



WORK VALUES OF THE DEVOLVED SOCIAL WORKERS IN CAGAYAN VALLEY REGION

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The organization's system of work values is an important subject matter that needs to be given emphasis in the management of human resources. There is a need to examine very critically one's values to discover management potentials and weaknesses. The challenge of development today cannot merely be economic. The challenge is much profound because it calls for the total upliftment of the quality of man: his material and spiritual life, his intellect, his work, his environment, his dignity (Andres, 1985). Values as individually chosen elements in a person's life are very important. Growth and personal identity are accomplishments when an individual has the opportunity to clarify his attitudes, weigh the priorities operative in the information of those attitudes and come to choose value seeking which please him (Gorosppe, 1998). This study attempted to ascertain the work values of the devolved Social Workers in Cagayan Valley Region. The respondents of the study were composed of 52 devolved Social Workers in Cagayan Valley Region who are connected with the City, first and second-class municipalities. The main instrument used in gathering the data for this study was a questionnaire developed by Vicentita Cervera in her Filipino Work Values Scale. The questionnaire consisted of two parts which covers the socio-demographic profile and work values of the respondents. The descriptive Correlational method of research was used in this study that sought to estimate the relationship between the work values and profile of the devolved Social Workers in Cagayan Valley Region. It also endeavored to find out the direction and extent of relationship between the different variables under study and to determine how much variation is caused by one variable in relationship with the variation caused by another variable. The data gathered were treated and analyzed using the statistical tools such as frequency, percentage, mean, t-test, and the Person Product Moment Correlation Coefficient. The Filipino Work Values Scale as an instrument designed to determine a person's work values has revealed that the Devolved Social Workers in the area of study have very high work values which shows that Social Workers are service oriented, and they are dynamic and full of life to continue working for the cause of their Clientele. However, it is strongly recommended that training need assessment must be conducted to



determine the needs of the Social Workers in line with the different dimension covered by this study and the Social Workers must be encouraged to pursue higher studies to professionally upgrade themselves.

KEYWORDS: *Work values, job performance, performance appraisal rating, social worker, devolved, familial, managerial, interpersonal, organizational, material, intellectual, service-oriented*

INTRODUCTION

The Philippines is a country blessed with abundant natural and human resources composed of intelligent people gifted with the capacity for hard work and sacrifices and a potential for greatness. Paradoxically, however, ours is a country in the midst of riches. Social scientists claim that such deficiency evolved from human and social factors such as values, attitudes, aspirations, and culture that influence our people. These had been so embedded into the very system of our people that they have become hindrances to progress.

According to sociologists, values are inherently good. They had been termed "values " for they are valuable to a person or group of persons as they satisfy basic needs. It is only when there appears to be a feeling of insecurity that these become hindrances to advancement detrimental to interpersonal relationship of the common good (**Crisol, 1984**).

People, therefore, behave according to the attitudes which are formed by their values. They pattern their behavior according to what they consider important. These values are not always conscious. Nevertheless, they are well spring of behavior, and they shape the national character. Goals cannot be achieved without a change in the way our people think and act.

The organization's system of work values is an important subject matter that needs to be given emphasis in the management of human resources. There is a need to examine very critically one's values to discover management potentials and weaknesses.

The challenge of development today cannot merely be economic. The challenge is much profound because it calls for the total upliftment of the quality of man: his material and spiritual life, his intellect, his work, his environment, his dignity (**Andres, 1985**).



Social transformation and development must take into account social and economic factors as well as the moral values upon which full development of society is dependent. Man is at the origin of development; he is its instrument and beneficiary and above all, he must be regarded as its justification and end. Development is primarily for the people, and since it occurs within the unique situation and characteristics of their own culture and society, it must be based on their most cherished aspirations and goals, their motivations, their value system, and patterns of behavior. All individuals have unique cultural habits or institutional patterns and values that persist through generations and which are difficult to change. The persistence of these habits, patterns and values may militate against the reorientation. Filipino values adequately understood can be reoriented to accelerate social transformation and development.

Values make a man. The training and orientation of a person's value system determine the direction he will take for himself and the condition in which he places himself. Thus, our goals are directed by what we value. The values which a person holds relating to his job have far-reaching effects. The Social Worker's value system and personal convictions form the cornerstone for the direction of his life. He needs to discover what value he holds relative to his job. Values can be influenced by the individual's personality, his innate needs, drives, motivation, aptitudes, and skills, by the social system; that is, his roles are organized around role expectations of conformity and cultural system. Some Filipino work values may operate negatively so there is a need to exert conscious and rational efforts to make them operate positively in order contribute to the attainment of the common goals.

Many factors are involved in the development of a person's value system. A person's value system can best be understood in the light of the social structure of which he is a part. However, there are other factors that significantly affect the endeavor of this value system. Constraints and opportunities in his social and biophysical environment either reinforce or modify his values as he is adjusting to these environments. His values in turn serve as goals that motivate him to choose an occupation. However, the choice that a person makes may sometimes be a result of the compromise he makes with the values he holds dear and the time pressure, money constraints, interest and need he faces while making a choice. The occupation, then, that a person chooses is an implementation or the stance he takes to the cultural, physical, and social environment where he lives. A person's values, then, can be



assessed from the reasons why he chooses an occupation and his views, ideas, and feelings about his occupation (**Cervera, 1987**).

Value is ultimately related to the search for meaning in human life. For we say that life is meaningful when a man has found something capable of arousing his commitment to it; something deserving of his best effort; something worth living for and if need be, worth dying for. Values are the goals of man's striving, having as their purpose to render human existence meaningful to achieve the complete fulfillment of man's personality as an individual and as a community. They enable man to change, to establish self-control and self-direction. Values can be illustrated in the way it is seen at work in one's behavior (**Andres, 1990**). According to him, values affect business and the management of organizations. Thus, there is a need to understand the values of the Filipino, values that can be understood in the light of the Philippine Social structure.

The value concepts that are predominantly in the Filipino worker within the organizational matrix are hiya or an emotion-laden attitude involving honor, dignity and pride; amor propio (self-esteem) or the heightened emotional state of hiya; bata-bata which means protégée and carries some functional rights; pakikisama or the tendency to level with someone who is out of line and company, someone with anti-social attitude by disallowing privacy pilosopo undermines the person who questions prevailing ideas and norms and patriotism which implies a deep respect for leaders in consideration of age (**Andres, 1981**). Furthermore, Andres emphasized that these attitudes are necessary to the organization, thus should be given consideration in dealing with them, because the Filipino, as both worker and individual, has a tendency to overemphasize their attitudes.

Values as individually chosen elements in a person's life are very important. Growth and personal identity are accomplishments when an individual has the opportunity to clarify his attitudes, weigh the priorities operative in the information of those attitudes and come to choose value seeking which please him (**Gorospe, 1998**). Value ranking, then, is a list of priorities chosen from alternatives, after consideration of the consequences which one is happy with and will state publicly; and which he will act on repeatedly as a part of behavioral pattern (**Andres, 1995**).

The Filipino Value System arises from the culture way of life, the distinctive way of becoming human in a particular place and time. There is a four-fold sense of Filipino values



(Gorospe, 1998). First, although making shares is a universal human, it is obvious that certain values are distinctively with Filipino flavor. Secondly the elements of these Filipino values are also found in the value system of the other people and culture. Thirdly, universal human values in a Filipino context (historical, cultural, socio-economic, political, moral and religious) take on distinctive set of Filipino meaning and motivation. Fourthly, historical consciousness of values has evolved among our people.

A survey conducted by **Vankelovick (1990)** titled "New Psychological Contracts at Work" found out some manifestations of what he called New Breed Related Values: 1. the increasing importance of leisure; for the New Breed, family and work have grown less important and leisure more important. In the new survey, only one of five people (21%) states that work means more to them than leisure. The majority (60%) say that they enjoy their work but it is not their sources of satisfaction; and other 19 percent are so exhausted by the demands work makes of them that they cannot conceive of it even as a minor source of satisfaction; 2. the symbolic significance of the paid job; 3. the instance that the jobs become less depersonalize in the old value system; people identify themselves with their work role. But for New Breeds, there is that refusal to subordinate their personalities to the work role, for the reasons that they want their individuality to be recognized not to be returned as an object in the quest for self-fulfillment.

Trabajo's (1992) study dealt on the participation of the academic staff in school activities of SSps schools in region I. She said that the participation and co-responsibility of teachers in planning, implementation of school activities will promote their personal and professional growth and are of importance in the successful functioning of the school. She further discovered that active participation and responsibility of all members of the academic staff are important factor for building a true Christian community in the school as he stressed on the importance of participation of the employees in the management process specifically in planning, implementation, and evaluation as these greatly affect the work values and job performance of the employees.

The importance of work values and job performance of the devolved Social Workers in Cagayan Valley Region cannot be overemphasized. It is, therefore, in this light that the researcher was motivated to conduct this study which aimed to relate work values to job performance, since values is an undetachable part in public service.



STATEMENT OF THE PROBLEM

This study attempted to ascertain the work values and job performance of the devolved Social Workers in Cagayan Valley Region. Specifically, it sought to answer the following questions:

1. What is the profile of the devolved Social Workers of Cagayan Valley Region per income classification and as a whole in terms of the following variables:

- 1.1 Age
- 1.2 Sex
- 1.3 Civil Status
- 1.4 Highest educational attainment
- 1.5 Length of service
- 1.6 Ethnic grouping
- 1.7 Religion
- 1.8 Level of Trainings/Seminars Attended
- 1.9 Status of Appointment
- 1.10 Position

2. When grouped per income classification and as a whole, what are the work values of the

devolved social workers along the following dimensions:

- 2.1 Environmental
- 2.2 Familial
- 2.3 Intellectual Achievement Oriented
- 2.4 Interpersonal
- 2.5 Managerial
- 2.6 Material
- 2.7 Occupation
- 2.8 Organizational
- 2.9 Religious
- 2.10 Variety

3. Is there a significant difference between the work values of the devolved social workers when grouped according to income classification and as a whole?



4. Is there a significant relationship between the work values of the devolved Social Workers when grouped according to:

- 6.1 Age
- 6.2 Sex
- 6.3 Civil Status
- 6.4 Highest educational attainment
- 6.5 Length of service
- 6.6 Ethnic grouping
- 6.7 Religion
- 6.8 Level of Trainings/Seminars Attended
- 6.9 Status of appointment
- 6.10 Position

RESEARCH METHODOLOGY

The respondents of the study were composed of 52 devolved Social Workers in Cagayan Valley Region who are connected with the City, first and second-class municipalities. The main instrument used in gathering the data for this study was a questionnaire developed by Vicentita Cervera in her Filipino Work Values Scale. The questionnaire consisted of two parts which covers the socio-demographic profile and work values of the respondents. The descriptive Correlational method of research was used in this study that sought to estimate the relationship between the work values and respondents' profile of the devolved Social Workers in Cagayan Valley Region. It also endeavored to find out the direction and extent of relationship between the different variables under study and to determine how much variation is caused by one variable in relationship with the variation caused by another variable.

STATISTICAL TREATMENT

The data gathered were treated and analyzed using the following statistical tools.

1. Computation of the mean using the formula:



$$\bar{x} = \frac{\sum x}{N}$$

where:

\bar{x} = mean

$\sum x$ = summation of scores

N = total number of cases

2. To compute the personal profile of the respondents, frequency count and frequency were used by applying the formula:

$$P = \frac{F}{N} * 100$$

Where:

P = percentage

F = frequency

N = number of cases

3. To determine the work Values or the respondents, the computation of the mean was used of which the formula is

$$\bar{x} = \frac{\sum x}{N}$$

where:

\bar{x} = mean

$\sum X$ = Summation of scores

N = total number or cases



Likert Scale	Limits of Description	Qualitative Description
5	4-20-5.00	Very Important
4	3.50-4.19	Important
3	2.60-3.49	Neutral
2	1.80-2. 59	Unimportant
1	1.00-1.79	Very unimportant

The Likert Scale was used to determine the hierarchy the work values of the respondents. In order to arrive at certain qualitative interpretation of the data, a five Point Likert Scale was used with corresponding limits of description.

- The t-test was used to determine the significance difference between two means (when the respondents were classified according to their age, sex, civil status, highest educational attainment, ethnic grouping, religion, trainings and seminars attended, length of service and school where BS was finished with regard to the ten work values) with the formula:

$$t = \frac{\bar{x}_1 - \bar{x}_2}{\sqrt{\frac{SS_1 + SS_2}{(N_1 - 1) + (N_2 - 1)} * \frac{1}{N_1} + \frac{1}{N_2}}}$$

Where:

\bar{x} = mean of the first group

X_1 = mean of the second group

N_1 = number of respondents in the first group

N_2 = number of respondents in the second group



RESULTS AND DISCUSSIONS

Table 1a: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley According to Age

Age	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
21-25		0.00			1	5.00	1	1.92
26-30	6	35.30	1	6.67	2	10.00	9	17.31
31-35	3	17.65	2	13.33	2	10.00	7	13.46
36-40	1	5.88	3	20.00	4	20.00	8	15.38
41-45	4	23.53	9	60.00	11	55.00	24	46.16
46-50	1	5.88					1	1.92
51-55	1	5.88					1	1.92
56-60	1	5.88					1	1.92
Total	17	100	15	100.00	20	100.00	52	100.00

Mean age 38.48

Table 1a above shows the summary of age profile of the Social Worker respondents in the Cagayan Valley Region. As seen from the table, most of the respondents in the cities (6 or 35.29 percent) belong to 26-30 years of age, while 4 or 23.52 percent are aged 41-45 years old; 3 or 17.65 percent are 31-35 years of age and 1 or 5.88 percent each fall within 21-25, 36-40, 46-50, 51-55 and 56-60 age ranges, respectively. The mean age is 38.48 which indicates that most of the Social Workers in the cities of Cagayan Valley Region are relatively young. This further implies that they are full of energy and dynamism in doing their tasks. On the other hand, most of the respondents (9 or 60.00 percent) in the First-Class Municipalities of Cagayan Valley Region as seen from the table belong to 41-45 age range; for 36-40 age range, there are 3 or 20 percent; two (2) or 13.33 percent in the 31-35 age range and one (1) or 6.67 percent in the 26-30 age range. The mean age of 39.67 of the Social Worker respondents indicates that Social workers are in their Middle Adulthood Stage of development and at the peak of their career. In the Second-Class Municipalities of the Cagayan Valley Region, as seen from the table, most (11 or 55 percent) belong to the 41-45 age range; there are 4 or 20 percent at the 36-40 age range, 2 or 10 percent at the 31-35 and 26-30 age range and 1 or 5 percent at the 56-60 age range. With respect to the age



profile of the Social Worker respondents in the Cagayan Valley Region as a whole, as shown by the table, 24 or 46.15 percent fall within the 41-45 age range; 9 or 17.30 percent at the 26-30 age range; 8 or 15.38 percent at the 36-40 range; 7 or 13.46 percent at the 31-35 age range and 1 or 1.92 percent each in the 21-25, 46-50, 51-55 and 56-60 age brackets, respectively. The mean age of 38.48 of the respondents means that Social Worker respondents are relatively young and active to carry out their responsibilities as Social Welfare Officers in their respective localities.

Table 1b: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley According to Sex

Sex	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Male	1	5.88					1	1.92
Female	16	94.12	15	100	20	100.00	51	98.08
Total	17	100	15	100	20	100.00	52	100.00

Table 1b shows the frequency and percentage distribution of social workers in Cagayan Valley Region as a whole according to their sex profile. The table reveals that as a whole, social work profession in Cagayan Valley Region is female dominated as evidenced by the table above where the ratio is 51:1 or in terms of percentage, 98.08:1.92 percent. The finding proves that in Cagayan Valley Region as a whole, Social Profession is viewed as an extension of domestic activities of women outside the home like teaching and care giving. This is also an indicator that there are few male takers of BS-Social Work program.

Table 1c: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley Region According to Civil Status

Civil Status	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Single	3	17.65	1	6.67	4	20.00	8	15.38
Married	13	76.47	14	93.33	15	75.00	42	80.77
Widow	1	5.88			1	5.00	2	3.85
Separated								
Total	17	100	15	100	20	100.00	52	100.00



Table 1c shows the summary of frequency and percentage distribution of social worker respondents in Cagayan Valley Region according to Civil Status. As shown vividly by the table, most respondents in the cities are married with 42 heads or 80.77 percent; 2 or 15.38 percent are single and 2 or 3.85 percent are widowed. None among the respondents are separated. It is in the first-Class municipalities where almost all are married with only 1 single while In the cities and second-class municipalities, there are 3 or 4 or 17.65 and 20 percent, respectively. It is also in these classifications where the widows are found. The entire picture of the respondents' civil status shows that the respondents have families to support. As such, their job is of great importance to them.

Table 1d: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley According to Civil Status

Highest Educational Attainment	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
College	14	82.35	11	73.33	16	80.00	41	78.85
Graduate	3	17.65	4	26.67	4	20.00	11	21.15
Units in Masters								
Finished Masters								
Doctoral								
Total	17	100	15	100	20	100.00	2	100.00

Table 1d shows the summary of frequency and percentage distribution of social workers' respondents in Cagayan Valley Region according to highest educational attainment. The table points out that all the Social Workers met the minimum qualification called in by their positions since all of them are college graduates and registered social workers. However, there are only few who went up to graduate studies. As shown by the table, only 11 or 21.15 percent have units in master's degree. It implies that the social workers have yet to realize that further education is also needed among other things in the renewal of their licenses.



Table 1e: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley According to Length of Service

Length of Service	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
0-4	8	47.06	1	6.67	4	20.00	13	25.00
5-9	3	17.65			2	10.00	5	9.62
10-14	3	17.65	8	53.33	4	20.00	15	28.85
15-19	2	11.77	6	40.00	10	50.00	18	34.62
20-24	1	5.88					1	1.92
Total	17	100	15	100	20	100.00	2	100.00

Table 1e shows the summary of frequency and percentage distribution of social workers' respondents in Cagayan Valley Region in their length of service. The table shows that the "relatively new" social workers in the job are found in the cities and second-class municipalities as there are 8 or 47.06 percent and 4 or 20 percent of them, respectively. There are only 4 of them in the first-Class municipalities. The "oldest" in the profession is also found in the city with only 1 in the 20-28 length of service bracket. Findings imply that the reason why there are relatively new Social Workers in the cities could be due to the creation of positions when these cities were created.

Table 1f: Summary of Frequency and Percentage Distribution of Social Worker Respondents in the Cagayan Valley According to Ethnic Group

Ethnic Group	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Ibanag	6	35.30	3	20.00	4	20.00	13	25.00
Itawes	1	5.88	2	13.33	1	5.00	4	7.70
Ilocano	6	35.30	9	60.00	15	75.00	30	57.70
Tagalog	3	17.65					3	5.77
Mandarya			1	6.67			1	1.92
Gaddang	1	5.88					1	1.92
Total	17	100	15	100	20	100.00	2	100.00



Table 1f shows the summary of frequency and percentage distribution of Social Workers respondents in Cagayan Valley Region according to ethnic group. Table above shows that there are more Ilocano speaking respondents with 57.70 percent or 33 of the 52 respondents. The rest are distributed in the different ethnic origins with the Ibanag being the next biggest group to Ilocano with 25 percent or 13 respondents. Majority of the Ibanag speakers are found in the cities, followed by Itawes, Tagalogs and others. There is one respondent who belongs to a Mandarya group which originated in Mindanao. The above findings confirm that Cagayan Valley Region is an Ilocano speaking region.

Table 1g: Summary of Frequency and Percentage Distribution of Social Worker Respondents in Cagayan Valley Region As a Whole According to Religion

Religion	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Roman	16	94.12	15	100	15	75.00	46	88.46
Catholic								
INC								
UMC					3	15.00	3	5.77
Baptist					1	5.00	1	1.92
JHW	1	5.88			1	5.00	2	3.85
Total	17	100	15	100	20	100.00	52	100.00

Table 1g shows the summary of frequency and percentage distribution of social worker respondents in the Cagayan Valley Region according to religion. The table above confirms that the country is predominantly a Roman Catholic country for all the respondents in the first-class municipalities are Roman Catholics. There is only 1 non-Catholic in the cities and 5 non-Catholics in the second-class municipalities. It means that almost all the respondents are Catholics as there are 88.46 percent or 46 of them. They share the same beliefs and convictions and practices.



Table 1h: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley According to Level of Training

Level of Training	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Municipal	1	5.88			1	5.00	2	3.85
Provincial	4	23.53	2	13.33	4	20.00	10	19.23
Regional	12	70.59	13	86.67	15	75.00	40	76.92
National								
International								
Total	17	100	15	100	20		52	100

Table 1h shows the summary frequency and percentage distribution Social Workers respondents in Cagayan Valley Region according to level of training. The table shows that most of the social workers have reached the national level of trainings/ seminars with 40 or 76.92 percent. Only 2 respondents reached only the provincial level and they are in the city and in second class municipalities. No one among the respondents had reached international level. The data on the respondents' attendance and trainings seminars are indicators that the social workers continuously develop themselves for a better service.

Table 1i: Summary of Frequency and Percentage Distribution of Social Workers Respondents in the Cagayan Valley Region According to Status of Appointment

Status of Appointment	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
Permanent Contractual								
Project Based Contractual								
Casual	3	17.65			2	10	5	9.62
Permanent	14	82.35	15	100	18	90	47	90.38
Total	17	100	15	100	20	100	52	100

Table 1i shows the summary of frequency and percentage of distribution of Social Workers respondents in Cagayan Valley Region according to status of appointment. It is revealed on the table that 47 or 90.38 percent have permanent appointment and 5 or 9.62 percent are casual employees. It is worthy to point out that in the first-class municipalities, all of the



respondents are permanent while in the cities and Second-Class Municipalities, there are 3 or 2 casual employees, respectively. It implies that most of the respondents enjoy the security of tenure as compared to the casual employees who are uncertain of their job as they can be removed anytime when funds cannot support them.

Table 1j: Summary of Frequency and Percentage Distribution of Social Worker Respondents in the Cagayan Valley According to Position

POSITION	City		First Class		Second Class		As a Whole	
	F	P	F	P	F	P	F	P
MSWDO/CSWDO	3	17.65	7	46.67	10	50.00	20	38.46
SWOIII	2	11.76					2	3.85
SWOII	2	11.76	1	6.66			3	5.77
SWOI	4	23.53	7	46.67	8	40.00	19	36.54
SOCIAL WELFARE ASSISTANT	3	17.65			1	5.00	4	7.69
OFFICE AIDE	3	17.65			1	5.00	4	7.69
TOTAL	17	100	15	100	20	100.00	52	100.00

Table 1j shows the summary of frequency and percentage distribution of social worker respondents in Cagayan Valley Region according to position. The table reveals that all the local government units have supervisory positions. It is important to note that SWIII position is only found in the cities; SWO II only in the cities and first-class municipalities and SWOI in all income classifications. However, it is saddening to find out that there are registered Social Workers occupying the SWA and Office Aide positions which are clerical in nature. It implies that these respondents are underemployed and just accepted the job due to the difficulty of getting an employment.



Table 2a: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Environment

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A place of work which is not far from where you live	4.25	VI	4.86	VI	4.77	VI	4.63	VI
A spacious working area	4.05	VI	4.83	VI	4.72	VI	4.53	VI
A place of work with good ventilation	4.58	VI	4.83	VI	4.87	VI	4.76	VI
A place of work which is accessible by public transportation	4.36	VI	4.72	VI	4.79	VI	4.62	VI
A place of work which is not polluted	3.48	VI	4.72	VI	4.79	VI	4.33	VI
A job with relaxed atmosphere	4.58	VI	4.16	VI	4.71	VI	4.48	VI
A place of work with complete and updated modern facilities	4.58	VI	4.55	VI	4.32	VI	4.48	VI
A job which is located in a nice and clean environment	4.39	VI	4.49	VI	4.59	VI	4.49	VI
A place or work which is quiet	4.02	VI	4.37	VI	4.53	VI	4.31	VI
CATEGORY MEAN	4.35	VI	4.66	VI	4.68	VI	4.51	VI

Table 2a presents the summary of item mean descriptive scale and rank distribution of Social Worker respondents' perception of their Work Values along Environmental Dimension in Cagayan Valley Region. As shown above, the items "A place of work with good ventilation", "A Job with relaxed atmosphere" and "A place of work with complete or updated modern facilities" are ranked first with an item mean of 4.58 or "very important" by the social workers in the cities. It manifests the preferences made by the Social Workers of a workplace with good ventilation that provides a relaxed atmosphere and equipped with complete, updated modern technology. Findings further indicate that the Social Workers can work anywhere provided the above conditions are present. The use of modern technology is also given prime importance as this facilitates the work of the Social Workers when they refer and/or coordinate with other partner agencies as well as in the preparation of their reports. The other items were all given a descriptive scale of "very important" with



slight differences in their item mean. These are: "A spacious working area" with 4.05, "A place of work which is quiet " with 4.02 and "a place of work which is not polluted" with 3.48. It means that the Social Workers think that the above-mentioned items are all very necessary or important as these are all contributory to effective and efficient delivery of services. It is interesting to note here that all the items in the environmental dimension were all given a rating with a descriptive scale or very important because the Social Workers believe that the environment is a very strong factor affecting the behavior of a person. The category mean of 4.35 of "very important" is a clear indication of the Social Worker' s sensitivity to the effects that the environment may bring them.

As also evidenced on the table above, the item on "A place of work which is not far from where you live" is ranked first by the social workers in the first-class municipalities. This indicates that the Social Workers would like to be in a workplace that is near their homes. This is to enable them to attend immediately to the needs of their families especially when there is an urgent call for them. Furthermore, since all the Social Workers in the First-Class Municipalities are women and mothers, the proximity of their workplace to their home would facilitate the monitoring of their children in their homes.

"A job with relaxed atmosphere" with an item mean of 4.16 and considered "very important" is ranked fourth. It indicates that a relaxed and untroubled atmosphere in the workplace is very important for Social Workers as it would provide them a wholesome atmosphere after listening to the problems poured out by their clients. Since all of these are deemed very necessary to the Social Workers, it is then an indicator of the realization that the environment is a strong factor in their service delivery. The category mean of 4.66 or very important is an evidence that the Social Workers gets easily affected with whatever take place in the environment.

On the other hand, the Social Worker respondents' perception of their Work Values along Environmental Dimension in the Second-Class Municipalities of Cagayan Valley Region, as shown above, reveals that the item, "A place of work with good ventilation" with an item mean of 4.87 or "very important" is ranked first. It manifests the preference made by Social Workers of a workplace with good ventilation because such is contributory to the maintenance of a healthy working environment and healthy workers has a further implication to efficiency of service delivery.



"A place of work with complete and updated modern facilities" with a mean of 4.32. However, it is important to point out that while the last item is ranked last and got the lowest mean, it is still very important to the Social Workers because they perceive that availability of such facilities in their workplace can make them more efficient in their service delivery especially when they coordinate or make referrals to other partner agencies. The category mean of 4.68 or "very important" is a resounding proof on how much importance the Social Workers accord to the environment - That their efficiency as Social Workers gets affected whenever the environment changes.

As to the respondents' perception in Cagayan Valley Region as a whole on environment, the highest in item mean of 4.76 is the item "a place of work with good ventilation." This implies that a worker would certainly enjoy working in a well-ventilated place. He can work better or more effectively than in a place that is poorly ventilated. The last ranked item is "a place of work which is quiet" with an item mean of 4.31. This implies that working in a quiet place makes one to be at peace with himself thus enabling him to exude peace. The category mean or 4.51 reveals that respondents consider very important all the items enumerated above for these can really enable them discharge their duties and responsibilities better and more effectively.

Table 2b: Summary of Item Mean Perception of Social Workers Respondents in Cagayan Valley Region on Familial Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
Work assignments which do not pull you away from your family much of the time	4.15	VI	4.92	VI	4.93	VI	4.66	VI
A job which does not take you away from your family	4.32	VI	4.83	VI	4.87	VI	4.67	VI
A job which your family approves of	4.29	VI	4.52	VI	4.63	VI	4.48	VI
A job which gives you enough time to attend to the needs of your family	4.22	VI	4.80	VI	4.60	VI	4.54	VI
A job which spares you time to be with your parents	3.98	I	4.16	VI	4.36	VI	3.98	I
CATEGORY MEAN	4.19	VI	4.19	VI	4.68	VI	4.50	VI



Rated highest in the Cities is the item "A job that does not take you away from your Family" with an item mean of 4.32 or "very important." This supplements the earlier findings that the Social Workers want to be in workplaces that is not far from where they live and which are accessible by public transportation to enable them to go home after work to enjoy the company of their families, and to cut on transportation cost. Aside from that, they are also cognizant of the effects their absence may bring to their children or family. Hence, they want a workplace where they can go home daily. The other items "Work assignment that does not pull you away from your family most of the time" and "A job which spares you time to be with your parents" were perceived as "important" by the Social Workers with means of 4.15 and 3.98 respectively. It is also worth noting that the former is given the lowest rating since the Social Workers are already married and already have their own families, it is therefore expected that their focus of time has already shifted from their parents to their own families. A category mean of 4.19 or described as important means that the Social Workers still hold on to their families as their support providers.

On the First class municipalities, as evidenced by the table above, four of the five items got a mean description of "very important " and these are: "Work Assignments which do not pull away from your family most of the time" with an item mean of 4.92 followed by "A job which does not take you away from your family" with a mean of 4.80 and "A job which your family approves of" with an item mean of 4.52. The item "A job that spares you time with your parents" is described as "important" to the Social Workers. The findings give a clear picture on how the Social Workers value their families and as such, they do not want an assignment that pulls them away from their families most of the time and they prefer a job that allows them to live with their families. However, when they gave the lowest rating to the item "A job that spares you time to be with your parents" it is due to the fact that most of the Social Workers are married and they have their families to attend. In spite of that, they also want to have time with their parents when their time allows it. A category mean of 4.65 or "very important" is a clear indication that the Social Workers are family-oriented beings and could only be at ease **when they live with their families.**

The respondents in the second class rated all as "very important". However as to Item mean distribution, they differ from each other. It is interesting to note that the item work assignments which pull you away from your family most of the time got the highest mean



of 4.93 followed by "A job which does not take you away from your family got the second highest mean with 4.87. The findings imply that while Social Workers understand the nature of their job, that most of the time they have to go for their field work, they still want to go home to their families and enjoy their company after the day's work. The item "A job which spares you time to be with your parents" is given the lowest rating of 4.36 and is still held as "very important" by the Social Workers. The category of 4.68 or "very important" is a clear picture that the social workers are attached to their families and therefore they perceive their families as their greatest support system.

As a whole on Familial dimension, ranked its job which does not take you away from your family with an item mean of 4.67. This implies that the respondents do not take this problem. What they consider most important are the rewards they get for practicing they work. They believe that even if they accept a job away from home but with a good pay and in conducive atmosphere, it is all due to family needs and welfare. Second highest is the item mean of 4.66 for Work assignments which do not keep you away from your family most of the time." This means that while they accept job even away from their families, they still try their best to find time with them, especially for their children if they have a family. Following next the item "a job which gives you with time to attend to the needs of your family" with an item mean of 4.54. This implies that respondent still try to find time with their family as mentioned above although. Quality time with family is very important. Next is "a job which your family approves of" with an item mean of 4.48 and the last is "a job that spares you time to be with your parents" with an item mean of 4.16. This item implies that the respondents are committed with their work to the extent that they just spare a little time with their family. The category mean as a whole is 4.50 which implies that the respondents hold favorable familial values that despite their commitment to work, they are still loyal to their families.



Table 2c: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Intellectual Achievements Orientation Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A job which allows to improve your academic & professional training	4.93	VI	4.89	VI	4.92	VI	4.91	VI
A job which allows you to gain maturity in decision making	4.88	VI	5.00	VI	5.00	VI	4.96	VI
Work assignments which give you opportunities to improve your skills	4.83	VI	5.00	VI	4.87	VI	4.90	VI
A job which maximizes your potentials	4.80	VI	5.00	VI	5.00	VI	4.93	VI
Membership in work professional organization provides a greater change for intellectual achievement	4.73	VI	4.83	VI	4.85	VI	4.80	VI
Feeling of self-worth in your job	4.73	VI	4.81	VI	4.87	VI	4.80	VI
A job which gives you a feeling of worthwhile accomplishments	4.72	VI	4.89	VI	4.92	VI	4.84	VI
A work organization where programs are conducted for the improvement occupational advancement of employee	4.72	VI	4.89	VI	4.92	VI	4.84	VI
A boss who gets your opinion about your work	4.58	VI	4.58	VI	4.92	VI	4.69	VI
Work assignments which are challenging enough to motivate you to study continuously	4.08	I	4.71	VI	4.78	VI	4.52	VI
A job that gives you opportunity for independent thought & action	3.97	I	4.71	VI	4.78	VI	4.49	VI
CATEGORY MEAN	4.62	VI	4.87	VI	4.89	VI	4.79	VI

The table above shows the intellectual achievements orientation of the Social Workers in Cagayan Valley Region. As shown above, most of the items were perceived as "very



important" by the Social Workers in the cities, with an overall mean of 4.62. The item "A job which allows to improve your academic and professional training" is rated highest with a mean of 4.93. It implies that the Social Workers value professional advancement as they give prime importance to trainings leading to their academic and professional growth. Rated lowest is "A job which gives you opportunity for independent thought and action" with an item mean of 3.97. Nonetheless, it is still being perceived as "important" among Social Workers. It implies that while they love the freedom to decide, they know that they need others especially their co-workers to check or balance the decision that they are going to make.

For the First-class municipalities, all items are considered "very important" with a category mean of 4.78.

Three of the items were ranked first by the Social Workers with an item mean of 5.0. These are: "A job that maximizes your potential", "A job that allows you to gain maturity in decision making" and "Work assignments which give you opportunities to improve your skills." This implies that the Social Workers value a work that provides them the atmosphere where their potentials, skills and other capabilities are honed. As such, these are indicators of their desire for career development. To support this, the Social Workers prefer "a job where they are proud of their accomplishments" which is ranked second with 4.89 mean. Rated lowest are the items "A job that gives you opportunity for independent thought and action" and "Work assignments that are challenging enough to motivate you too continuously." Though these items were rated lowest, both got an item mean of 4.21 and are held "very important" by the Social Workers. The data imply that the Social Workers find self- fulfillment in their work. They see it as self-rewarding, yet they are cognizant that there still things that they need to do for them to become better persons.

The table also presents the perception of the Social Workers in the Second-Class Municipalities in Cagayan Valley Region on Intellectual Achievement Orientation Dimension. As presented on the table, it clearly points out that the Social Workers rated all the items "very important." The items that got the first rank with an item mean of 5.0 are "A job which maximizes your potentials" and "A job which allows you to gain maturity in decision



making." These imply that the Social Workers love work assignments where their potentials are developed. In addition, they also prefer a work atmosphere where they have freedom to decide on matters since they believe that these form part of their development as workers as they mature in their jobs. The lowest rated items though with an item mean of 4.78 respectively are: "A job which gives you opportunity for independent thought and actions" and "Work assignments which are challenging enough to motivate you to study continuously." Though these rated lowest, these are still considered very important.

As a whole, the Social Workers have the inner drive for intellectual Achievement Dimension as evidenced on the Category Mean of 4.89 or "Very Important." The item mean and rank distribution of the social worker respondents' perception in Cagayan Valley Region as a whole in terms of intellectual achievement orientation are shown in the table above. Ranked first is "a job which allows you to gain maturity in decision making" with an item mean of 4.96. This implies that the respondents consider decision making "very important" as part of their work and which they need to develop as a skill. The last item with an item mean of 4.49 is "a job which gives you opportunity for independence thought and action. This implies that the respondents still need other people to consult although they like to be decision-makers themselves. The category mean of 4.79 or "very important" reveals that the respondents value so much their capacity to make themselves effective workers.

Table 2d: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Interpersonal Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A work organization which provides opportunities for social interaction among the employees	4.12	I	4.94	VI	4.96	VI	4.67	VI
Working with people who have pakikisama i.e. who are yielding to the will of the leader or majority so as to make the group completely agree in decisions	4.12	I	4.92	VI	4.94	VI	4.66	VI



Working with people who show concern for your well being	4.82	VI	4.89	VI	4.92	VI	4.88	VI
A job which enables you to develop friendship with your colleagues	4.71	VI	4.86	VI	4.89	VI	4.82	VI
Working with people who are cooperative	4.53	VI	4.83	VI	4.87	VI	4.74	VI
Members in work or professional organization which satisfy your needs for acceptance	4.34	VI	4.82	VI	4.87	VI	4.68	VI
Working with people who do not gossip	4.25	VI	4.66	VI	4.75	VI	4.55	VI
A place of work where everybody is friendly	4.51	VI	4.66	VI	4.75	VI	4.64	VI
A place of work where the supervisors have a personal concern for you	4.22	VI	4.58	VI	4.74	VI	4.51	VI
Working with people who are easy to get along with	4.49	VI	4.78	VI	4.71	VI	4.66	VI
Working with superiors who mingle freely with most of the employees	4.53	VI	4.01	I	4.71	VI	4.42	VI
A job which gives you opportunity to know more people and gain more friends	4.08	I	4.60	VI	4.58	VI	4.42	VI
CATEGORY MEAN	4.35	VI	4.74	VI	4.80	VI	4.64	VI

The table shows the perception of the respondents on their work values as a whole on Interpersonal Dimension. As evidenced on the table above, all items are considered "very important" with a category mean of 4.35 in the cities. Rated highest is "working with people who show concern for your well-being" with an item mean of 4.82. It simply means that while the Social Workers are concerned with the welfare of their clients. They also give high importance to a workplace where their colleagues are also concerned with each other. Ranked lowest is "Working with people who hold values which to large extent are similar to yours" also considered "very important" by the social workers since they believe that sharing of some conviction, ideals, thoughts, and even experiences can do a lot to a person. A category mean of 4.35 means the social worker respondents hold the work values on Interpersonal Dimension as "very important". Meaning, they are aware that the people whom they work with contribute to their self-fulfillment.



For the first-class municipalities, the social workers rated as highest with the item mean of 4.94 the item "A work organization which provides opportunities for Social interaction among the employees". Man is a Social being and as such he needs other men. "Working with people who hold values which to a large extent are similar to yours" is ranked next with an item mean of 4.92. This is a manifestation that the Social Workers are attracted to people who share their ideals, principles, aspirations, experience, and others. Being so, they can work better in an atmosphere where there is a good rapport as this is a plus factor in their delivery of services to their clientele. This is strengthened by their choice "Working with people who have pakikisama, i.e. who are yielding to the will of the leader or majority so as to make your group completely agree on decisions".

The item that is ranked last though it is still held as "very important" by the social workers is the item "A place of work where the superiors have a personal concern for you". This is a clear indicator that they prefer a work environment where they feel they are cared for by their colleagues and superiors. The category mean of 4.74 shows that Social Workers prize Interpersonal Value dimensions as "very important". So that while they show their concern to their clients, they also want to "reap what they sow". The Social Workers as normal human beings would also like to feel that they have a group to belong with who is concerned on their plight and who still accepts them no matter who they are.

In the Second-Class Municipalities of Cagayan Valley Region, all items are held "very important" by the social workers. "A social organization which provides opportunities for Social interaction among the employees" is ranked first with an item mean of 4.96 or "very important". Men/Women by nature need others to relate to, to share whatever is worth sharing. Social Workers are no longer "Social Workers" when they do not interact with others more so with their co-workers. Every opportunity when they interact is an opportunity for their growth. Second is "Working with people who have pakikisama, i.e. who are yielding to the will of the leader of majority so as to make the group completely agree on divisions" with an item mean of 4.94. This shows how the Social Workers love unity and order. It does not mean they are submissive; it only shows their passion for a peaceful resolution of whatever is at hand to be decided upon. Third is "working with people who show concern for your well - being" with a mean of 4.92. It means that they also want to experience what they gave to their clients when they demonstrated their concern to them.



The lowest item mean is 4.57 which is given to item "A job which gives you opportunity to know more people and gain more friends". This proves that Social Workers take advantage of their opportunities to know more other people and to forge friendship with them. A category mean of 4.70 shows that the Social Workers consider Interpersonal Dimension as "very important" in their work. It is an indicator how they prize other people as friends, colleagues or otherwise.

As a whole as to Interpersonal Dimension, ranked first is "working with people who show concern for your well-being" with an item mean of 4.88. This implies that the respondents love to work with people who concerned with others as this is the very nature of their work as social workers. They cater to their needs and feelings as a human being especially this misfortune of the unfortunate. The last ranked item is "a job which gives you opportunity to know more people and to gain more friends." This implies that the respondents work with people to help or guide them, and not just to make or gain more friends. The over-all mean of a is 4.64 category clear manifestation that the respondents consider interpersonal values as very essential to establish and maintain a harmonious relationship in the organization and in the community.

Table 2e: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Managerial Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A job which offers you opportunities to direct and implement task	4.73	VI	4.94	VI	5.00	VI	4.89	VI
Working with superiors who train you integrate and coordinate organizational resources (material, money, time and space for example) towards the accomplishment of objectives	4.73	VI	5.00	VI	4.95	VI	4.89	VI
A boss who tells you about the over-all plans of the organization and allows you to get involved in the implementation of	4.83	VI	4.81	VI	4.87	VI	4.84	VI



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A work organization which gives you freedom to make decision on matter on which you are responsible	4.53	VI	3.92	VI	4.85	VI	4.43	VI
A place of work which recognizes your ability to make human and physical resources of the organization productive	4.48	VI	4.80	VI	4.81	VI	4.70	VI
A job which requires you to integrate the activities of people	4.38	VI	4.75	VI	4.80	VI	4.64	VI
A job that gives you moreright and power over others	3.29	I	4.74	VI	4.19	VI	4.07	VI
CATEGORY MEAN	4.42	VI	4.71	VI	4.78	VI	4.64	VI

Table 2e. presents the item mean perception of social worker respondents as a whole on managerial dimension. The table indicates that the Social Workers in the cities gave the highest rank to "A boss who tells you about the over-all plans of the organization and allows you to get involved in implementing the plan" with an item mean of 4.83 or "very important." This means that the Social Workers basically want to know the directions of all their efforts thus they want to know the plans so that they will also be able to be a part in the implementation of the same. In short, they value participatory management of which at the end of the day, they know that the output of the organization is their effort and so they feel good about it. Ranked lowest with an item mean of 3.29 in which the Social Workers are Neutral about is "A job which gives you more right and power over others." It means that Social Workers are not despots or autocrats who exercise their powers or authorities abusively. Instead, since they rated it was neutral, they know when to exert their right and power over others. The over-all mean of 4.42 or "very important" indicates that the Social Workers always look forward to being involved in all the aspects of the work. It speaks of their readiness to extend a hand and their willingness to learn new things.

Social worker respondents in the first-class municipalities of Cagayan Valley Region perceived that "Working with superiors who train you to integrate and coordinate organizational resources (man, money, material, time and space for example) towards the accomplishments of objectives" is ranked first with an item mean of 5.0. This means that the



Social Workers value working with superiors who unselfishly share their expertise to them. This also speaks of their desire to be empowered so that they can still do the job even when their superiors are absent. The item "A boss who tells you about the over-all plans of the organization and allows you to get involved in the was implementation of this plan" is the third in rank and was given an item mean of 4.18. This is supportive of the first two ranks, an indicator of the social workers desire to be involved and take part in all the aspects work. Their involvement is self-fulfilling for them .The item that got the lowest rank with a mean of 3.92 or "important" is "A work organization which gives you freedom to make decision on matters which you are responsible." This is an indicator of the Social Workers' recognition that they always need others to consult and/or seek advice when necessary. The over-all category mean of 4.71 or "very important" speaks of the Social Workers' drive to continuously learn new things in the job.

In the second-class municipalities, the data above show that the social workers ranked the item "A job which offers you opportunity to direct and implement task" as first with an item mean of 5.0 or "very important." It implies that social workers love to be given the opportunity and the freedom to direct and implement tasks. They want to see for themselves that the work is done in the manner they want it to be. The item with the lowest rank with a mean of 4.19 or "important" is "A job that gives you more right and power over others." It means that though it is held "important" by the Social Workers, since it got the lowest rank, it implies that the social workers know where they are and what they do and they discerningly use their right and it power over others. The over-all category mean of 4.78 or "very important" means that the social workers have very high regard for their managerial work dimension- a manifestation that they stand to live for their being Social Workers.

As a whole on Managerial Dimension shown above, two items were given the same item mean of 4.89 or "very important" which are ranked first. These are the items "a job which offers you opportunities to direct and implement tasks" and "working with superiors who train you to integrate and coordinate organizational resources/materials, money, time and space for example towards the accomplishment of objectives. It implies that social worker respondents value a job that provides them the opportunity to implement tasks of the organization that will eventually result to the attainment of objectives. Sound workers



recognizes the role played by the supervisors in the provision of such. Lowest in rank with a mean of 4.07 and "important" to social workers is "a job that gives you more power over others." This shows that when social workers work with people, they are always discreet of the power and authority they have. They can work with people without necessarily being more powerful over others but with proper coordination and due respect given to others which they also expect in return.

Table 2f: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Material Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A job that has a security of tenure	4.37	VI	4.94	VI	4.96	VI	4.76	VI
Job security	4.34	VI	4.89	VI	4.92	VI	4.72	VI
Fringe benefits such as housing, SSS, GSIS, Insurance, Vacation leave, sick or study leave with pay, free sack of rice & others	4.80	VI	4.89	VI	4.92	VI	4.87	VI
A work organization that has a program for promotion and salary increase	4.51	VI	4.83	VI	4.87	VI	4.74	VI
A job which compensates your efforts well	4.20	VI	4.83	VI	4.87	VI	4.63	VI
A high salary pay	4.30	VI	4.14	I	4.84	VI	4.43	VI
A job that gives you prestige	4.31	VI	3.96	I	4.33	VI	4.20	I
A job which offers many opportunities to earn extra money	3.58	VI	3.45	I	4.22	VI	3.75	I
CATEGORY MEAN	4.30	VI	3.87	I	4.61	VI	4.51	VI

Table 2f presents the item mean perception of social worker respondents as a whole on Material Dimension. It is clearly evidenced by the data that the social workers in the cities treasure a job especially if there are Fringe benefits such as housing, SSS, GSIS, insurance, vacation, sick or study leaves with pay, free sack of rice and others." This item is given a mean of 4.80 or "very important" and is ranked first. It implies social workers' anticipation of the unforeseen circumstances where they still have financial sources in case of loss of regular income. Thus, they feel secure when they are in a job that provides insurance, SSS/GSIS, and other benefits. It is worthy to note that the lowest item ranked with 3.58



mean or "important" is "A job which offers many opportunities to earn extra money." This is a revelation that Social Workers earning extra income is not that very important to them as long as they are given extra benefits and security of tenure. A category mean of 4.30 or "Very Important" is a manifestation that Social Workers value their material work value dimension. A clear situation that proves the adage, "A machine can only run with sufficient fuel."

In the first-class municipalities of Cagayan Valley Region on Material Dimension, the data are a manifestation that the social workers want to be secured in their job, as such, they rated "A job that has a security of tenure" as the first with an item mean of 4.94 or "Very Important." "A job which offers many opportunities to earn extra money" is ranked lowest with an item mean of 3.45. This is a proof that the social workers are not bent on earning additional income while they are performing their jobs. A category mean of 3.87 or "important" means that once the Social Workers feel secure and certain and well compensated in their jobs, they can unselfishly render their services with focus.

On the other hand, the perception of social worker respondents in the second-class municipalities of Cagayan Valley Region on material Dimension revealed that their highest perceived item is "A job that has security of tenure" with an item mean of 4.96 or "very important." It points out that Social Workers prefer a job that provides them a strong hold in their jobs. Lowest rated item is "A job which offers many of earn extra money" with an item mean of 4.22. While it is considered very important, the fact that it got the lowest rating indicates that the social workers earning extra not so much engrossed on earning extra income are to enrich themselves. The category mean of 4.6 or "very important" implies that the Social workers have strong attachment to their Material Security. This is due to the fact that this is basic to human survival.

As a whole on Material dimension, the data point out that "fringe benefits such as housing, SSS, GSIS, Insurance, vacation leaves, sick or study leave with pay, free sack of rice & others" got the highest rank with an item mean of 4.87 or "very important." It indicates that social workers are proactive in the sense that they anticipate situations beyond expectations like when they suddenly face financial crises, they have other benefits where they can get other support like issuances. They know that their salary will not suffice if there are crises that they suddenly encounter. All other items were considered "very important" to the social



workers except for the items “A job that gives you prestige” with an item mean of 4.20 and “A job which offers many opportunities to earn extra money” with a mean of 3.75. These two are considered important by the Social Workers but it is worthy to note that the letter is considered the lowest in rank by the respondents. This means that social workers are not bent to earn extra money to enrich them selves. It further points out that social workers are service-oriented.

Table 2g: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Occupational Dimension |

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A job which allows you to help those in need of your service	4.73	VI	5.00	VI	5.00	VI	4.91	VI
A job which is in line with your education and training	5.00	VI	5.00	VI	5.00	VI	5.00	VI
A job which gives you opportunities for occupational growth	4.57	VI	5.00	VI	5.00	VI	4.86	VI
A job which gives you authority proportionate to your position	4.69	VI	4.94	VI	4.96	VI	4.86	VI
Working with honest superiors	4.66	VI	4.89	VI	4.92	VI	4.82	VI
Working with superiors who are fair in dealing with their subordinates	4.73	VI	4.89	VI	4.92	VI	4.85	VI
A job which you are fully knowledgeable of	4.38	VI	4.89	VI	4.92	VI	4.73	VI
A job which is in live with your interest	4.85	VI	4.83	VI	4.88	VI	4.85	VI
Working with people who recognize your merit	4.23	VI	4.78	VI	4.68	VI	4.56	VI
CATEGORY MEAN	4.72	VI	4.91	VI	4.92	VI	4.83	VI

Table 2g presents the item mean perception of social workers respondents as a whole on Occupational Dimension. It is vividly noted that the item “A job which is in line with your education and training” is the most valued item with 5.0 mean or “very important” by the



social workers in the cities. This implies the importance of the social workers' educational preparation strengthened by their trainings/seminars and their work experiences. With these, they feel adequately prepared in their present jobs. "Working with people who recognize your merit" is held "very important" by the social workers as they rated the item with a mean of 4.23. It means that the social workers need to satisfy their esteem need so that they will feel good about themselves as they work. The Category mean of 4.72 or "very important" implies that the Social Workers have adequate work values along Occupational Work Value the Dimension which make them committed workers.

In the first-class municipalities, it is clearly evidenced by the table that all items are deemed "very important" by the social workers. Very vivid are the items with a 5.0 mean. These are as follows. "A job which allows you to help those in need of your service", "A job which is in line with your education and training" and "A job which gives you opportunities for occupational growth." These three strengthen each other. These imply that social workers have the innate love of service to others and being so, they feel they are best fitted for the job with the kind of educational training they have and being in it, they have the yearning to grow and further develop as professionals so that they can give the service needed by the people with whom they work with. Lowest in rank with a mean of 4.78 is "Working with people who recognize their merit." The social workers, human beings as they are, need to satisfy their esteem need and their need to be recognized as this will boost and motivate them to become better workers, better persons. The category mean of 4.91 is a crystal clear indicator that the social workers have a concrete values along their Occupational Work Value Dimension.

In the Second-Class, it is also clearly evidenced by the table that all items are deemed "very important" by the social workers. Very vivid are the items with 5.0 mean. These are as "A job which allows you to help those in need of your service" and "A job which is in line with your education and training", "A job which gives opportunities for occupational growth." These three are supportive with each other. These imply that the social workers have the innate love for service to others, being so, they feel they are best fitted for the job given their kind of educational training, and being in it, they have the yearning to grow and further develop professionals so that they can better the service needed by the people with whom they work with. Lowest in rank is "Working with people who recognize your merit"



with an item mean of 4.68. It speaks of the need of social workers to be appreciated in doing a good job. This serves as a motivation to them. The category mean of 4.92 evidences the social workers' attachment to their values along their Occupational Work Value Dimension.

As a whole on occupational dimension, as shown above, "A job which is in line with your education and training" is ranked first with an item mean of 5.0 or "very important." It means that social workers feel proud of being in a job where they are best fitted. As such, they can deliver services efficiently and effectively to clientele when they are formally trained for the job as they know the nitty-gritty of the job .All other items were described or held "very important" by the social workers. However, it is important to note that the item "working with people who recognize your merit" got the lowest mean of 4.56. It means that though it is very important, the fact that it got the lowest mean implies that the social workers love to work especially if their efforts are recognized but the absence of it does not really matter to them. The over-all mean of 4.83 or "very important" points out that occupation to social workers is very important as this serves as their means and source of support.

Table 2h: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Organizational Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A work organizational which is able to motivate its employees to follow its policies	4.80	VI	4.89	VI	4.92	VI	4.87	VI
A work organization of which you are proud of being as member	4.35	VI	4.89	VI	4.92	VI	4.72	VI
Working with superiors who make you feel that you are an important part of an organizational	4.90	VI	4.89	VI	4.92	VI	4.90	VI



Membership in organizations which foster openness and helpfulness among members	4.24	VI	4.82	VI	4.92	VI	4.64	VI
A work organization where the management exerts effort to make the employees aware of issues affecting them (the employees)	4.83	VI	4.80	VI	4.85	VI	4.83	VI
Working with superiors who are aware of issue affecting workers	4.68	VI	4.68	VI	4.76	VI	4.71	VI
CATEGORY MEAN	4.63	VI	4.86	VI	4.88	VI	4.78	VI

Table 2 presents the Item Mean Perception of Social Worker Respondents on Organizational Dimension. The data clearly points out that social workers in cities considered all items as "very important." Held as first priority is the item "Working with superiors who make you feel that you are an important part of an organization" with an item mean of 4.90. This stresses the need of the social workers to feel that they are part of an organization and as such, they belong to it. The lowest item is 4.24 given to item "Membership in organizations which foster openness and helpfulness among members" which is very important to the social workers. This means that the social workers give high importance to good relationship with co-workers with an atmosphere of openness and camaraderie. The category mean of 4.63 or "very important" shows that the social workers manifest a relatively high level of organizational work values dimension. This means that they stress the need to work for their organization.

In the first-class municipalities of Cagayan Valley Region on Organizational Dimension, data clearly point out that the social workers ranked number one the following items with a mean of 4.89 or "very important", "A work organization of which you are proud of being a member", Working with superiors who are aware of issues affecting workers" and "Working with superiors who make you feel that you are an important part of an organization." These items intertwined and clearly point out that social workers give high regard to superiors who make them feel that they are part of the organization and as such, they also inform them of the issues that concern them. They also give high importance to work organizations that motivate employees to follow their policies. As such, they love to work with



organization where they feel proud of. It further implies that social workers work well when they are accepted and feel they belong to an organization. The item that got the lowest item mean of 4.80 is "A work organization where the management exerts effort to make the employees aware of issues affecting them (the employees)." This speaks of the workers high regard to managements' support to the employees. The category mean of 4.86 reveals that the social workers give very much importance to their Organizational Work Value Dimension since this is the source of their authority, livelihood and well-being.

Table 2h. presents the item mean perception of social workers respondents in the second-class municipalities of Cagayan Valley Region on organizational Dimension. The table shows that the social workers rated the highest the item "A work organization which is able to motivate its employees to follow its policies", "A work organization of which you are proud of being a member" and "Working with superiors who make you feel that you are an important part of an organization" with 4.92. These items point out that social workers give high regard to superiors who make them feel that they are part of the organization and as such, they also inform them of the issues that concern them. They also give high importance to organizations that motivate employees to follow its policies. As such, they also love to work with an organization where they feel proud of. The item ranked third is "Working with superiors who are aware of issue affecting workers." This implies that the social workers would like to work with superiors who know their concerns so that in a way these superiors will be able to give the support they need. A category mean of 4.88 or "Very Important" shows that the social workers stress their priority for their Organizational Work Values Dimension. They exhibited high regard to it which propels them to become better workers and better persons.

As a whole on organizational Dimension, data show that "Working with supervisors who make you feel that you are an important part of an organization" with an item mean of 4.90 or "very important" is ranked first by the social workers. It means that social workers would like to feel they belong to the organization and for it to be so, the social workers rely much on their superiors. All other items are considered "very important" by the social workers. However, though prized as very important, the fact that the item "membership in organizations foster openness and helpfulness among members" got the lowest item mean of 4.64 is noteworthy. This implies that social workers want openness as they work with



other professionals. They want that things should be laid down openly whenever there are things needed to be discussed for a good and harmonious working relationship.

Table 2i: Summary of Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Religious Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
Working with God-fearing superior	4.42	VI	4.94	VI	4.96	VI	4.77	VI
A job which gives you time to attend to your church and other religious activities	4.42	VI	4.89	VI	4.92	VI	4.74	VI
A work organization where you are able to stand for your religious principles regardless of the consequences	4.33	VI	4.81	VI	4.85	VI	4.66	VI
A job which offers you to serve God and be close to him	4.15	VI	4.72	VI	4.79	VI	4.55	VI
A place of work where you are allowed to exercise your religious beliefs	3.89	VI	4.72	VI	4.79	VI	4.47	VI
A job which does not place you into situations which are in conflict with your religious convictions	3.97	I	4.61	VI	4.71	VI	4.43	VI
Working with people who have the same religious belief as you have	4.0	I	4.16	VI	4.25	VI	4.14	I
CATEGORY MEAN	4.17	VI	4.69	VI	4.75	VI	4.54	VI

Table 2i item presents the of Summary of the item mean perception of social worker respondents in the cities of Cagayan Valley Region on Religious Dimension.

It is noted on the table that there are two items considered "very important" by the social workers in the cities. Ranked first with an item mean of 4.42 are "A job which gives you time to attend to your church and other religious activities" and "Working with God-fearing superiors." This is a strong evidence that Social Workers love to work with superior who is



God-loving and being so, they may get their superior's support when they have religious activities. It also implies that since the Worker is rooted in the Judeo-Christian teachings, social the Social Workers would like to live up to it. All other items are considered "important" to the social workers. However, it is noted that the item ranked last is "A place of work where you are allowed to exercise your religious belief" with an item mean of 3.89. It means that the Social Workers would also like to work in an organization where they are free to exercise their religious belief. The category mean of 4.17 means that the Social Workers consider their religious work values dimension as "important." This implies that the Social Workers are always guided by their religious beliefs as they do their part as public servants.

In the first-class municipalities of Cagayan Valley Region, yielding an item mean of 4.94 is "Working with God fearing superior" which affirms that the Social Workers prefer a superior who by nature is God-loving and as such respects them for their religious convictions. An item considered "important" with an item of 4.16 or the lowest is "Working with people who have the same religious beliefs as you have." This means that the Social Workers can work with people who have other religious beliefs in their organization. A category mean of 4.69 the Social Workers "very important" reveals nature are guided by that by their religious conviction.

In the second-class municipalities of Cagayan Valley Region, the data reveal that the Social Workers underscore the preference of superior who loves God above all when they rated as the first with an item mean of 4.96 "Working with God fearing superior." The last item with an item mean of 4.25 is given to item "Working with people who have the same religious belief as you have" held "very important" which means that the Social Workers love to work the with people of the same religious convictions so they could be supportive of them. However, this also means that they can also work with people of other religious convictions. The category mean of 4.75 or "very important" implies that their work values along Religious Dimension is a strong factor that pushes strong them to keep going in the service to humanity.

As a whole on religious dimension, "working with God- fearing superior" ranked highest with an item mean of 4.77 or prized as "very important." It means that the social workers feel comfortable working with superiors who are God-fearing because they know they are



assured of their fair treatment and that they will not be left alone during hard times .All other items held "very important" by the social workers except for "working with people" who have the same religious beliefs as you have" which got an item of 4.14 or "important." This means that social workers are not choosy of the people with whom they work with. It further implies that social workers can work with others from other religious affiliation, but it would also be better if they also share the same religious conviction. The item mean of 4.54 prized "very important" by the respondents implies that social workers attach much value to their religious dimension.

Table 2j

Summary of the Item Mean Perception of Social Worker Respondents in Cagayan Valley Region on Variety Dimension

ITEMS	City		First Class		Second Class		As a Whole	
	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS	\bar{x}	DS
A job that requires you to deal with different kind of people	4.80	VI	5.0	VI	5.0	VI	4.93	VI
A work organization which encourage employees to engage in recreational activities to break monotony of routine	4.33	VI	4.69	VI	4.77	VI	4.60	VI
Varied work assignments	4.33	VI	4.69	VI	4.64	VI	4.55	VI
Work assignments which are not boring and tedious	3.98	I	4.56	VI	4.54	VI	4.36	VI
CATEGORY MEAN	4.38	VI	4.75	VI	4.74	VI	4.61	VI

Table item mean 2j presents the perception social worker respondents on Variety Dimension. The highest perceived item by the cities is "A job which requires you to deal with different kinds of people" with an item mean of 4.80 or "very important." This connotes the genuine interest of social workers to people which means that they can deal with people from all walks of life, of different psychological makeup. Given the nature of their job, they were prepared by their educational training on how to deal with all kinds of people. "Work assignments that are not boring & tedious" is the item with the lowest the item mean of 3.98 which is "important" to the social workers. It implies that social workers can do tedious



tasks. However, they also love having activities that may perk them up. A category mean of 4.38 reveals that the social workers consider Variety Dimension a very important aspect of living, for variety adds spice to life.

In the First-Class Municipalities of Cagayan Valley ranked highest is the item "A job which requires you to deal with different kinds of people" with an item mean of 5.0 and very important is a resounding indicator that the social workers love people and that they can work with them who may they be and where they may come from. The item perceived as lowest by the social workers is the item "Work assignment which are not going tedious" with an item mean of 4.6 or "very important" which strengthens earlier perceptions. It connotes that social workers love variety of work. The category mean of 4.74 or "very important" reveals that the social workers prize Variety Dimension as something that makes life colorful and exciting.

In the second-class municipalities, rated highest is "A job that requires you to deal with different kinds of people" with an item mean of 5.0. This means that social workers by nature love people and they are happy to work with different kinds of people. Lowest in rank with an item mean of 4.54 is "Work assignments which are not tedious and boring", which is a strong support to the social workers' love of varied assignments so that they will not get bored and become stagnated to only one type of work. The category mean of 4.74 shows that the social workers consider variety of work an opportunity for their further development because every new activity ushers new learning.

As a whole on Variety Dimension, as shown on the table, the item on "a job that requires you to deal with different kinds of people" is ranked first with an item mean of 4.93 or "very important." It means that the social workers love to deal with people no matter where they came from and no matter what their background they may have. Ranked lowest with an item mean of 4.36 still "very important" to the social workers is the item work assignments which are not boring and tedious." This is supportive to the abovementioned items that social workers love variety and as such they prefer tasks that are not tedious. An item mean of 4.61 or "very important" shows that social workers love variety of work since they realize that new assignments bring in new exercises on the mind thereby making the social workers become better rounded workers.



Table 2k: Over-all Summary of the Work Values of Social Workers

Dimension	Item Mean	Descriptive Scale
Occupational	4.83	Very Important
Intellectual Achievement	4.79	Very Important
Organizational	4.78	Very Important
Interpersonal	4.64	Very Important
Managerial	4.64	Very Important
Variety	4.61	Very Important
Religious	4.54	Very Important
Material	4.51	Very Important
Environmental	4.51	Very Important
Familial	4.50	Very Important

Table 2k shows the overall summary of work values of social workers as perceived by the social worker respondents as a whole. As evidenced on the above table, occupational dimension ranked first with a mean of 4.83 or “very important.” It implies that social workers give so much importance to their occupation. It further implies that social workers find fulfillment in their jobs. In the findings, it is striking to note that social workers ranked familial dimensions the last. However, it is held very important by the social worker. This implies that social workers can always subordinate their personal concerns over official matters. This is a clear indicator how committed the social workers are where they selflessly devote their time in the name of human service.

Table 3a: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Environment

ITEMS	CITY	1ST	2ND	As a Whole
A place of work which is not from where you live	4.36	4.86	4.77	4.63
A place of work which is accessible by public transportation	4.39	4.72	4.79	4.62
A place of work which is not populated	4.02	4.72	4.79	4.33
A place of work with complete and updated/modern	4.48	4.55	4.32	4.48



facilities				
A spacious working area	4.25	4.83	4.72	4.53
A job with relaxed atmosphere	4.53	4.61	4.71	4.48
A place of work with good ventilation	4.58	4.83	4.87	4.76
A job which is located in a nice and clean environment	4.48	4.49	4.59	4.49
A place of work which is quite	4.04	4.37	4.53	4.31
Over-all Mean	4.35	4.66	4.68	4.51

$F_c=9.403$ $\alpha=0.05$ $P=0.000964$ *Reject Ho*

Table 3a shows test of difference among the perceptions of Social Worker respondent of the Cities, First Class and Second-Class Municipalities in the Cagayan Valley Region on Environmental Dimension. The F-test resulted with an F-value of 9.403 with a probability value of 0.000964 at the 0.05 level of significance. Since the probability is value less than alpha, then the null hypothesis earlier presented is rejected, hence there is a significant difference among the values of the three groups of respondents. This implies that the work value of the 1st Class and 2nd Class municipalities are more favorable than the work values of the respondents of the Cities.

Table 3b: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Familial Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A job which does not take you away from your family	4.32	4.83	4.87	4.67
A job which gives you enough time to attend to the needs of your family	4.22	4.80	4.60	4.54
Work assignments which do not pull you away from family much of time	4.15	4.92	4.93	4.66
A job which your family approves of	4.29	4.52	4.63	4.48
98 A job which spares your time to be with your parents	3.98	4.16	4.36	3.98
Over-all Mean	4.19	4.65	4.68	4.50

$F_c=6.636$ $\alpha=0.05$ $P=0.0115$ *Reject Ho*

Table 3b shows the test of difference among the perceptions of Social Worker respondents of the Cities, First Class and Second-Class Municipalities in the Cagayan Valley Region on



Familial Dimension. The F-test resulted with an F-value of 6.636 with a probability value of 0.0115 at the 0.05 level of significance. Since the probability value is less than alpha, then the null hypothesis earlier presented is rejected, hence there is significant difference between the value of the three groups of respondents. This implies that the work value of are more the 1st Class and municipalities 2nd Class favorable than the work values of the respondents of the Cities.

Table 3c: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Intellectual Achievements Oriented Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A job which maximizes your potential	4.80	5.0	5.0	4.93
A work organization where programs are conducted for the important and occupational advancement of employees	4.58	4.89	4.90	4.84
Membership in work and/or professional organization which provides a greater change from intellectual advancement	4.73	4.81	4.85	4.80
A job which gives you opportunity for independent thought and action	4.97	4.71	4.78	4.49
Work assignments which are challenging enough to motivate you to study continuously	4.08	4.71	4.78	4.52
A job which allows you to improve your academic and professional training	4.93	4.89	4.90	4.91
A job which allows you to gain maturity in decision making	4.88	5.0	5.0	4.96
A boss who gets your opinion about your work	4.56	4.89	4.92	4.69
A job which gives you a feeling of worthwhile accomplishments	4.72	4.89	4.92	4.84
Work assignments which give you opportunities to improve your skills	4.83	5.0	4.87	4.90
Feeling of self-worth in your job	4.73	4.83	4.87	4.80
Over-all Mean	4.71	4.88	4.89	4.79

Fc=4.228 α=0.05 P=0.0230 Reject Ho

Table 3c shows the test of difference among the perceptions of Social Worker respondents of the Cities, First-Class and Second-Class Municipalities in the Cagayan Oriented Region Valley Achievements Intellectual on Dimension. The F-test resulted with an F-value of 4.228



with a probability value of 0.0230 at the 0.05 level of significance. Since the probability is less than alpha, then the null hypothesis earlier presented is rejected, hence there is significant difference among the values of the three groups of respondents. This implies that the work value of the 1st the Class and 2nd Class municipalities are more favorable than the work values of the respondents of the Cities.

Table 3d: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Interpersonal Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A work organization which provides opportunities for social interaction among employees	4.12	4.94	4.96	4.67
A place of work where everybody is friendly	4.51	4.82	4.74	4.64
Members in work and/or professional organizations which satisfy your need of acceptance	4.34	4.83	4.87	4.68
Working with people who are cooperative	4.53	4.83	4.87	4.74
A place of work where the superiors have a personal concern for you	4.22	4.01	4.71	4.51
A job which gives you opportunity to know more people and to gain more friends	4.05	4.60	4.58	4.42
Working with people who do not gossip	4.75	4.66	4.75	4.55
Working with people who have pakikisama i.e. who are yielding to the will of the leader or majority so as to make the group completely agree in decision	4.12	4.92	4.94	4.66
Working with people who hold values which to a large extent are similar to yours	3.48	4.94	4.83	4.59
A job which enables you to develop friendship with your colleagues	4.71	4.86	4.89	4.82
Working with people who show concern for your well being	4.82	4.89	4.92	4.88
Working with superiors who mingle freely with most of the employees	4.53	4.58	4.69	4.42
Working with people who are easy to get along with	4.49	4.78	4.71	4.66
Over-all Mean	4.36	4.74	4.80	4.64

$F_c=10.870$ $\alpha=0.05$ $P=0.0002027$ *Reject Ho*



Table 3d shares the test of difference among the perceptions of Social Worker respondents of the Cities, First Class and Second-Class Municipalities in the Cagayan Valley Region Interpersonal Dimension. The F-test resulted with an F-value of 10.870 with a probability value of 0.0002027 at the 0.05 level of significance. Since the probability value is less than alpha, then the null hypothesis earlier presented is rejected, hence there is significant difference among the values of the three groups of respondents. This implies that the work value the 1st Class and 2nd Class municipalities are more favorable than the work values of the respondents of the Cities.

Table 3e: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Managerial Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A work organization which gives you freedom to make decisions on matter of which you are responsible	4.53	4.81	4.85	4.83
Working with superiors who train you to integrate and coordinate (SMTS for example) towards the accomplishment of objectives	4.73	4.94	4.95	4.89
A boss who tells you the over-all plans of the organization and allows you to get involve in the implementation of the plan	4.83	4.08	4.87	4.84
A job which requires you to integrate the activities of people	4.38	4.74	4.80	4.64
A place of work which recognizes your ability to make human and physical resources of the organization productions	4.48	4.75	4.81	4.70
A job which gives you more right and power over others	3.29	3.92	4.19	4.07
A job which offers you opportunities to direct and implement tasks	4.73	5.0	5.0	4.89
Over-all Mean	4.42	4.78	4.78	4.64

$F_c=1.260$ $\alpha=0.05$ $P=0.03074$ *Reject Ho*

Table 3e shows that the test of difference among the work values of Social Worker respondents of the cities, first class and second-class municipalities in the Cagayan valley region on Managerial Dimension. The f-test yielded with an f-value computed at 1.0260 with a probability value of 0.3074 at 0.05 level of significance. The probability value is greater than alpha, then the null hypothesis earlier stated is accepted, hence there is no of the



significant among differences the work values of the respondents. This implies that regardless of level, respondents have the same work values.

Table 3f: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Material Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A high salary pay	4.03	4.14	4.33	4.43
A job who offers many opportunities to earn extra money	3.58	3.45	3.84	3.75
Job security	4.34	4.89	4.92	4.72
A work organization which has a program for promotion and salary increase	4.51	4.83	4.87	4.74
A job which has a security of tenure	4.37	4.94	4.96	4.76
Fringe benefits such as housing, SSS, GSIS, insurance, vacation, sick or study leaves with pay, free sack of rice and others	4.80	4.89	4.92	4.87
A job which give you prestige	4.31	3.96	4.22	4.20
A job which compensates your efforts well	4.20	4.83	4.87	4.63
Over-All Mean	4.27	4.49	4.62	4.51

$F_c=1.191$

$\alpha=0.05$

$P=0.3237$

Reject H_0

Table 3f shows the test of difference among the perceptions of Social Worker respondents of the Cities, First Class and Second-Class Municipalities in the Cagayan valley Region on Material Dimension. The F-test resulted to an F-value of 1.191 with a probability value of 0.3237 at 0.05 level of significance. Since the probability value is less than alpha, then the null hypothesis earlier presented is rejected, hence there is significant difference among the values of the three groups of respondents. This implies that the work values of the devolved social workers in the cities, 1st Class and 2nd Class municipalities are different. The differences in their work values are due to the material attachments of the social workers, which are further influenced by their workplace. Social workers only content themselves in the material things available in their work place hence, material things available in their working place; the difference in the material values.



Table 3g: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Occupational Dimension

ITEMS	CITY	1ST	2ND	As a Whole
A job which allows you to help those in need of your service	4.85	5.0	5.0	4.91
A job which is in line with your education and training	5.0	5.0	5.0	5.0
A job of which you are fully knowledgeable	4.57	4.89	4.92	4.73
A job which is in line with your interest	4.83	4.83	4.88	4.85
Working with superiors who are fair in dealing with their subordinates	4.73	4.89	4.92	4.85
A job which gives you authority proportionate with your position	4.73	4.94	4.96	4.86
Working with people who recognize your merit	4.38	4.78	4.68	4.56
Working with honest superiors	4.69	4.89	4.92	4.82
Job which gives you opportunities for occupational growth	4.66	5.0	5.0	4.86
Over-all Mean	4.72	4.91	4.92	4.83

Fc=7.667

$\alpha=0.05$

P=0.002646

Reject Ho

Table 3g shows the test of difference among the perceptions of Social Worker respondents of the Cities, first class and Second-Class Municipalities in the Cagayan valley Region on Occupation Dimension. The F-test resulted F-value of 7.677 with a probability value of 0.002646 at 0.05 level of significance. Since the probability value is less than alpha, then the null hypothesis earlier presented is rejected, hence there is significant difference among the values of the three groups of respondents. This implies that the work values of the city, 1st Class and 2nd class municipalities are not the same. While the social workers in the cities may have positive work values in relation to their job, the social workers in the 2nd and 1st class municipalities may not. This is due to the complex life in the city and less This is due to the complex life in the city and less competition in 2nd class municipalities.



Table 3h: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Organizational Dimension

ITEMS	CITY	1 ST	2 ND	As a Whole
A work organizational which is able to motivate its employees to follow its policies	4.80	4.89	4.92	4.87
A work organization where the management exert effort to make the employees be aware of issue affecting them (the employees)	4.83	4.80	4.85	4.83
A work organization of which you are proud of being a member	4.35	4.89	4.92	4.72
Membership in organization which fosters openness and helpfulness among members	4.24	4.82	4.87	4.64
Working with superiors who are aware of issues affecting workers	4.68	4.89	4.79	4.71
Working with superiors who make you feel that you are an important part of an organization	4.90	4.89	4.89	4.90
Over-All Mean	4.63	4.86	4.86	4.78

$F_c=4.271$ $\alpha=0.05$ $P=0.0340$ *Reject Ho*

Table 3h shows the test of difference among the perceptions of Social Worker respondents of the Cities, First Class and Second-Class Municipalities in the Cagayan on valley Region Organizational Dimension. The F-test resulted to an F-value of 4.271 with a probability value of 0.0340 at 0.05 level of significance cause. Since the probability value is less than alpha, then the null hypothesis earlier presented is rejected, hence, there is significant difference among the values of the three groups of respondents. This implies that the work values of the social workers in the 1st Class and 2nd Class municipalities and cities are different. This means that the social workers see the organizational dimension on work values on different perspectives. While others believe that they are very important in the organization others feel that they are not.



Table 3i: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Religion Dimension

ITEMS	CITY	1 ST	2 ND	As a Whole
A job which gives you time to attend to your church and other religious activities	4.42	4.89	4.92	4.74
Working with God fearing superior	4.42	4.94	4.96	4.77
A job which does not place you into situations which are in conflict with your religious convictions	3.97	4.61	4.71	4.43
A work organization where you are able to stand for your religious principles regardless of the consequences	4.33	4.81	4.85	4.66
A job which offers you to serve God and be close to him	4.15	4.72	4.79	4.55
Working with people who have the same religious belief as you have	4.0	4.16	4.25	4.14
A place of work where you are allowed to exercise your religious belief	3.89	4.72	4.79	4.47
Over-all Mean	4.17	4.69	4.75	4.54

Fc=12.493

$\alpha=0.05$

P=0.0003959

Reject Ho

Table 3i shows the test of difference among the perceptions of Social Worker respondents of the Cities, first Class and Second-Class Municipalities in the Cagayan Valley Region on Religious Dimension. The F-test resulted to an of F-value of 12.493 with a probability value 0.0003959 at 0.05 level of significance cause. Since the probability value is less than alpha, then the hypothesis earlier advanced is rejected, hence there is a significant difference among the values of the three groups of respondents. This implies that the work values of the social workers in the 1st Class 2nd class municipalities and cities are different. It also means that the social workers have different work values as they also differ in their religious beliefs.



Table 3j: Test of Difference on the Work Values Among the Social Worker Respondents in Cagayan Valley Region on Variety Dimensions

ITEMS	CITY	1 ST	2 ND	As a Whole
A job which requires you to deal with different kinds of people	4.08	5.0	5.0	4.93
Work assignments which are not boring and tedious	3.98	4.56	4.56	4.36
Varied work assignments	4.33	4.69	4.64	4.55
A work organization which encourages one in recreational activities to break monotony of routine	4.33	4.69	4.77	4.60
Over-all Mean	4.16	4.74	4.74	4.61

$F_c=12.057$ $\alpha=0.05$ $P=0.002845$ *Reject Ho*

Table 3j shows the test of difference among the perceptions of Social Worker respondents of the Cities, First-Class and Second-Class Municipalities in the Cagayan Valley Region on Variety Dimension. The F-test resulted to an F-value of 12.057 with a probability value of 0.002845 at 0.05 level of significance. Since the probability value is less than alpha, then the null hypothesis earlier stated is rejected, hence there is a significant difference among the values of the three groups of respondents. This implies that the work values of the social workers in the cities, 1st Class and 2nd Class municipalities are not the same. It means that while some have favorable work values along the dimension on variety, others have unfavorable work values.

Table 4.a: Summary of Test of Difference between the Work Value of the Social Workers in the Cities and Personal Profile Variables

Profile Variables	X2c	Df	A	P	Decision
Age	0.365	1	0.05	0.5456	Accept Ho
Sex	0.217	1	0.05	0.6414	Accept Ho
Civil Status	0.285	1	0.05	0.5934	Accept Ho
Highest Educational Attainment	0.285	1	0.05	0.5934	Accept Ho
Length of Service	0.087	1	0.05	0.7681	Accept Ho
Ethnic Group	0.087	1	0.05	0.7681	Accept Ho
Religion	0.217	1	0.05	0.6414	Accept Ho
Level of Training	12.525	1	0.05	0.000401	Accept Ho
Status of Appointment	0.285	1	0.05	0.5934	Accept Ho
Decision	0.087	1	0.05	0.7681	Accept Ho



The above table shows the summary of the tests of difference between the work values of the social worker in the cities and their profile variables. As seen above, only one variable or level of training is rejected since the alpha is very much lower than the chi-square; hence, there is a significant difference between the social workers' level of training and their work values, which implies that level of training affects one's work values. However, age, sex, civil educational attainment, length of service, ethnic group, religion, status of appointment and position do not influence work values of social workers.

Table 4.b: Summary of Test of Difference between the Work Value of the Social Workers in the First-Class Municipalities and Personal Profile Variables

Profile Variables	X2c	Df	A	P	Decision
Age	0.069	1	0.05	0.7921	Accept Ho
Sex	0.017	1	0.05	0.8973	Accept Ho
Civil Status	0.268	1	0.05	0.6048	Accept Ho
Highest Educational Attainment	0.085	1	0.05	0.7743	Accept Ho
Length of Service	0.069	1	0.05	0.7921	Accept Ho
Ethnic Group	0.069	1	0.05	0.7921	Accept Ho
Religion	0.017	1	0.05	0.8973	Accept Ho
Level of Training	0.144	1	0.05	0.7041	Accept Ho
Status of Appointment	0.017	1	0.05	0.8973	Accept Ho
Decision	0.017	1	0.05	0.8973	Accept Ho

The table reflects the summary of the tests of relationship between the work values of the social workers in the first-class Municipality and their personal profile variables. As reflected above, all were the hypothesis accepted hence the personal profile variables on age, sex, civil status, highest educational attainment, length of service, ethnic group, religion, level of training, status of appointment, and position social workers do not affect or influence their work values.



Table 4.c: Summary of Test of Difference between the Work Value of the Social Workers in the Second-Class Municipalities and Personal Profile Variables

Profile Variables	X ² c	Df	A	P	Decision
Age	0.052	1	0.05	0.8195	Accept Ho
Sex	0.013	1	0.05	0.9110	Accept Ho
Civil Status	0.078	1	0.05	0.7799	Accept Ho
Highest Educational Attainment	0.078	1	0.05	0.7799	Accept Ho
Length of Service	0.078	1	0.05	0.7799	Accept Ho
Ethnic Group	0.067	1	0.05	0.7963	Accept Ho
Religion	0.067	1	0.05	0.7963	Accept Ho
Level of Training	0.067	1	0.05	0.7963	Accept Ho
Status of Appointment	0.139	1	0.05	0.7094	Accept Ho
Decision	0.139	1	0.05	0.7094	Accept Ho

The table manifests the of summary the tests of relationship between the work values of the social workers in the second class municipalities and their personal profile variables. As manifested above, all the hypotheses were accepted; hence, there is no significant difference between the work values of the social worker in the second-class municipalities and their personal profile variables. This implies that age, sex, civil status, highest educational attainment, length of service, ethnic group, religion, level of training, status of appointment and position of social workers do not in any way affect their work values. The above table shows the summary of the of tests relationship between the work values of the social workers in the cities, 1st and 2nd class municipalities and their profile variables.

In the cities, as seen above, only one variable or level of training is rejected since the alpha is very much lower than the chi-square; hence, there is a significant difference between the social workers' level of training and their work values, which implies that level of training affects one's work values. However, age, sex, civil status, educational attainment, length of service, ethnic group, religion, status of appointment and position do not influence work values of social worker.

For the first-class municipalities, above, all the hypotheses were accepted hence the personal profile variables on age, sex, civil status, highest educational attainment, length of service, ethnic group, religion, level of training, status of appointment and position of social workers do not affect or influence their work values.



As manifested above, all the hypotheses were accepted in the second class municipalities; hence, there is no significant difference between the work values of the social workers in the second-class municipalities and their personal profile variables. This implies that sex, age, attainment, civil status, highest educational of level length of service, ethnic religion, group, training, status of appointment and position of social workers do not in anyway affect their work values.

CONCLUSION

The Filipino Work Values Scale is an instrument designed to determine a person's work values. It is a tool so peculiar to our own culture and needs which really assesses our Values. This has revealed that the Devolved Social Workers in the cities, first class and second-class Municipalities in Cagayan Valley Region have very high work values which shows that Social Workers are service oriented thus they are dynamic and full of life to continue working for the cause of their clientele.

RECOMMENDATIONS

In the light of the results of this undertaking, the following recommendations are hereby offered:

1. Training need assessment must be conducted to determine the need of the social Workers in Line with their dimension.
2. Prospective enrollees in College especially males should be motivated to take up Social Work.
3. Since the Social Workers are generally at the young adult stage, they should be encouraged to pursue higher studies to professionally upgrade themselves.



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