

PREDICTORS OF ACHIEVEMENT AND JOB SATISFACTION OF WOMEN MANAGERS IN SUC (NCR)

Gremilda A. Igloso
CIE, TUP Manila, **PHILIPPINES**

ABSTRACT

Predictors of Achievement and Job Satisfaction of Women Managers in SUC (NCR). This study was an attempt to determine the factors related to the achievement and job satisfaction of women managers in PNU, UP Manila, EARIST and TUP Manila. The descriptive study used questionnaire as data-gathering tool. The frequencies, Percentage, mean, standard deviation were utilized for descriptive presentation of data. As to the profile of women managers, 26.92% belong to 51-57 years of age, 69.23 Percent or 36 are married, 34.61 percent or 18 finished their Doctor of Philosophy and Doctor of Education programs, 18 or 34.62 percent have been in the service for 21-25 Years, all women managers occupy permanent position, with an income ranging from Php 41,000.00 to Php 50,000.00 are 21 to 40.38 percent, 22 or 43.32 percent have been serving for 6 to 9 years as managers. As to the personality type, 20 or 38.46 percent are type B. they are usually relaxed, not very competitive and easy going in dealing with people. They have leadership qualities, objective, honest and efficient. Most women managers possess the following managerial skills: Conceptual skills, Diagnostic skills, Technical skills and Human relation skills. In terms of level of achievement, 34.61 percent or 18 have received scholarship 86.53 percent have been thesis or dissertation adviser, 50 percent were invited as lecturer Or speaker and 53 percent have local membership in women's organization. In terms of job satisfaction, women managers, believe that they are productive in their jobs and they are very ambitious. In the study, the educational attainment, the length of service and family income predict the job satisfaction and achievement of women managers while the school related factor does not affect their job satisfaction and achievement because all of them are working in big schools. Based on the findings we can conclude that to attain success in an organization, women managers must have professional growth, possess good leadership qualities, efficient and effective managerial skills.