of Cabuyao. The researchers employed quantitative approach specifically utilized correlational research design. Standard instruments like Grit Scale (Duckworth, 2009) and the Professional Quality of Life Scale (Stamm, 2010) were used to assess the grit and the professional quality of life of non-teaching personnel respectively. The level of grit of non-teaching personnel in DepEd Division of Cabuyao is moderately high which means that they have an average strength of character and normal firmness of mind and spirit. The professional quality of life of the non-teaching personnel is generally perceived to be moderately positive which means they often feel happy and optimistic in life. Although sometimes SDO non-teaching personnel experience stress, fatigue, irritability, hostility, and sadness. There is no significant relationship between demographic profile and grit which means that SDO personnel's grit is not affected by their diversities in sex, age, civil status, and years in the service. The results reveal that sex, civil status and years in service have no significant relationship with the professional quality of life of the non-teaching personnel which implies that regardless of whether you are a male or female, single or married, and the number of years working as non-teaching personnel, your professional quality of life is not affected by those factors. However the age of non-teaching personnel affects the professional quality of life which denotes that when you age you are looking for a better quality of life. There is a moderate level of correlation between grit and professional quality of life. This result implies that when an individual has high level of grit, he/she can also improve his/her professional quality of life. The Work-Life Balance Program developed by the researchers as an offshoot of the study can be utilized to enhance the level of grit and improve the professional quality of life of the non-teaching personnel of SDO Cabuyao.

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### I. CONTEXT AND RATIONALE

The City Schools Division of Cabuyao was established on September 16, 2016 by virtue of Republic Act No. 10163, pursuant to the existing DepEd-DBM organization and staffing standards, citing that a school division may be established in each city that shall cater the needs of both elementary and secondary schools. It is a medium-sized division, occupying a two-storey building at the Enterprise Park, Barangay Banaybanay, City of Cabuyao, Laguna. Responsible for rendering internal and external services are 85 non-teaching and related-teaching personnel in the division office while forty-four (44) are assigned in implementing and non-implementing units *providing administrative and other financial services. Limited manpower in other SDO sections initiated the top management to seek assistance from the Local Government Unit.*

The COVID-19 Pandemic exposed all personnel, learners, and stakeholders to physical, emotional and mental stresses; thus, the Mental Health and Psychosocial Support Services (MHPSS) activities of the Department is strengthened through online/ virtual trainings, seminars, psychological first aid and consultations. The SDO and schools abide with the health standards and protocols set by the authorities. “New Normal” Policies were implemented to ensure services and learning continuity even without face-to-face classes/ interactions. According to psychologists, grit refers to the enthusiasm and tenacity needed to achieve long-term, meaningful goals. Additionally, it is described as the capacity to maintain attention on long-term objectives that are significant to you and to persevere in the face of difficulties or failure (Feldman, 2017). On the other hand, the degree to which people feel about their work as caregivers determines the quality of their professional lives. It offers advantages and disadvantages for aiding professionals that affect their quality of work life. (Bonganciso, Jade & Bonganciso, Ruel 2022).

Based on Duckworth (2019) grit greatly affects the quality of service an employee provides in his/her work. It is the passion and perseverance of an individual to work hard and achieve his/her long term and meaningful goals. Another variable of the study is about a person's professional quality of life is how they feel about their employment as a helper. Both the advantages and disadvantages of one's job have an impact on one's professional quality of life. Non-teaching personnel who are employees that work to help deliver quality services in DepEd are essential to ensure that students and teachers are well taken care of. Thus, it is important to know whether the non-teaching personnel are experiencing good professional quality of life. Additionally, professional quality of life includes both good (compassion satisfaction) and negative (dissatisfaction) components (Compassion Fatigue). Two distinct phases of compassion exhaustion exist. The first section addresses burnout symptoms like fatigue, irritability, hostility, and sadness. Secondary traumatic stress is an unpleasant emotion fueled by dread and trauma from the workplace. Direct (primary) trauma can occur at work in some cases. Other times, traumatic events at work may combine both primary and secondary trauma (Stamm, 2010). Grit is defined by psychologists as the ability to stay focused on achieving long term goals that are important to an individual and to persevere even if difficulty or failure hits him/her (Feldman, 2017). Moreover, it is also defined by Duckworth (2019) as the tenacious pursuit of a dominant superordinate goal despite setbacks. Grit and self-control are strongly correlated, but not perfectly so. This means that some people with high levels of self-control capably handle temptations but do not consistently pursue a dominant goal. Galton (2020) reviewed biographical information on prominent individuals in an array of disciplines including science, poetry, music, art, and the law. Galton proposed that talent was insufficient for eminent achievement. Rather, the most eminent individuals displayed ability combined with “zeal,” and the “capacity for hard labor. Similarly, Grit is the disposition to pursue long-term goals with sustained interest and effort over time (Duckworth et al., 2019). The notion that sustained effort and focused interests are distinct from talent but equally vital to success has been discussed in psychological literature for well over a century. In perhaps the earliest systematic inquiry into the psychological determinants of high achievement.

Duckworth et.al. (2019) underscores in the result of his study about perseverance and passion for long-term goals that grit has no direct relation with IQ. However, grit demonstrated incremental predictive validity of success measures more than IQ and conscientiousness. It is very important to note that grit is a very significant indicator of success in life. On the same thought, Crede (2020) emphasizes that grit is likely to be responsive to interventions and his study describes avenues for future research on grit that may help to clarify if grit can contribute to our understanding of success and performance. These avenues include examinations of possible configural relationships between passion and perseverance. The result revealed that grit greatly affects passion and perseverance. On the other hand, Grit predicted retention over and beyond established context-specific predictors of retention. The relative predictive validity of grit compared to other traditional predictors of retention is examined and that individual differences which influence commitment to diverse life goals over time is a contributory factor. (DeLuca and Rosenbaum, 2020) Given the pervasiveness of ICTs in our daily lives, the role of ICTs on quality of life (QoL) has recently piqued the interest of researchers. Even though existing empirical research has largely provided specific results using single country data, there is still a gap in our understanding of the dual effects of digital inclusion and ICT access on QoL and the mediating role of ICT usage at the global level. The study's findings provide important insights into how ICTs can improve QoL. (Alhassan & Adam, 2021). A person's professional quality of life is how they feel about their employment as a helper. Both the advantages and disadvantages of one's job have an impact on one's professional quality of life. Helping professional employees may respond to local, regional, national, and even international disasters. Health care providers, social service providers, educators, lawyers, police officers, firefighters, members of the clergy, staff members of airlines and other modes of transportation, teams working to clean up disaster sites, and other volunteers are all examples of people who help during an emergency or later.

Working with people who have gone through severely traumatic experiences can have both positive and negative impacts, and the Professional Quality of Life Scale, or ProQOL, is the most widely used indicator of these effects. A variation of the ProQOL was used in 46 out of the 100 studies in the PILOTS database (Published Literature in Posttraumatic Stress Disorder). Charles Figley created the test, which was initially known as the Compassion Fatigue Self-Test, in the late 1980s. Stamm and Figley started working together in 1988. The Compassion Satisfaction and Fatigue Test, of which there were multiple variations, was given a new name in 1993 when Stamm added the concept of compassion satisfaction. Early in the 1990s, these versions were Figley and Stamm, and later Stamm and Figley. The measure was completely transferred to Stamm in the late 1990s through a successful cooperative agreement between Figley and Stamm, and it was given the new name Professional Quality of Life Scale. The Finnish, French, German, Hebrew, Italian, Japanese, Spanish, and Croat versions of the ProQOL, which was originally designed in English, are also available. Russian and European Portuguese translations are being worked on.

Organizational prevention strategies are thought to maximize helpers' well-being (CS) and lower the chances of suffering from secondary trauma and compassion fatigue based on experience and some research. Organizational programs at the very least demonstrate to the employee that the potential impact of the work on them has been formally acknowledged. Good programs don't reveal information about a worker's professional quality of life to other employees or supervisors unless the person chooses to disclose it. The principles of organizational human resources advise that these performance concerns should be handled as such and not as a weakness in the employee's character in those situations where supervisors address performance issues that they consider may be detrimental to assisting. The study of Bloomquist et.al (2019), explores how self-care behaviors and viewpoints affect both good and bad measures of work-related quality of life, such as compassion fulfillment, secondary traumatic stress, and burnout among MSW professionals. The findings show that although social workers value self-care and think it helps reduce stress connected to their jobs, they only occasionally do it. Findings show that social workers are not taught how to conduct self-care in an effective manner by MSW programs or companies. Indicators of professional quality of life are influenced differentially by distinct self-care practice domains. This study sheds light on the under-studied relationship between social worker self-care and professional quality of life, provides insights into the types of activities practiced and not practiced by MSW practitioners, and identifies gaps between perceived value and effectiveness.

According to the research of Cherian and Kumari (2021), the association between grit and social support is significant at the 0.01 level. This demonstrates that social support scores tend to increase when grit levels increase. Grit and quality of life scores were shown to be positively correlated ( $r=0.467$ ), which is statistically significant at the 0.01 level. At the 0.01 level, a positive and substantial connection between social support and quality of life ratings was discovered. This shows that a rise in social support scores tends to raise the quality-of-life scores. With considerations of the foregoing information and the strong concern on how to provide a good quality of life for the non-teaching personnel of the City Schools Division of Cabuyao, the researchers were motivated to make an academic investigation on the relationship of grit and the quality of life of non-teaching personnel of the Schools Division of Cabuyao City and develop a work-life balance program.

## II. INNOVATION, INTERVENTION AND STRATEGY

*Below is the strategy carried out by the researchers to complete this study. On the last phases of the target milestones are the plan for research dissemination and utilization of research output.*

Target Milestone	Actions	Responsible Person <i>Who will do this step?</i>	Support Needed from:	Target Date <i>When will this step be accomplished?</i>
<b>Milestone 1</b> Pre-Planning Phase	<b>Action Step</b> Conceptualize the research.	Researchers	Schools Division Research Committee	March - April 2023
<b>Milestone 2</b> Planning Phase	<b>Action Step 1</b> Write the initial draft of the proposal	Researchers	Schools Division Research Committee	April 2023
	<b>Action Step 2</b> Brainstorm on the research design,	Researchers	Schools Division Research Committee	May 2023

	sampling technique, number of respondents and other details of the research			
<b>Milestone 3</b> Development Phase	<b>Action Step 1</b> Prepare data and information that will be used for the context and rationale of the research proposal.	Researchers	Schools Division Research Committee	May 2023
	<b>Action Step 2</b> Write the research proposal.	Researchers	Schools Division Research Committee	May 2023
<b>Milestone 4</b> Research Proposal Presentation Phase	<b>Action Step</b> Present the research proposal.	Researchers	PPRD Research Reviewers	June 2023
<b>Milestone 5</b> Revision Phase	<b>Action Step 1</b> Incorporate suggestions and recommendations from the research evaluators.	Researchers	Research Reviewers	August, 2023
<b>Milestone 6</b> Data Gathering Phase	<b>Action Step 1</b> Write communication for the concerned asking permission to conduct the study.	Researchers	Schools Division Superintendent Respondents	August, 2023
	<b>Action Step 2</b> Administer of the research questionnaires.	Researchers	Respondents	August, 2023
	<b>Action Step 3</b> Retrieval research questionnaires.	Researchers	Respondents	August, 2023
<b>Milestone 7</b> Data Interpretation Analysis Phase	<b>Action Step 1</b> Apply statistical tool.	Researchers	Statistician	September 2023
	<b>Action Step 2</b> Interpret and analyze the results.	Researchers	Statistician SDRC	September 2023
	<b>Action Step 3</b> Write the conclusions recommendations.	Researchers	SDRC	October 2023
<b>Milestone 8</b> Writing the output of the research	<b>Action Step</b> Develop an output of the research.	Researchers	SDRC	October 2023
<b>Milestone 9</b> Final Presentation Phase	<b>Action Step</b> Present the terminal report of the study.	Researchers	Research Reviewers	November 2023
<b>Milestone 10</b> Revision and Submission Phase	<b>Action Step 1</b> Revise the completed research following all the suggestions and recommendations of the panel of reviewers.	Researchers	Research Reviewers	November 2023
	<b>Action Step 2</b> Submit the revised completed research.	Researchers	Research Reviewers	November 2023
<b>Milestone 11</b> Research Dissemination Phase	<b>Action Step</b> Disseminate the result of the research through research conferences	Researchers	Top Management	January – April 2024
<b>Milestone 12</b> Research Output Utilization Phase	<b>Action Step</b> Implement the Work=Life Balance Program for Non-Teaching Personnel	Researchers HRD Section	Top Management	March – May 2024

**Action Research Questions** : The main goal of the study is to investigate the relationship of grit and the quality of life of non-teaching personnel of the Schools Division of Cabuyao City and develop a work life balance program. Specifically, this study aimed to answer the following questions;

- What is the demographic profile of SDO Cabuyao non-teaching personnel relative to;
  - Sex
  - Age
  - Civil Status
  - Number of Year/s in service
- What is the level of grit of non-teaching personnel in SDO Cabuyao?
- What is the professional quality of life of non-teaching personnel?
- Is there a significant relationship between demographic profile and grit?
- Is there a significant relationship between demographic profile and professional quality of life?
- Is there a significant relationship between grit and professional quality of life?
- What program can be proposed relative to the work life balance program for non-teaching personnel?

### **Action Research Methodology**

**Sampling** : The researchers employed quantitative approach specifically utilized correlational research design. Correlational design in which investigators use the correlational statistics to describe and measure the degree or association (or relationship) between two or more variables or sets of scores (Creswell, 2018). These designs have been elaborated into more complex relationships among variables found in techniques of structural equation modeling, hierarchical linear modeling, and logistic regression. The sampling technique that was used in the study was purposive sampling technique. Purposive sampling refers to a group of non-probability sampling techniques in which units are selected because they have characteristics that you need in your sample. In other words, units are selected “on purpose” in purposive sampling (Nikolopoulou, 2022). The participants of the study are forty (40) participants composed of non-teaching personnel. The criteria set to be considered as participants are (1) non-teaching personnel of the Department of Education City Schools Division of Cabuyao, (2) working for at least one (1) year and (3) willing to participate.

**Data Collection** : The researchers wrote a formal letter addressed to the superintendent to ask permission and endorsement for the questionnaires relative to the relationship of Grit and Professional Quality of Life to be administered to the non-teaching personnel of SDO Cabuyao. Once the endorsement has been secured, another formal letter addressed to the non-teaching personnel was written and coordinated with the respondents. Those who agreed to be participants of the study were asked to answer adapted standardized questionnaires relative Grit and Professional Quality of Life. In adherence to the ethics of research, the protocol on communication with authorities was strictly followed. The respondents of this study were asked if they would like to participate or not. Those who declined to participate were not forced to participate or were not be discriminated.

**Plan for Data Analysis:** The researchers utilized the mean percentage formula to get the results of the level of grit and professional quality of life of non-teaching personnel and Pearson r moment correlation was used to determine the correlation between the said variables. Pearson r moment correlation measures the strength of a linear association between two variables and is denoted by  $r$ . Moreover, it indicates how far away all these data points are to this line of best fit (Lund & Lund, 2018). In interpreting the results for the level of grit, the researchers used a twelve-item tool with five-point Likert scale. Grit scale measures the extent to which individuals can maintain focus and interest and persevere in obtaining long-term goals such as developed based on existing theoretical and empirical literature on grit and persistence and informed by expert review. Moreover, the overall grit score accounted for an average of 4% of the variance in multiple measures of individual success, including educational attainment, academic achievement, and school retention. The overall grit score was not positively related to IQ but strongly related to a measure of conscientiousness as captured by a Big Five personality inventory (Duckworth et al., 2007). The Professional Quality of Life Scale (ProQOL) is a self-report measure that was developed by Stamm (2010) to assess compassion fatigue, compassion satisfaction, and burnout. It contains 30 items (10 items for each subscale) that are rated on a 5-point Likert scale, ranging from 1 (Never) to 5 (Very Often). The average score on each subscale is 50 (SD =10), with higher scores being indicative of the subscale’s specific measure. (Stamm 2010) reported that the ProQOL has demonstrated good construct validity and inter-scale correlations. Cronbach’s alpha reliabilities were 0.88 (compassion satisfaction (CS) subscale), 0.81 (compassion fatigue (CF) subscale), and 0.75 (burnout (BO) subscale).

For the interpretation of the results of the questionnaire for the level of grit the guide below was used.

Score	Response	Verbal Interpretation
5	Very much like me	Very High
4	Mostly like me	High
3	Somewhat like me	Moderately High
2	Not much like me	Low
1	Not like me	Very Low

For the interpretation of the results of the questionnaire for the quality of life the guide below was used.

Score	Response	Verbal Interpretation
5	Very Often	Very Positive
4	Often	Positive
3	Sometimes	Moderately Positive
2	Rarely	Negative
1	Very rarely	Very Negative

### III. RESULTS AND DISCUSSION

**Table 1**  
The demographic profile of SDO Cabuyao non-teaching personnel relative to sex

Sex	Frequency	Percent
Male	19	47.50
Female	21	52.50
<b>Total</b>	<b>40</b>	<b>100.0</b>

The table shows that there is almost equal number male and female non-teaching personnel of SDO Cabuyao. There are 21 or 52.50% female non-teaching personnel and 19 or 47.50% male non-teaching personnel. The result is affirmed by Reuters (2022) when he underscored that a more equal mix of men and women in the workforce not only boosts the organization’s performance but also increases job satisfaction in the workplaces reflecting such a balance.

**Table 2**  
The demographic profile of SDO Cabuyao non-teaching personnel relative to Age

Age	Frequency	Percent
21 to 25 years old	1	2.50
26 to 30 years old	11	27.50
31 to 35 years old	6	15.00
36 to 40 years old	9	22.50
41 to 45 years old	5	12.50
46 to 50 years old	6	15.00
56 years old and above	2	5.00
<b>Total</b>	<b>40</b>	<b>100.00</b>

The table presents the age range of the non-teaching personnel of the SDO Cabuyao. Most of the non-teaching personnel range from 26-30 years old with 27.50%. It is followed by 36-40 years old with 22.50% and 31-35

years old and 46-50 years old both with 15%. Only one or 2.5% is within the age range of 21-25 years old. The result implies that the majority of the non-teaching personnel in Division Office of Cabuyao falls under young adult age range. Most of the non-teaching personnel are millennials. This is result is true with the Robertson (2021) when he stressed in his study that the number of millennials in the workforce is 56 million. This generation represents 35% of the total US labor force. Currently, they are the largest working generation; there are 53 million Gen Xers in the US workforce.

**Table 3**  
The demographic profile of SDO Cabuyao non-teaching personnel relative to Civil Status

Status	Frequency	Percent
Single	19	47.50
Married	21	52.50
<b>Total</b>	<b>40</b>	<b>100.00</b>

The demographic profile of respondents relative to civil status reveals that there is almost equal representation of single and married personnel in the division office of Cabuyao. There are 21 or 52.50% who are married and 19 or 47.50% who are still single. Chan et.al (2023) have similar thoughts that there is almost equal representation of single and married in the workplace today. His study also revealed that married employees tend to face the double burden of careers and families that lead to an unbalanced performance at work. On the other hand, single employees are more focused on their careers.

**Table 4**  
The demographic profile of SDO Cabuyao non-teaching personnel relative to Years in Service

Years in Service	Frequency	Percent
1-5 years	25	62.50
6-10 years	10	25.00
11-15 years	2	5.00
16-20 years	1	2.50
21-25 years	2	5.00
<b>Total</b>	<b>40</b>	<b>100.00</b>

The table shows that there are 25 or 62.5%, which consist of most of the non-teaching personnel, who have been in the service for 1-5 years. There are 10 personnel or 25% have been in working as non-teaching personnel for 6-10 years. Herrity (2022) underscores that since the population is generally young, millennials tend to transfer to a better job after 3-5 years of being stagnant or not being promoted. Thus, there is a small percentage of employees who remain for more than 6-10 years.

**Table 5**  
The level of grit of non-teaching personnel in SDO Cabuyao

Indicators	Mean	SD	Interpretation
New ideas and projects sometimes distract me from previous one.	2.925	0.997	Moderately High
Setbacks don't discourage me. I don't give up easily.	3.825	0.903	High
I often set a goal but later choose to pursue a different one.	2.925	1.047	Moderately High
I am a hard worker.	4.325	0.730	High
I have difficulty maintaining my focus on projects that take more than a few months to complete.	2.600	1.008	Moderately High
I finish whatever I begin.	4.40	0.49	High

	0	6	
My interest changes from year to year.	2.80 0	1.15 9	Moderately High
I am diligent. I never give up.	4.27 5	0.71 6	High
I have been obsessed with a certain idea or project for a short time but later lost interest.	2.50 0	0.81 6	Moderately High
I have overcome setbacks to conquer an important challenge	3.87 5	0.91 1	High
<b>General Assessment</b>	<b>3.44 5</b>	<b>0.47 8</b>	<b>Moderately High</b>

**Legend:** 4.500 to 5.000 Very High; 3.500 to 4.499 High; 2.500 to 3.499 Moderately High; 1.500 to 2.499 Low; 1.000 to 1.499 Very Low

The above table presents the level of grit of non-teaching personnel in SDO Cabuyao. Indicator 6 got the highest mean of 4.400 with standard deviation of 0.496 interpreted as high. This denotes that the respondents finish whatever they begin. Other indicators categorized with high level of grit are indicators 4, 8, 10 and 2 with means of 4.325, 4.275, 3.875 and 3.825 respectively. This implies that non-teaching personnel are hardworking, diligent and have never give up attitude, have overcome setbacks and they don't give up easily. The indicator that got the lowest mean is indicator 9 which is 2.500 with standard deviation of 0.816 categorized as moderately high level of grit. This signifies that the respondents have been obsessed with a certain idea or project for a short time but later lost interest. In general, the non-teaching personnel of SDO Cabuyao have attained a mean of 3.445 interpreted as moderately high level of grit. The said result indicates that they have moderate passion and perseverance for long term and meaningful goals in their work. The result of this study is negated by Duckworth and Quinn (2019) said that employees who are professionals have high level of grit which boosts their performance to its peak. They excel in a variety of endeavors and activities because of their high level of grit that leads them to excelling in their chosen field.

**Table 6.1**  
**The professional quality of life of non-teaching personnel**

Indicators	Mean	SD	Interpretation
I am happy.	1.750	0.899	Positive
I feel connected to others.	2.000	0.961	Positive
I have beliefs that sustains me.	1.875	0.883	Positive
I am the person I always wanted to be.	2.100	0.871	Positive
I am a very caring person.	1.850	1.001	Positive
<b>General Assessment</b>	<b>1.915</b>	<b>0.788</b>	<b>Positive</b>

**Legend:** 4.500 to 5.000 Very Positive; 3.500 to 4.499 Positive; 2.500 to 3.499 Moderately Positive; 1.500 to 2.499 Negative; 1.000 to 1.499 Very Negative

The table shows the professional quality of life of non-teaching personnel of SDO Cabuyao. The positive indicators result reveals that the with the mean of 1.750 and standard deviation of 0.899 denotes that the respondents often feel happy. All other indicators fall under often which implies that they often realize that they are caring people, they have beliefs that sustain them, they feel connected others and they are the people they wanted to be. The overall mean of 1.915 categorized as positive signifies that the non-teaching personnel of Cabuyao often feel happy, connected to others, and contented in their chosen work. This implies that they have a positive professional quality of life. The study of Bloomquist et.al (2019), has similar results. The study concluded that the respondents experienced high level of quality of life since they feel happy and contented in their work. The working environment, human relations and support from their superiors play a vital role for their quality of life.



**Table 6.2**  
**The professional quality of life of non-teaching personnel**

Indicators	Mean	SD	Interpretation
I am preoccupied with more than one person I help.	3.425	0.958	Moderately Positive
I get satisfaction from being able to [help] people.	4.550	0.552	Very Positive
I jump or am startled by unexpected sounds.	3.075	0.971	Moderately Positive
I feel invigorated after working with those I [help].	3.925	0.971	Positive
I find it difficult to separate my personal life from my life as a [helper].	2.700	1.043	Positive
I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].	2.025	1.291	Negative
I think that I might have been affected by the traumatic stress of those I [help]	2.225	1.143	Negative
I feel trapped by my job as a [helper]	2.350	1.272	Negative
Because of my [helping], I have felt "on edge" about various things.	2.550	1.154	Moderately Positive
I like my work as a [helper]	4.075	0.797	Positive
I feel depressed because of the traumatic experiences of the people I [help].	2.325	1.185	Negative
I feel as though I am experiencing the trauma of someone I have [helped].	2.325	1.118	Negative
I am pleased with how I am able to keep up with [helping] techniques and protocols	4.000	0.847	Positive
My work makes me feel satisfied.	4.175	0.675	Positive
I feel worn out because of my work as a [helper]	2.600	1.105	Moderately Positive
I have happy thoughts and feelings about those I [help] and how I could help them.	4.350	0.662	Positive
I feel overwhelmed because my work load seems endless.	3.300	0.911	Moderately Positive
I believe I can make a difference through my work.	3.800	0.939	Positive
I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].	2.400	1.081	Negative
I am proud of what I can do to [help].	4.325	0.694	Positive
As a result of my [helping], I have intrusive, frightening thoughts.	2.525	1.062	Moderately Positive
I fell "bogged down" by the system.	2.350	1.051	Negative
I have thoughts that I am "success" as a [helper].	3.425	0.874	Moderately Positive
I can't recall important parts of my work with trauma victims.	2.300	0.966	Negative
I am happy that I chose to do this work.	4.225	0.832	Positive
<b>General Assessment</b>	3.173	0.471	Moderately Positive

**Legend:** 4.500 to 5.000 Very Positive; 3.500 to 4.499 Positive; 2.500 to 3.499 Moderately Positive; 1.500 to 2.499 Negative; 1.000 to 1.499 Very Negative

The table shows the professional quality of life of the non-teaching personnel of SDO Cabuyao. The indicator with the highest mean is indicator 2 with a mean of 4.550 and standard deviation of 0.552 categorized as very positive. This implies that the respondents very often get satisfaction from being able to help people. Some indicators got interpretation of positive. These denote that the respondents often have happy thoughts and feelings about those they help, they are proud of what they can do to help, they are happy that they chose to do their work, their work make them feel satisfied, they like their work as a helper, they are pleased with how they are able to keep up with helping techniques, they feel invigorated after working and they believe that they can make a difference through their work. The indicator with the lowest rating is indicator 6 which has a mean of 2.025 and standard deviation of 1.219 interpreted as negative since the respondents felt that they are not productive at work because they are losing sleep over traumatic experiences. In general, the non-teaching personnel of SDO Cabuyao have a moderately positive level of professional quality of life. The result is similar with the study of Tran et.al (2022) which underscored that health professionals have moderate level of satisfaction in their profession. Their professional quality of life is on average level since they feel that their efforts in their profession are not properly compensated and should be improved.

**Table 7**  
Significant relationship between demographic profile and grit

	Computed $\chi$ Value	Df	P value	Interpretation	Decision
Sex	0.991	2	0.609	No Significant Relationship	Accept Ho
Age	4.874	12	0.962	No Significant Relationship	Accept Ho
Civil Status	3.932	2	0.140	No Significant Relationship	Accept Ho
Years in Service	6.276	8	0.616	No Significant Relationship	Accept Ho

Level of Significance( $\alpha$ )=0.05

The table presents the relationship between the demographic profile and grit. The result reveals that there is no significant relationship between sex and grit; age and grit; civil status and grit and years in service and grit. This also means that the level of grit has no direct correlation with the demographic profile. It implies that the level of grit of the non-teaching personnel in performing and accomplishing their assigned tasks is not affected by the demographic factors like their sex, age, civil status, and year in service. The result is similar with the study of Chan et.al (2002) when he concluded that sex, age, civil status has no significant relationship with grit. This denotes that grit can be increased regardless of the said factors.

**Table 8.1**  
Significant relationship between demographic profile and professional quality of life (referring to the 5 question ---6.1 table)

	Computed $\chi$ Value	Df	P value	Interpretation	Decision
Sex	2.680	3	0.444	No Significant Relationship	Accept Ho
Age	30.296	18	0.035	With Significant Relationship	Reject Ho
Civil Status	2.680	3	0.444	No Significant Relationship	Accept Ho
Years in Service	20.384	12	0.060	No Significant Relationship	Accept Ho

\*Significant at  $\alpha = 0.05$

The table shows that sex, civil status, and years in service has no significant connection with the quality of life of the non-teaching personnel with p value of 0.444, 0.444 and 0.060 respectively. On the other hand, age was found to have a significant relationship with professional quality of life with p value of 0.035.

The result that only age has significant correlation with the quality of life is not consistent with the result of the study of Tran et.al (2022) which found that there is correlation between sex, age, and civil status with the professional quality of life.

**Table 9**  
**Significant relationship between grit and professional quality of life**

	Computed r	Interpretation	Pvalue	Interpretation	Decision
Quality of life	0.603	Moderate Correlation	0.000	With Significant Relationship	Reject Ho

\*\*Significant at  $\alpha=0.01$

The table shows that there is a moderately significant relationship between grit and quality of life with computed r of 0.603 and 0.000. This implies that if non-teaching personnel have high level of grit, he/she can also achieve quality of life. This result is in consonance with the research of Cherian and Kumari (2021), the association between grit and social support is significant at the 0.01 level. This demonstrates that social support scores tend to increase when grit levels increase. Grit and quality of life scores were shown to be positively correlated ( $r=0.467$ ), which is statistically significant at the 0.01 level. The work-life balance program for non-teaching personnel developed by the researchers as an offshoot of the study will be helpful in enhancing the level of grit of personnel and improving their quality of life.

**WORK-LIFE  
BALANCE PROGRAM  
FOR NON-TEACHING PERSONNEL**



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This Work-Life Balanced Program for Non-Teaching Personnel is based on the results of the study which is focused on determining the level of grit and the quality of life of the non-teaching personnel of the City Schools Division of Cabuyao. The gray areas that transpired on the results were considered in coming up with activities and projects that will comprise the program. Some of the identified areas of concentration for improving the grit of the non-teaching personnel are difficulty of maintaining focus, time management, motivation and how to bring new ideas at work. Relative to the quality of life of non-teaching personnel, some of the aspects that need to be improved so that they will experience a work-life balanced professional lives are workload, separating

personal life from work, distractions and feeling of stress, fatigue, fear, and anxiety. **Rationale :** According to psychologists, grit refers to the enthusiasm and tenacity needed to achieve long-term, meaningful goals. Additionally, it is described as the capacity to maintain attention on long-term objectives that are significant to you and to persevere in the face of difficulties or failure (Feldman, 2017). On the other hand, the degree to which people feel about their work determines the quality of their professional lives. It offers advantages and disadvantages for aiding professionals that affect their quality of work life. (Bonganciso, Jade & Bonganciso, Ruel 2022). Consequently, the researchers were motivated to make an academic investigation on the relationship of grit and the quality of life of non-teaching personnel of the Schools Division of Cabuyao City and develop a work life balance program. A person's professional quality of life is how they feel about their employment as a helper. Both the advantages and disadvantages of one's job have an impact on one's professional quality of life. Additionally, professional quality of life includes both good (compassion satisfaction) and negative (dissatisfaction) components (Compassion Fatigue). Two distinct phases of compassion exhaustion exist. The first section addresses burnout symptoms like fatigue, irritability, hostility, and sadness. Secondary traumatic stress is an unpleasant emotion fueled by dread and trauma from the workplace. Direct (primary) trauma can occur at work in some cases. Other times, traumatic events at work may combine both primary and secondary trauma (Stamm, 2010). The results revealed that there is a moderate level of correlation between grit and professional quality of life. Thus, it implies that when an individual has high level of grit, he/she has the capacity to improve his/her professional quality of life.

#### **IV. OBJECTIVES**

In developing a work-life balance program, some factors were considered so that the grit level and the quality of life of non-teaching personnel will be improved. This program aims to:

1. Come up with a work-life balance program for non-teaching personnel that will improve their level of grit by addressing some of some identified gray areas such as maintaining focus, time management, motivation and how to bring new ideas at work.
2. Suggest different activities that the Top Management can implement so that the non-teaching personnel can enhance their quality of life by addressing issues and problems relative to workload, separating personal life from work, distractions and feeling of stress, fatigue, fear, and anxiety at work.
3. Promote awareness to non-teaching personnel on grit and how it affects their professional quality of life.

**Focus of the Program :** The identified areas of focus for improving the grit of the non-teaching personnel of the City Schools Division of Cabuyao are:

1. improving the grit
2. difficulty of maintaining focus
3. time management
4. motivations
5. how to bring new ideas at work

Relative to the quality of life of non-teaching personnel, some of the aspects that need to be addressed at work so that they will experience a work-life balanced professional life are:

1. workload
2. separating personal life from work
3. distractions
4. feeling of stress, fatigue, fear, and anxiety

#### **V. REFLECTION :**

The study led us to understand that the level of grit of non-teaching personnel in DepEd Division of Cabuyao is moderately high which means that they have an average strength of character and normal firmness of mind and spirit. The professional quality of life of the non-teaching personnel is generally perceived to be moderately positive, which indicates that they often feel happy and optimistic in life. Although sometimes SDO non-teaching personnel experience stress, fatigue, irritability, hostility, and sadness. There is no significant relationship between demographic profile and grit which means that SDO personnel's grit is not affected by their diversities in sex, age, civil status, and years in the service. The results reveal that sex, civil status and years in service have no significant relationship with the professional quality of life of the non-teaching

personnel which implies that regardless of whether you are a male or female, single or married, and the number of years working as non-teaching personnel, your professional quality of life is not affected by those factors. However, the age of non-teaching personnel affects the professional quality of life which denotes that when you age you are looking for a better quality of life. There is a moderate level of correlation between grit and professional quality of life. This result implies that when an individual has high level of grit, he/she can also improve his/her professional quality of life. This Work-Life Balance Program developed by the researchers as an offshoot of the study can be utilized to enhance the level of grit and improve the professional quality of life of the non-teaching personnel of SDO Cabuyao.



**Work-Life Balanced Program for Non-teaching Personnel**

**1. Project: GAME (Grit Awareness, Management and Enhancement)**

Key Result Area	Objectives	Strategies/Activities	Time Frame	Persons Involved	Resources Needed	Expected Output
1. Grit Awareness	To make the non-teaching personnel capacitated on the concept and application of grit at work	Orientation on Grit Awareness and Its Importance to Achieving Success	March 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on the importance of grit and ho it is applies at work
2. Grit Management	To capacitate non-teaching personnel on how to manage grit for their advantage	Forum on Grit Management	March 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on how to manage grit at work for their advantage
3. Grit Enhancement	To capacitate the non-teaching personnel on how to enhance their level of grit	Symposium on Enhancing the Level of Grit of Non-Teaching Personnel	April 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on how to enhance their level of grit and succeed in their professional life

**2. Project: FITME (Focus Improvement and Time Management Exercise)**

Key Result Area	Objectives	Strategies/Activities	Time Frame	Persons Involved	Resources Needed	Expected Output
1. Focus at work	To capacitate non-teaching personnel on how to improve focus at work	Symposium on how to improve focus at work	April 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on how to improve focus at work
2. Developing New Habits	To capacitate non-teaching personnel on developing new habits of managing their time effectively	Symposium on Developing New Habits of Managing your Time Effectively	April 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on how to develop new habits of managing their time effectively
3. Time Management	To capacitate non-teaching personnel on how to manage their time effectively	Seminar on the nature and value of productivity and proper time management	May 2024	Researchers HRD Section	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on how to manage their time effectively
4. Use Time Management Tool	To orient the non-teaching personnel on the use of Pomodoro technique	Orientation on the Pomodoro Technique	May 2024	Researchers HRD Section	Snacks Pomodoro Tool PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel were oriented on how to apply Pomodoro technique at work

**3. Project: MAPS (Motivation Activities that Promote Self-worth)**

Key Result Area	Objectives	Strategies/Activities	Time Frame	Persons Involved	Resources Needed	Expected Output
1. Extrinsic Motivation	To motivate the non-teaching personnel to work effectively through extrinsic motivation	Reward and Recognition Program	Quarterly	PRAISE Committee Rewards and Recognition Committee	Medals certificates	The non-teaching personnel are motivated to work effectively because of extrinsic Motivation

2. Intrinsic Motivation	To motivate the non-teaching personnel to work effectively through intrinsic motivation	Build and enjoyable workplace culture	Whole-year round	Top Management Admin/HR Unit/Section Heads	Team Building Activities Provision of needed supplies and materials at work	The non-teaching personnel are motivated to work effectively because of intrinsic Motivation
3. Bring New Ideas at work	To capacitate non-teaching personnel different strategies and techniques that will improve their work	Seminars and Trainings for Non-teaching Personnel	Semestral	Top Management Admin/HR Unit/Section Heads	Snacks PowerPoint Presentations PMT Resource Speaker	Non-teaching personnel capacitated on different strategies and techniques that will improve their work

4. Project: SCARFS (Self-Care Activities that Reduce Fatigue and Stress)

Key Result Area	Objectives	Strategies/Activities	Time Frame	Persons Involved	Resources Needed	Expected Output
1. Workload	To practice the pomodoro technique at work	Pomodoro Technique Implementation at work	Whole-year round	Non-teaching personnel	Pomodoro tool	Non-teaching personnel practiced pomodoro technique in the workplace
2. Separating Personal Life from Work	To practice spending time with family and friends	Make Time for Family and Friends	Whole-year round	Non-teaching personnel	Money Time	Non-teaching activity practiced spending time with their family and friends
3. Distractions	To practice meditation activities	Meditation Activities that reduce distraction and increases focus	Whole-year round	Non-teaching personnel	Money Time	Non-teaching activity practiced meditation activities
4. Feeling of stress, fatigue, fear and anxiety	To practice stress reducing activities	Stress Reducing Activities (such as going to spa for a massage, shopping, exercising, watching movies/concerts, travelling, baking or cooking and other hobbies that make you happy)	Whole-year round	Non-teaching personnel	Money Time	Non-teaching activity practiced stress reducing activities

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## CONCLUSIONS

Based on the findings, the following conclusions were drawn.

1. There is almost the same number of female and male non-teaching personnel in the City Schools Division. Most of the non-teaching personnel are millennials (aging 27 to 42 years old) followed by Gen X (aging 43 to 58 years old). There is an almost equal number of married and single non-teaching personnel. Most of the non-teaching personnel are working for 1-5 years in DepEd.
2. The level of grit of non-teaching personnel in DepEd Division of Cabuyao is moderately high which means that they have an average strength of character and normal firmness of mind and spirit.
3. The professional quality of life of the non-teaching personnel is generally perceived to be moderately positive, which means they often feel happy and optimistic in life. Although sometimes SDO non-teaching personnel experience stress, fatigue, irritability, hostility, and sadness.
4. There is no significant relationship between demographic profile and grit which means that SDO personnel's grit is not affected by their diversities in sex, age, civil status, and years in the service.
5. The results reveal that sex, civil status and years in service have no significant relationship with the professional quality of life of the non-teaching personnel which implies that regardless of whether you are a male or female, single or married, and the number of years working as non-teaching personnel, your professional quality of life is not affected by those factors. However, the age of non-teaching personnel affects the professional quality of life which denotes that when you age you are looking for a better quality of life.
6. There is a moderate level of correlation between grit and professional quality of life. This result implies that when an individual has a high level of grit, he/she can also improve his/her professional quality of life.
7. The Work-Life Balance Program developed by the researchers as an offshoot of the study can be utilized to enhance the level of grit and improve the professional quality of life of the non-teaching personnel of SDO Cabuyao.

## RECOMMENDATIONS

Based on the conclusions, the following recommendations were suggested.

1. It is recommended that equal opportunity principle in hiring non-teaching personnel in the City Schools Division of Cabuyao be sustained to ensure that there will be equal representations of sex, age group, civil status in the organization which will result to more years of service in their work environment.
2. Improving the grit level of the non-teaching personnel will be possible if the Human Resource Development Section will come up with symposium or activity that will increase the grit of the non-teaching personnel.
3. To elevate the professional quality of life of the non-teaching personnel, there should be programs, projects and activities that will promote happy and optimistic perspectives among the non-teaching personnel. It is also recommended to come up with forums and seminars that will focus on how to address stress, fatigue, anxiety, mental health problems and the like.
4. Grit should be promoted to the non-teaching personnel making them aware that when they have that regardless of their sex, age, civil status and year in service will help them attain their dreams and aspirations and improve their quality of life.
5. It is highly recommended that those young and seasoned non-teaching personnel who are working in DepEd be informed of the different professional opportunities for them so that they will be motivated to do their best in their work and have the goal to go up the ladder of success and be promoted.
6. It is recommended that DepEd should develop strategies and mechanism to promote elevating the level of grit among its non-teaching personnel and come up with plans and programs that will improve the professional quality of life of non-teaching personnel in SDO Cabuyao.
7. Utilizing the work-life balance program which is the offshoot of the study will help the non-teaching personnel improve their perspectives in work and have a better quality of life.



### **ACTION PLAN**

This research will be disseminated in the following ways:

- School Learning Action Cell on February 2024
- Research Festival on April 2024
- Conference on Basic Research Education Research on November 2024
- International Conference on October 2024

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