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RELATIONSHIP BETWEEN TECHNICAL-VOCATIONAL EDUCATION TEACHERS' WORK PERFORMANCE AND STUDENTS' ACADEMIC ACHIEVEMENT AMONG GRADE 10 COOKERY STUDENTS

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ABSTRACT

This research intended to determine the relationship between work performance of TVE teachers and academic achievement of Grade 10 students in Cookery in the public secondary schools of San Julian District on school year 2024-2025. It specifically sought to address the following research questions: (1) What is the work performance of the TVE teachers, in terms of instrumental skills, availability of resources/ facilities, lesson planning, and classroom management? (2) What is the level of Grade 10 Cookery students' academic achievements based on their final grades in Technical Vocational Education school year 2024- 2025? (3) Is there a significant relationship between the work performance of Technical-Vocational Education (TVL) teachers and the academic achievement of Grade 10 Cookery students? The study made use of a researcher-made survey instrument to gather data from all of the Cookery teachers in San Julian District. It can be noted that data were analyzed using mean, standard deviation, frequency, percentage, and Spearman's rho correlation. Findings revealed that the teachers' work performance was very satisfactory. Meanwhile, the academic achievement of the Grade 10 students in their TVE subject was very satisfactory. Lastly, it was also found out that the there was a significant relationship between the teachers' work performance and Grade 10 students' TVE Cookery academic achievement.

KEYWORDS: *Teachers' Work Performance, Students' Academic Achievement, Technical-Vocational Education, Correlational*

1. INTRODUCTION

Technology and Livelihood Education in the global community plays an important role because it allows students to enrich their knowledge and develop technical skills that will transform their lives. Education plays an important role as it shapes the minds of young learners in enclosing all bodies of knowledge that are related to livelihood education, home economics, and even the world we live in. Teaching and learning the subject let the student get out of their comfort zones and eventually venture into the realm of "knowing the world' and even let those strands of learning change their lives ultimately and enable them to meet global demands (Segundo, 2022).

Students are to be equipped with critical thinking skills, developed through proper exercise of the mind and fed with accurate information. In learning TLE, proper knowledge and skills in agriculture, home economics, entrepreneurship, and Information and Communications Technology (ICT) are required to understand it. This can be better attained by thoroughly understanding the very reason why there is indeed a need to learn these things, and that is for their own survival. Academic Performance is a result of interplay of different factors in the school. Different studies point out varying forces that may affect how well or how low students could get while in school. As revealed by Chetty, Friedman, & Rockoff (2020), it was shown in the study conducted that teachers have substantial impacts on their students' academic and life-long success including some characteristics of effective classroom environments, including teachers' organizational skills and interactions with students.

Thus, the researcher decided to choose this research study for a deeper investigation primarily anchored on the consideration as a TVE teacher, whose expertise and inclination is relevant to technical-vocational education. At Nena National High School where cookery is one of the main curriculum offering among Grade 10 students, there have been predominantly observations that TVE teachers experience learning issues to their cookery students particularly on sustainability and skills development. This primarily concerns the academic performance and over-all school performance in TVE especially in cookery.

With this, the researcher shall focus on investigating the significant relationship between the work performance of the teachers who are handling TVE subjects and the performance of the students in Grade 10 cookery. This aspect will be a focal point as main indicators to be emphasized or the competencies to focus on both for the teachers, in terms of the effectiveness of their work and the performance of the learners as the outcome of the instruction made in the classroom setting.

This research intended to determine the relationship between work performance of TVE teachers and academic achievement of Grade 10 students in Cookery in the public secondary schools of San Julian District on school year 2024-2025. It specifically sought to address the following research questions: (1) What is the work performance of the TVE teachers, in terms of instrumental skills, availability of resources/ facilities, lesson planning, and classroom management? (2) What is the level of Grade 10 Cookery students' academic achievements based on their final grades in Technical Vocational Education school

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year 2024-2025? (3) Is there a significant relationship between the work performance of Technical-Vocational Education (TVE) teachers and the academic achievement of Grade 10 Cookery students?

2. METHOD

Research Design

The work performance of teachers and academic achievement of the Grade 10 students in TVE were all examined in this study using a descriptive-correlational research design. The descriptive approach was utilized to assess the levels of teachers' work performance such as instrumental skills, availability of resources/facilities, lesson planning, and classroom management with the academic achievement of Grade 10 students in TVE. The correlational method was employed to determine the significance of the relationships among teachers' work performance and the academic achievement of Grade 10 learners in TVE Cookery.

Locale of the Study

This study was conducted in the San Julian District, which comprises two (2) public secondary schools with twenty-three (23) TVE teachers as the primary respondents. This locale was chosen for convenient purposes where the respondents are located. Nena National High School is secondary school in the district that offers SPTVE curriculum, which is located in Barangay Nena. On the other hand, San Julian National High School is located in Brgy.6 (Poblacion) and a general high school with TVE offerings.

Respondents of the Study

The respondents in this study were 23 public secondary school teachers who are handling TVE, TVL, and TLE subjects for school year 2024-2025, excluding school heads and teachers with administrative functions during the study period. Total enumeration sampling technique was employed to select all of the teachers from the secondary schools who are handling TVE subjects.

Sampling Procedure

The sampling procedure in this study was purposive sampling, particularly total enumeration sampling technique to select all of the teachers in San Julian District, specifically from the two secondary schools: Nenan National High School and San Julian National High School who are handling TVE, TLE, or TVL subjects.

Research Instrument

The researcher used in the study is a researcher-made survey questionnaire focusing on the the work performance of TVE teachers of San Julian District which includes instrumental skills, availability of resources/facilities, lesson planning, and classroom management which was subjected to validity and reliability tests prior to its administration among the actual respondents. In ensuring the validity of the instrument, it was submitted for experts' perusal and evaluation by Education Program Supervisor in TLE in the Division of Eastern Samar, and was pilot-tested among the TVE teachers of Sulat District, particularly Sulat National High School and Sto Niño National High School. Each part of the instrument is composed of a uniform distribution of six (6) items. Meanwhile, the responses of the teachers were interpreted with the aid of five-point Likert scale, where 5 (Outstanding), 4(Very Satisfactory), 3(Very Satisfactory), 2(Satisfactory), and 1(Poor).

Data Gathering Procedure

Prior to conducting the assessment, the researcher sought approval from the division superintendent of the Eastern Samar Division, which oversees the public secondary schools across the district. Subsequently, permission was obtained from the principals of the respective schools where the research took place. Following approval, the questionnaires were distributed to the targeted participants. The researcher personally administered the questionnaires to ensure that any arising queries were promptly addressed. Both descriptive and inferential statistics were used to answer the study questions. Every participant received respectful treatment during the study and was given the assurance that the data they submitted would be kept private and used only for research.

Analysis of Data

To determine the level of teachers' work performance and academic achievement, mean, weighted mean, categorization, and range were employed. On the other hand, inferential statistics were employed to examine the correlation between teachers' work performance and academic achievement of the Grade 10 students in Cookery, specifically Spearman's rho correlation. A significance level of 0.05 was set to test the null hypothesis of the study. The null hypothesis would be rejected if the observed significance level (p-value) of the test if it less than 0.05; otherwise, the null hypothesis would have been accepted.

Research Ethical Considerations

In the realm of thesis and dissertation writing, Bryman and Bell (2007) emphasize the critical role of ethical considerations in the research process. The following ten principles delineate the fundamental ethical guidelines for dissertations: Ensuring the well-being of research participants is paramount, with a commitment to avoiding any harm. Upholding the dignity of research participants should be the foremost concern. Prior to commencing the study, obtaining full and informed consent from all participants is essential. Safeguarding the privacy of research participants throughout the research process is imperative. It is crucial to protect the confidentiality of the people and organizations participating in the study. It is crucial to avoid lying or exaggerating the goals and objectives of the research. It is required to disclose any and all relationships, funding sources, and potential conflicts of interest related to the research. It is also crucial to make sure that all study aspects are communicated in an open and sincere manner. Respecting relevant laws and rules, like the Personal Property Security Act (2018), the Data Privacy Act (2012), and the Intellectual Property Act (1997), is essential.

3. RESULT AND DISCUSSION

This chapter presents the results of the study based on the data gathered which were analyzed and interpreted using the appropriate statistical tools.

Teachers' Work Performance

The study determined the teachers' work performance in terms

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of instrumental skills, availability of resources/facilities, lesson planning, and classroom management for school year 2024-2025 in San Julian District.

Instrumental Skills. Table 1 presents the level of performance that the teachers associate with the way how they handle or operate instruments, tools, and equipment in the TVE classes. Most of the indicators or statements relative to the teachers' instrument skills were responded by the teachers in an outstanding level of performance, except for the statement which states that "I am sure that the way I operate TVE tools and instruments enhances the performance of the learners" which where the teachers rated themselves in a very satisfactory level. Nevertheless, as shown in the grand mean, the overall performance of the respondents in as much as instruments skills is concerned remained in the outstanding level.

This finding is congruent to the statement of Agluba (2021) which claims that the teachers, who are specialized in TVE are proficiently inclined in the utilization or operation of laboratory tools and equipment which are used in the specific fields. Such practice is evidently supportive to the positive academic performance of the students, especially in improving the technical and life skills in preparation for higher education or for occupational choices.

Table 1. Teachers' Work Performance in terms of Instrumental Skills for School Year 2024-2025 in San Julian District

Statement	Mean	Interpretation
I can operate all the laboratory instrument in my class. Minimal flaws in operating instruments are observed.	4.48	Outstanding
I can help my colleagues operate instruments well.	4.44	Outstanding
The way I operate instruments motivate learners.	4.36	Outstanding
I can handle laboratory instruments interactively and creatively.	4.21	Outstanding
I am sure that the way I operate TVE tools and instruments enhances the performance of the learners.	4.20	Outstanding
	4.09	Very Satisfactory
Grand Mean	**4.30**	**Outstanding**

Availability of Resources/Facilties. Table 2 shows the teachers' agreement to the identified aspects of the availability of resources and facilities that they utilize for instructional purposes. Based on the self-assessment of the TVE teachers in terms of how they assess the availability of the resources, facitlies, tools, and equipment, it is indicative that majority of the indicators have been responded with outstanding impression/appraisal, having mean values ranging from 4.32 to 4.57, which are all interpreted to be uniformly outstanding. However, there is one aspect of the said assessment of the resources and facilities in the respondents' respective TVE classrooms which was accorded with a very satisfactory impression (4.16), suggesting that the tools and equipment in TVE classes are supportive for communication. Meanwhile, the grand mean of 4.42 is a strong indication that generally the TVE teachers in San Julian District are more on agreement that the the resources and facilties in the schools are effectively utilized and maintained. Similarly, a study of Mutungi (2019) indicated that the availiabiltiy of resources and facitlies is a indeed indispensable for technical-vocational and livelihood education as most of the learning experiences are made possible by means of actual or practical activities which requires sufficient resources, facilities and supplies to make more meaning learning. As it influences the performance of TVE students, school should ensure that the resources and facilities in school are significantly abundant and well maintained.

Table 2. Teachers' Work Performance in terms of Availability of Resources and Facilities for School Year 2024-2025 in San Julian District

Statement	Mean	Interpretation
Resources and facilties in TVE classes are sufficient.	4.57	Outstanding
The resources and facilities in my TVE class are all functional.	4.40	Outstanding
The tools and equipment in my TVE classes are supportive for communication.	4.16	Very Satisfactory
I can teach well if the resources are abundant.		
The institution where I work regularly check the availability of the resources and facitlies.	4.37	Outstanding
	4.48	Outstanding
My superior ensures that all resources and facilities in the TVE classes are always functional.	4.53	Outstanding
Grand Mean	**4.42**	**Outstanding**

Lesson Planning. Table 3 indicates the work performance of the respondents in terms of the lesson planning based on how they assess themselves with the way they perform one of their significant duties-lesson planning which have a direct effect on the effectiveness of the teaching and learning process. As it is generally observed all of the six indicators relative to lesson planning, there is none which is not accorded by the teachers with an outstanding level of performance. As a matter of fact, in conformity with the evidence the mean garnered by the respondents extends from 4.32 to 4.36, absolutely deriving a

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general outstanding impression. Moreso, the grand (4.34) as well denotes of a similar exemplary performance. This implies that the TVE teachers in San Julian District are already proficient in terms of handling their profession, especially having experise on lesson planning aspect,

as they highly regard its importance for academic achievement of the learners. The result coincides with the study of Khan et al. (2024), emphasizing the crucial role of effective lesson planning in enhancing students' academic achievements at the elementary level. By implementing well-structured and engaging lesson plans, educators can optimize teaching and learning experiences, leading to improved educational outcomes. The findings highlight the importance of incorporating comprehensive lesson planning strategies in curriculum design and instructional practices.

Table 3. Teachers' Work Performance in terms of Lesson Planning for School Year 2024-2025 in San Julian District

Statement	Mean	Interpretation
I can use my creativity in the institution where in lesson planning.	4.36	Outstanding
I consider myself equipped with skills in lesson planning.	4.34	Outstanding
I need a minimal technical assistance in lesson planning.	4.34	Outstanding
Because of lesson planning, I can make teaching more efficiently.	4.32	Outstanding
The secret for effective learning is planning the lesson. I can make lesson engaging and interactive through lesson plan.	4.36 4.34	Outstanding Outstanding
Grand Mean	**4.34**	**Outstanding**

Classroom Management. Table 4 presents the agreement findings of the teachers' work performance related to classroom management. The data reveals that the statement, "I think I am properly properly managing my students," received the highest mean score of 4.40, which was verbally interpreted as "Outsatanding." Conversely, the statement, "I always seek technical assistance from immediate supervisor to improve my classroom management techniques," received the lowest mean score of 4.32, however, still, verbally interpreted as "Outstanding." These results indicate a strong sense of self-assurance among teachers regarding their work performance. In addition, the level of the teachers' work performance in terms of classroom management practices obtained an overall rating (M=4.36) and was verbally interpreted as "Outstanding". This means that the TVE teachers in San Julian District are seasoned ones, especially when it comes to managing their classes, constituting to a significant influence on learners' behavior, overall performance, and passion for learning. This finding is supported by the study of Lajom et al. (2023), that classroom management practices play a vital role in the entire performance of learners leading them into manifesting positive behavior and optimal dedication for learning.

Table 4. Teachers' Work Performance in terms of Classroom Management for School Year 2024- 2025 in San Julian District

Statement	Mean	Interpretation
I think I am properly managing my students.	4.40	Outstanding
My classroom management practices have a positive impact on students' behavior.	4.36	Outstanding
I always seek technical assistance from immediate supervisor to improve my classroom management techniques.	4.32	Outstanding
I manage my class in a way that nurtures their future.	4.38	Outstanding
The people in my institution know me as an efficient and effective teacher in terms of classroom management practice.	4.33	Outstanding
Grand Mean	**4.36**	**Outstanding**

The Academic Performance Level of Grade 4 Learners in Borongan City Division

The second objective was to determine the level of Grade 10 Cookery students' academic achievements based on their final grades in Technical Vocational Education for school year 2024-2025? Where overall mean percentile scores were utilized.

Academic Performance. Table 14 shows the frequency distribution of mean percentile scores of the Grade 10 learners from the two public secondary schools of San Julian District. The scores of academic performances on mean percentage score showed that most of them 25 or (50.00%) had ranged from 85 - 89 interpreted as "Very Satisfactory". There were 10 (20.00%) learners who scored "Outstanding" in performance and 15 (30.00%) with a range of 80-84 who scored "Satisfactory" in performance. This finding revealed that learners' academic achievement in TVE has been very satisfactory performance. It implies that Grade 10 learners are a promising outcome with implications for current and future academic success, positive school culture, and the overall well-

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being of learners. This finding aligns with Rahman, Farid, and Tanny (2021), who observed that learners exhibit a very satisfactory level of academic performance, indicating the range from average to highly proficient. Additionally, Islam and Tasnim (2021) discovered that individual differences in students' skill acquisition processes significantly impact academic achievement.

Table 5. The Level of Grade 10 Cookery Students' Academic Achievement based on their Final Grades in Technical Vocaltional Education for School Year 2024-2025

Range	Frequency (N = 50)	Percent	Mean	Standard Deviation	Performance level
90-100	10	20.00%	85.5	2.65	Outstanding
85 – 89	25	50.00 %			Very Satisfactory
80 – 84	15	30.00 %			Satisfactory

Relationship Between Teachers' Work Performance and Students' Academic Achievement in TVE

Spearmans' rho correlation was run to test the significant relationship between the teachers' work performance and Grade 10 students' academic achievement in TVE for School Year 2024-2025 in San Julian District, and to test the hypotheses formulated prior to the actual investigation which was posted that there was no significant relationship between the identified variables. However, after the test was conducted it was purposefully revealed that there is a significant relationship between the teachers' instrumental skills and students' academic achievement with the r-value .993, and p-value at .001, which is interpreted as significant, eventually rejecting the null hypothesis. In the same manner, availability of resources and facilities and academic performace garnered an absolute r-value at .668, with p value (.000), also interpreted as significant, thus rejecting the hypothesis. In addition, lesson planning and academic achievement obtained the same categorization of significant relation, considering r-value (.778), coupled with the p-value (.002), rejecting the null hypothesis as well. Lastly, the r-value and p- value between classroom management and academic achievement which were .675 and .003, respectively are indicative of a significant relationship that can precisely the nul hypothesis. Overall, the test conducted between said variables are consistently indicative of the fact that the work performance of the teachers and the academic achievement of the students have a positively significant relationship, which implies that all of the efforst and practices that implemented by teachers in school are truly supportive to the overall academic progress of the learners. The study of Pamon et al. (2024) had obtained the same findings which states that teachers' work performance are significantly correlated with students' academic achievement, thereby recommending that teachers must always undergo trainings and seminars to regularly update their work performance in order for them to significantly improve students' academic performance.

Table 6. Test of the Relationship Between Teachers' Work Performance and Academic Achievement in TVE for School Year 2025-2026 in San Julian District

Variable 1 (Teachers' Work Performance)	Variable 2 (Academic Achievement)	r-value	p-value	Interpretation
Instrumental Skills	Academic	.993	.001	Significant
Availability of Resources and Facilties	Achievement	.668	.000	Significant
Lesson Planning		.778	.002	Significant
Classroom Management		.675	.003	Significant

**tested at 0.05 level of significance, two-tailed*

CONCLUSION

As per the outcomes of the study, the researcher reaches the following conclusions:

1. The teachers' work performance which are specifically manifested in terms of instrumental skills, availability of resources/facilties, lesson planning, and classroom management are exceptionally outstanding. This is indicative of the exemplary service made by the TVE teachers in ensuring that their fundamental duties are being addressed effectively and efficiently towards a common purpose of improving the academic achievement of learners.
2. The Grade 10 students exhibited a very satisfactory academic performance, indicated through their final grades in their TVE subject, suggesting promising outcomes for both current and future academic success. This positive achievement has significant implications for fostering a positive school culture and enhancing the overall well-being of learners.
3. There is a significant relationship existing between teachers' work performance, including instrumental skills, availability of resources/facilties, lesson planning, classroom management and the academic performance of their students.

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Disclosure of Conflict of Interest

The author declares no conflict of interest.

Compliance to Ethical Standards

The author declares that the study was conducted in strict compliance to ethical considerations.

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