

Motivational Factors on Health and Fitness Program to Stress Management among Teaching and Non-Teaching Personnel of the Laguna State Polytechnic University: Basis to Human Growth and Development

Elaine M. Francisco, Jherwin P. Hermosa & Darwin D. Ofrin
College of Business, Management and Accountancy, Laguna State Polytechnic University San Pablo City Campus

ABSTRACT

Due to the Covid 19 pandemic, modern workplaces such as the university opted for desk jobs (WFH), leading to physical inactivity and workplace stress. The fact that teachers and non-teachings are the main actors to carry out the functions of any educational institution, adapting to new realities like working from home brought a considerable change in the daily routine of every Filipinos to adapt to the new normal environment. The study was limited to the Motivational Factor on Health and Fitness Program to Stress Management among Teaching and Non – Teaching Personnel of the Laguna State Polytechnic University. The study utilized the descriptive correlational type of research using a survey questionnaire participated by 100 respondents. The result showed a positive relationship between different levels of stress and the working environment factors. Among them, workload and job description caused more stress on the Teaching and Non-Teaching Personnel. There is also a strong stress creator on the organization's role to the individual. They are fell more pressure and stress by the demands of the management in performing satisfactorily. The study suggests that in order to reduce the stress of the teaching & non-teaching personnel, the organization may establish a "stress audit". It could be done by taking quantitative and qualitative measurement tests for their staff to become part of the organizational planning cycle and change management processes. This means that positive change occurs over the long term, thus shaping a new culture.

Keywords: stress, COVID-19, coping, health and fitness