

PERSONALITY TYPES, WORK RELATIONS AND JOB SATISFACTION AMONG RESPIRATORY THERAPY FACULTY MEMBERS ON THE HIGHER EDUCATION INSTITUTION IN THE PHILIPPINES

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ABSTRACT

This study investigated the personality types, work relations, and job satisfaction of Respiratory Therapy faculty in higher education institutions in the Philippines. The research aimed to explore the interplay between these variables and their implications for faculty engagement and institutional effectiveness. Specifically, the study sought to determine the prevalence of personality types among faculty, assess the quality of work relations, evaluate job satisfaction levels, and examine the relationships and predictive power of these factors. A descriptive-correlational research design was employed, utilizing structured questionnaires to collect data from 132 faculty members. The researcher followed a structured and systematic process to gather data for the study. First, a three-part questionnaire comprising a total of twenty-four (24) questions was developed using Google Forms. This instrument underwent a rigorous validity test and was reviewed and approved by field experts, the research adviser, and a statistician to ensure its reliability and appropriateness for the study. Subsequently, the questionnaire, along with a formal letter, was distributed to the respondents. An electronic link to the survey was sent via email through the Dean of the College of Respiratory Therapy to facilitate access. The Google Form link included a detailed letter outlining the purpose of the study, a request for participation, a consent form, and a data privacy notice to ensure ethical compliance and respondent confidentiality. Once the responses were collected and encoded, the data were forwarded to the statistician for statistical treatment and initial analysis. The researcher then tabulated, analyzed, and interpreted the data to derive meaningful insights and formulate actionable recommendations. The research process began with securing formal approval from the college dean to conduct the study. Following this approval, the survey was administered to the selected respondents. After the respondents completed and submitted their responses, the data were systematically collected. The collected data were then tallied, analyzed, and interpreted to draw relevant conclusions and provide actionable insights. This structured approach ensured the integrity, reliability, and validity of the research findings.

Statistical tools such as weighted mean, Pearson r correlation, and regression analysis were used to analyze the data. The findings revealed that The Entrepreneur (ESTP) was the most prevalent personality type (20.5%), followed by The Inspector (ISTJ) at 16.7% and The Executive (ESTJ) at 11.4%. Work relations were generally positive, with an overall weighted mean of 3.36 ("Strongly Agree"), while job satisfaction also scored high, with an overall weighted mean of 3.27 ("Strongly Agree"), though concerns about compensation (2.62) were noted. Statistical

analysis showed no significant relationship between personality type and work relations ($\chi^2 = 21.421$, $p = 0.065$) or job satisfaction ($\chi^2 = 36.142$, $p = 0.089$). However, a moderate positive correlation was found between work relations and job satisfaction ($r = 0.439$, $p = 0.000$), and regression analysis confirmed that work relations significantly predict job satisfaction ($R^2 = 0.192$, $\beta = 0.534$, $p = 0.000$).

The study concludes that fostering positive work relations is essential for enhancing job satisfaction among Respiratory Therapy faculty. It recommends implementing personality development programs, strengthening work relations through team-building and mentorship, addressing compensation concerns, and promoting a supportive work culture. A structured action plan was proposed to ensure a holistic and sustainable enhancement of the faculty experience, ultimately contributing to improved institutional outcomes.

Keywords: personality types, work relations, job satisfaction, Respiratory Therapy faculty, higher education institutions, Philippines