

WORK-LIFE BALANCE AND EFFECTIVENESS OF DEPED NON-TEACHING STAFF

by:

MICHA ELLA M. MACASPAC

Administrative Officer II, Luakan Elementary School

While educators are at the forefront of education, the Department of Education's (DepEd) non-teaching personnel (NTPs) provide the crucial administrative and technical framework. Their responsibilities are essential to the smooth, effective operation of division offices and schools, ranging from maintaining schools and records to providing IT support. Despite their crucial role, these employees frequently encounter major obstacles that affect their health and, in turn, their output, particularly those related to work-life balance (WLB).

There is a complex relationship between work demands and personal life, according to research on DepEd non-teaching staff in the Philippines. The following are important problems that hinder NTPs' WLB. Work Overload and Time Pressure: It is frequently observed that work overload occurs, and that task demands, time pressure, and role ambiguity are the main stressors. This is frequently connected to the public sector's prevalent problem of having to meet rising demands without sufficient resources.

Uncertain Boundaries a lot of non-teaching personnel say they have trouble keeping work-life boundaries clear and frequently have to take work home. This blending

of work and personal time frequently results in moderate stress levels and difficulty effectively de-stressing. Although there may be a high level of overall job satisfaction, concerns about compensation are common. In certain situations, there is a need for better benefits for mental and physical health. As a "hygiene factor," inadequate pay can cause discontent even when other aspects of the job are good. Role ambiguity

when job roles are unclear or overlap, employees may feel accountable for duties beyond their designated responsibilities, which can lead to stress and work overload.

Furthermore, there was no correlation between the profile characteristics and the work-life balance and productivity of the respondents – both teaching and non-teaching personnel – or a significant difference between the work-life balance and productivity of those classified as teaching and non-teaching staff. According to the findings, in order to boost productivity, the institution encourages both teaching and nonteaching staff to pursue post-graduate degrees for professional growth. To balance their personal and professional life, management should make sure that staff members participate in leisure and recreation activities.

References:

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