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MOTIVATION AND WORK PERFORMANCE OF PDEA REGION VI PERSONNEL TOWARDS A CONTEXTUALIZED STAFF DEVELOPMENT PROGRAM

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ABSTRACT

Performance has been an indication of the effectiveness of an implementation or course of action. This study aimed to identify the level of Work Motivation and Work Performance of the Philippine Drug Enforcement Agency Region VI Personal Towards Conceptualized Staff Development Program. This study utilized a quantitative research design. Ten respondents were selected for this study through convenience sampling. A researcher-made survey questionnaire was used in this study. The research results show that the PDEA Personnel strongly agreed with the indicators that indicated the motivation to perform duties and responsibilities in terms of motivation, External regulation, Introjected regulation, Identified regulation, and Intrinsic motivation. In terms of level of Work Performance, the respondents have outstanding Work Performance in factors such as Strategic Functions, Core Functions, and Support Functions. There is no significant difference in the level of work motivation among respondents when classified according to age, sex, rank/position, and length of service. There is no significant difference in the level of work performance among respondents when classified according to age, sex, rank/position, and length of service. There is a significant relationship between employee motivation and their work performance. This study suggests that the agency should continue to impose projects, programs, and training that could enhance and further develop the work motivation as well as the work performance of PDEA Personnel.

KEYWORDS: Work Motivation, PDEA, Work Performance, Core Functions, Strategic Functions, Support Functions

BACKGROUND OF THE STUDY

Performance has been an indication of the effectiveness of an implementation or course of action. It is undeniable that it has also been a measurement of the efficiency of the planning and mobilization. Further, this was motivated and influenced by many factors. According to Engetou (2017), the flexibility of an organization involves its productivity, and this will determine its organizational performance. The equipment of an organization includes capital, man, machine, and any other human resources. Personnel management had long existed, but nobody had a clue what it meant and the advantages behind it. This is because during the Industrial Revolution, the relationship between managers and their workers was that of masters and slaves, and this led to insufficient personnel as there was a lot of tension between them, thus having a negative influence in the organization. Further, every organization has its objectives and needs sufficient personnel to improve their management positively. Personnel management and human resource management have a great impact on an organization in a positive way. Organizational performance depends much on its personnel to achieve its objectives. Giga and Hoel (2003) stated that impact refers to forces or actions that have a powerful effect that sometimes has on a situation or person. An impact is designed as a situation mainly to influence something or someone. Below are the following impacts: negatively, stress comes as a result of insufficient personnel. This is because stress is a universal element, and as a result, human beings are bound to be stressed. Employees today are critically analyzing the stress management issues that contribute to the lower job performance of an employee, which is originally from dissatisfaction. Analysis shows that there is a negative relationship between stress and job performance, and the results show that if there is an increase in motivation in the work environment and an increase in superior supervision support, there will be an increase in performance, respectively. Also, if the organization's reputation is at stake and there is a loss of skilled employees, this situation calls for immediate concern from organizational management to employ effective stress management practices to handle the case by increasing employees to increase the organization's performance. By Republic Act 9165, otherwise known as "The Comprehensive Dangerous Drug Act of 200," the Philippines Drug Enforcement Agency (PDEA) was created. The enactment of RA 9165 reorganized the Philippine drug enforcement system with the new Dangerous Drugs Board (DDB) that serves as the policy and strategy formulating body and the establishment of a single mission drug agency, the Philippine Drug Enforcement Agency (PDEA), as its implementing arm. On July 30, 2002, the PDEA was officially activated when its first Director General was appointed with a rank equivalent to an Undersecretary. The PDEA is a regular law enforcement agency responsible for efficient and effective law enforcement against any dangerous drug and/or controlled precursor and essential chemicals. However, despite its popularity, the agency has received numerous negative feedback from some groups or communities, which has resulted in unfavorable social stigmas and some perceptions of ineptness. On the other hand, PDEA has partnered with the Philippine Information Agency-National Capital Region to conduct a communication workshop that will analyze their recurring problems and challenges. This move is part of the agency's efforts to improve its image and address the social stigmas that have been associated with its anti-illegal drug programs. With that, this research aims to identify the factors affecting the performance of the PDEA personnel in Region VI.

METHODOLOGY

This study utilized a quantitative research design. The quantitative research design was gathered through a questionnaire and was helpful in assessing the performance of the personnel. More so, the quantitative research design was analyzed and interpreted. The descriptive method is utilized to discuss, interpret, and present the data analyzed by the researcher. This is an important method to thoroughly present the gathered data and analysis of the findings, results, and conclusion. The statistical tool was used to analyze and interpret the data gathered. The respondents of this study are the 10 personnel of the Philippine Drug Enforcement Agency of Region VI who were selected through convenience sampling before the need of the study and to avoid saturation of data. More so, the inclusion criteria for the selection

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of respondents are also based on their capacity to answer the questionnaire and the validity of the data. Respondents' personal experiences and ideas were also considered, which are essential to this study. This study was conducted at the Philippine Drug Enforcement Agency Region VI Office, Iloilo City, Philippines. This locale was chosen as to the convenience of the respondent and the researcher. This research focused on identifying the motivation and work performance of Philippine Drug Enforcement Agency personnel in Region VI. This study utilized a quantitative-qualitative type of research. The descriptive method was used to provide thorough discussion and to validate quantitative data. There were 10 respondents to this study, which were selected through convenience sampling for the benefit of the study. This study utilized survey questionnaires approved by the experts and relevant to answer the statement of the problem. The survey questionnaire underwent validity and was patterned based on the suggestions of the experts. The researcher utilized a researcher-made survey questionnaire where questions were relevant to the objective of the study. The survey questionnaire used a Likert scale. The content of the questionnaire was drawn from the agency's functions, wherein Part I contains the demographic profile, Part II was adopted from the multidimensional work motivation scale, and Part III is from the IPCR of the respondents. Further, it was presented to the panel of evaluators for any suggestions, comments, and recommendations for validity and relevance. The survey questionnaire has three parts: Part I will be all about the demographic profile of the respondents; Part II is the level of work motivation of PDEA Region VI personnel in terms of amotivation, external regulation, intercepted regulation, identified regulation, and intrinsic motivation; and Part III determines the level of work performance of PDEA Region VI personnel in terms of strategic, core, and support functions. A letter was given to the respondents asking permission to be the respondents of the study. When the respondents had given their consent, the researcher gave a survey questionnaire to be answered by the respondents. The researcher gave respondents ample time to answer the questionnaire. When the respondents were done answering, the survey questionnaire was retrieved and checked for completeness. The researcher kept all the data and information private and observed confidentiality. Before the conduct of the study, all persons involved will be given a letter for courtesy and information. The researcher informed the respondents about the nature and purpose of the study. Furthermore, the researcher also considered the convenient time for the respondents to answer the survey questionnaire and gave sufficient time to finish. Before distributing the survey questionnaire, the researcher also discussed the objective and purpose of the conduct of the study. More so, the researcher also informed the respondents that all the data and information would be kept confidential and private.

RESULTS AND DISCUSSION

This study aims to identify the level of motivation and work performance of PDEA Region VI personnel toward a contextualized staff development program. The respondents of this study are 6 males and 4 females. The age of the respondents ranges from 20 to 40 years old. Most of the respondents are Intelligence Officer I. Further, most of the respondents have been in service for 7 to 9 years. In terms of motivation, the respondents strongly agree, with a mean of 4.90 indicating that they are motivated to perform duties. In terms of external regulations, the respondents strongly agree, with a mean of 4.80 indicating that they are motivated because they agree with the external regulations of the agency. In terms of Introjected Regulation, the respondents strongly agree with a mean of 4.80. Further, in terms of identified motivation, most of the respondents strongly agree with a mean of 4.80, which means that respondents know the motivation to work for the agency. Finally, in terms of intrinsic motivation, most of the respondents strongly agree with a mean of 4.80, which means that respondents work because of intrinsic motivation. The level of work performance of the respondents in terms of strategic functions is outstanding, with a mean of 4.50. In terms of core functions, the level of work performance of the respondents is outstanding, with a mean of 4.80. Finally, in terms of support function, the respondents' level of work performance is outstanding with a mean of 4.80.

There is no significant difference in the level of work motivation among respondents when classified according to age, sex, rank/position, and length of service. There is no significant difference in the level of work performance among respondents when classified according to age, sex, rank/position, and length of service. There is a highly significant relationship between employee motivation and their work performance. The result of this study suggests that the agency should continue to implement its regulations, provide training and seminars for the continuous development of its personnel, recognize the efforts and sacrifices, and provide assistance that supports growth and improvement among personnel.

CONCLUSIONS

Based on the summary of findings and results of this study, the research has made the following conclusions:

1. The respondents of this study are PDEA Region VI personnel, where 6 are males and 4 are females, aged 20–40 years old. Most of the respondents are intelligence officers and have served for 7 to 9 years.
2. The results of the research show that the PDEA personnel strongly agreed with the indicators that indicated the motivation to perform duties and responsibilities in terms of amotivation, external regulation, intercepted regulation, identified regulation, and intrinsic motivation.
3. In terms of level of work performance, the respondents have outstanding work performance in factors such as strategic functions, core functions, and support functions.
4. There is no significant difference in the level of work motivation among respondents when classified according to age, sex, rank/position, and length of service.
5. There is no significant difference in the level of work performance among respondents when classified according to age, sex, rank/position, and length of service.
6. There is a significant relationship between employee motivation and their work performance.
7. The result of this study suggests that the agency should continue to implement its regulations, provide training and seminars for the continuous development of its personnel, recognize the efforts and sacrifices, and provide assistance that supports growth and improvement among personnel.