

# Basic Psychological Need Satisfaction of Employees in Tangub City Global College: an Assessment

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**Abstract:** *The study aimed to assess the basic psychological need satisfaction and how it affects employees' profiles in Tangub City Global College, Tangub City, during the school year 2023-2024. Survey and descriptive research methods were used in the study using the questionnaire checklist, weighted mean, standard deviation, Mann Whitney U test, and Kruskal Wallis H test. The results indicated that the respondents rated their satisfaction with basic psychological needs as very satisfied. Furthermore, the study found a negative effect of demographic profile factors such as sex, age, position, monthly income, educational attainment, and years in service on the dimensions of basic psychological need satisfaction. There are employees who firmly express satisfaction with their basic psychological needs. In order to consistently uphold the trust and commitment of employees towards the Tabgub City Global College in Tangub City, the administration must maintain a team of highly motivated and satisfied employees. The administration should ensure that they build a more satisfied workplace and drive higher employee satisfaction.*

**Keywords:** *Basic Psychological Need Satisfaction, Tangub City, Philippines*

## I. Introduction

Every employee is required to maintain and improve their well-being. A single solution to enhance organizational performance is not available, as there are numerous human factors that contribute to it. Employees' dedication to the organization's objectives determines the organization's performance. Nevertheless, the dissatisfaction of employees' psychological needs may result in organizational cynicism, which can result in a reduced level of work engagement, low morale, high absenteeism, turnover, disillusionment, job dissatisfaction, and a decrease in citizenship behaviors. The absence of physiological needs can influence the well-being of psychological conditions (Abun & Magalanez, 2018). Consequently, disengaged employees experience negative emotions during the execution of their responsibilities, as they become disassociated from their jobs and conceal their fundamental identities and ideas (Lovina, Genuba, & Naparota, 2020).

Self-determination theory emphasizes the importance of essential psychological needs satisfaction for optimal functioning and ongoing psychological growth. These needs indicate the necessary conditions for psychological well-being, and satisfying employees' needs such as psychological and physiological, which lead to the most optimal functioning. Autonomy, competence, and relatedness influence an employee's level of intrinsic motivation on a given task (Havik, Bru, & Ertesvåg, 2015). Moreover, work engagement can be characterized by energy, involvement and positive interaction in the workplace and is regarded as an important concept for enhancing employees' recruitment and retention (Abarantyne, Naidoo, & Rugimbana, 2019).

The same meta-analysis concluded that further research is necessary on the concept of basic psychological need satisfaction and population profile, as it has received insufficient attention in the City of Tangub. However, the distinct scope and limitations of the studies stem from their diverse sector-based conduct. The significance of this investigation into the satisfaction of basic psychological needs is its potential to evaluate the current circumstances of the employees of Tangub City Global College.

## II. Research Methodology

The research methodology is the precise steps taken during the investigation process. The survey is a research method used for collecting data from a predefined group of respondents to gain information and insights on various topics of interest (Creswell & Guetterman., 2019). The survey method was employed since the researchers' gathered data through a questionnaire checklist of basic psychological need satisfaction and level of work engagement.

### Research Design

The study included survey and descriptive research methods. The researchers performed to assess the significant effect of demographic profile with basic psychological need satisfaction (Bhat, 2019).

### The Locale of the Study

The locale of the study was Tangub City Global College in Tangub City Misamis Occidental.

### Population

Those who answered the questionnaires were the faculty and employees of the Tangub City Global College, Tangub City, Misamis Occidental. Given the complete number of employees, the researchers applied a total enumeration method.

### Data Gathering Instruments

The study adopted questionnaires on basic psychological need satisfaction (Abun, Magallanez, Foronda, & Agoot, 2019).

### Data Gathering Procedures

The adviser duly signed a letter to the President of Tangub City Global College, seeking permission to field the study's instrument. Next, the researcher's letter, along with the president's endorsement letter, and the endorsement letter were forwarded to the Research and Ethics Committee, requesting ethics clearance to approve the study's instrument to be fielded out. Finally, the ethics clearance was sent to the head of the different department's office, asking permission to administer the instrument.

## III. Statistical Treatment of Data

To analyze the data, descriptive and inferential statistic was used. The weighted mean was used to assess the level of basic psychological need satisfaction of the employees, Standard Deviation is used to determine the homogeneity and heterogeneity of the employees scores, and Mann Whitney U test and Kruskal Wallis H test was used to measure the demographic profile and basic psychological need satisfaction.

**Frequency Counting and Percent.** They are used to determine the profile of the respondents in terms of sex, age, monthly income, educational attainment and years in service.

**Weighted Mean.** This is used to quantify the respondents' ratings on the Basic Psychological Need Satisfaction. Presented below are the scoring guide in giving qualitative description and interpretation of the responses of the items in basic psychological need satisfaction.

### Basic Psychological Need Satisfaction

Scale	Description	Implication
4.21-5.00	Strongly Agree	Very Satisfied
3.41-4.20	Agree	Satisfied
2.61-3.40	Somewhat Agree	Somewhat Satisfied
1.81-2.60	Disagree	Not Satisfied
1.00-1.80	Strongly Disagree	Not Satisfied at All

**Standard Deviation.** This is used to determine the homogeneity and heterogeneity of the employees scores where  $SD \leq 3$  is homogenous and  $SD > 3$  is heterogeneous (Aiken & Susane, 2001; Refugio et al., 2019).

**Mann Whitney U-Test.** This is used to test the difference in basic psychological need satisfaction when respondents are grouped in terms of sex.

**Kruskal-Wallis H-Test.** This is used to test the difference in basic psychological need satisfaction when respondents are grouped in terms of age, position, monthly income, educational attainment and years in service.

#### IV. Results

This section exhibited the result and discussion of the study. The order of presentation follows that of the study statement of the problem.

**Table 1**

*Profile of the respondents in terms of sex*

	Frequency	Percent
Male	18	30.0
Female	42	70.0
Total	60	100.0

Table 1 shows the sex profile of the employees of Tangub City Global College. The data indicates that a significantly higher proportion of female employees (70.0%) participated in the survey. It indicates that significant representation of female college staff members than male staff members included in the study. Consequently, the Tangub City Global College in Tangub City, Misamis Occidental, employs a disproportionate number of women.

Given that teachers were overwhelmingly female (91.9%), the current finding bolsters Francisco's (2020) claim that there was an unequal representation of participants by sex. This result is consistent with Salvan and Hambre's (2020) conclusion that there were more female teachers than male teachers (67% vs. 33%) among the teaching personnel.

**Table 2**

*Profile of the respondents in terms of age*

	Frequency	Percent
21 – 30 years old	39	65.0
31 – 40 years old	13	21.7
41 – 51 years old	4	6.7
51 years old & above	4	6.7
Total	60	100.0

Table 2 shows the age distribution of Tangub City Global College workers in Tangub City, Misamis Occidental. According to the table, 35% of respondents were 31 or older, while 65% were between the ages of 21 and 30. It shows that a more significant proportion of survey respondents are recent hires. That could guarantee that these staff members have reasonable trust in their skills and teaching positions. Furthermore, the outcome suggests that the college's non-teaching staff and instructors are anticipated to be in their prime working years.

The present result confirms the findings of Ruiz's 2020 survey, which showed that about 70% of respondents are young adults aged 20 to 39. Francisco (2020) found that a more significant proportion of teachers (48 percent) in the age range of 31 to 40 participated in the survey than in the age group of 21 to 30 (approximately 41 percent).

Historical and contemporary statistics make it abundantly evident that young professionals make up most of those involved in the academic community where teaching and learning occur. Hence, new instructors and support staff may be the mainstay of today's educational setting.

**Table 3**

*Profile of the respondents in terms of position*

	Frequency	Percent
Teaching	24	40.0
Non-teaching	36	60.0
Total	60	100.0

Table 3 reveals the profile of the respondents in terms of position. Twenty-four (24) or 40.0 %, are teaching, while thirty-six (36), or 60.0 %, are non-teaching. This means that majority of the respondents are in the non- teaching position. This can be attributed to the fact that in an educational institution, majority of the positions are non- teaching while only a few are open for teaching. The current data contradicts with Kawasaki (2019) study, which indicated that about 56.2% of employees belonged to academic positions, and 43.8% belonged to other positions.

**Table 4**

*Profile of the respondents in terms of monthly income*

	Frequency	Percent
Below Php 10,000	27	45.0
Php 10,001 – Php 15,000	17	28.3
Php 15,001 – Php 20,000	10	16.7
Php 20,001 – Php 25,000	1	1.7
Php 25,001 & above	5	8.3
Total	60	100.0

Table 4 illustrates the profile of the respondents in terms of monthly income. Twenty-seven (27) or 45.0 % are earning monthly income of 10,00 below. Seventeen (17) or 28.3 % are receiving a monthly income of 10,001-15,000. Ten (10) or 16.7 % are receiving a monthly income of 15,001- 20, 000. One (1) 1.7 % are receiving a monthly income of 20,001-25,000. Five (5) 8.3% are receiving a monthly income of 25,001 & above. This indicates that the majority of the respondents are receiving a monthly income of 10,000 below. The current survey statistics were contradicting to Batugal (2019) study, which indicated that 41.09% of employees received a salary of Php 15 000 and below. However, the National Wages and Productivity Commission Department of Labor and Employment Philippines indicated that the average monthly wage of full-time workers in education Philippines, as of August 2018, is Php 26,816 for University and Higher Education teachers (DOLE, 2018).

**Table 5**  
*Profile of the respondents in terms of educational qualification*

	Frequency	Percent
College Graduate	38	63.3
College Graduate with Masteral Units	9	15.0
Masteral Degree	11	18.3
Masteral Degree with Doctoral Units	1	1.7
Doctoral Degree	1	1.7
Total	60	100.0

Table 5 displays the profile of the respondents in terms of educational attainment. Thirty-eight (38) or 63.3 % are college graduates, nine (9), or 15.0 % are college graduates with master’s units, eleven (11) or 18.3 % are master's degree holders, one (1), or 1.7 % are master’s degree holders with doctoral units, and one (1), or 1.7 % are doctoral degree holders. This suggests that only a few of the respondents pursue graduate studies. This can be attributed to the fact that the majority of the respondents cannot afford to enroll in masteral and doctoral degree. The finding is contrary to Kassaw and Golga (2019) study, which discovered that 66.10 percent of employees earned a Masteral degree, 15.30 percent of employees earned a bachelor's degree, and 18.60 percent earned a doctoral degree.

**Table 6**  
*Profile of the respondents in terms of years in service*

	Frequency	Percent
5 years & below	45	75.0
6 – 10 years	11	18.3
16 years & above	4	6.7
Total	60	100.0

Table 6 portrays the profile of the respondents in terms of years in service. Forty-five (45) or 75.0 % are in the service for five years and below, eleven (11) or 18.3 % are in the service for 6 years and above, and four (4) years and above or 6.7%. This signifies that the majority of the respondents are 5 years and below in the service. This implies that they are still neophytes in the service. The finding contradicts with the of Ahmad, Jasimuddin, and Kee (2018), who indicated that 35.2 percent of employees have a long service history.

**Table 7**  
*Employees’ basic psychological need satisfaction in terms of autonomy*

Descriptors	AWV	SD	Description	Interpretation
1. At work, I feel a sense of choice and freedom in the things I undertake.	4.10	0.681	Agree	Satisfied
2. I feel that my decisions on my job reflect what I really want.	4.25	0.751	Strongly Agree	Very satisfied
3. I feel my choices on my job express who really I am.	4.28	0.761	Strongly Agree	Very satisfied

4. I feel I have been doing what really interests me in my job.	4.38	0.691	Strongly Agree	Very satisfied
<b>Mean &amp; SD</b>	<b>4.25</b>	<b>0.605</b>	<b>Strongly Agree</b>	<b>Very satisfied</b>

*AWV-Average Weighted Value, SD-Standard Deviation*

The respondents' perceived level of basic psychological need satisfaction in terms of autonomy is shown in Table 7. According to the table, respondents rated the basic psychological need satisfaction in terms of autonomy as "very high" [AWV = 4.25, SD = 0.605]. The raters deemed their assertions to be true for three (3) descriptors [Items, 2, 3, & 4], and one (1) agree suggested that employees' workplaces feel a sense of choice and freedom in doing their task.

[Item 1]. The respondents' "very satisfied" assessment may have been influenced by the fact that employees exercise their free will, experience a sense of choice, and have psychological freedom when carrying out tasks. Abun et al. (2019), which found that employees' basic psychological need for autonomy is generally satisfied. They further indicated that employees' intrinsic desire for meaningful engagement, the autonomy of choice, and psychological freedom during task execution are substantial.

**Table 8**

*Employees' basic psychological need satisfaction in terms of relatedness*

Descriptors	AWV	SD	Description	Interpretation
1. I feel that the people I care at work about also care about me.	4.28	0.585	Strongly Agree	Very satisfied
2. I feel connected with people who care for me at work and for whom I care at work.	4.45	0.565	Strongly Agree	Very satisfied
3. At work, I feel close and connected with other people who are important to me.	4.37	0.610	Strongly Agree	Very satisfied
4. I experience a warm feeling with the people I spend time with at work.	4.42	0.561	Strongly Agree	Very satisfied
<b>Mean &amp; SD</b>	<b>4.38</b>	<b>0.484</b>	<b>Strongly Agree</b>	<b>Very satisfied</b>

*AWV-Average Weighted Value, SD-Standard Deviation*

Depicted in Table 8 is the respondents' perceived level of basic psychological need satisfaction in terms of relatedness. Employees rated the workplace as having relatedness, which is evidenced by their connectivity, caring, industry, and importance of each other, providing a good example. The table reveals that respondents rated all four (4) items pertaining to staff, heads, and employees as "very satisfied," leading to an overall relatedness rating of "very satisfied" for basic psychological need satisfaction [AWV=4.38, SD=0.484]. Baes et al. (2019), which discovered that employees with high social and external esteem needs have positive relationships or involvement with friends, family, and coworkers.

**Table 9**

*Employees' basic psychological need satisfaction in terms of competency*

Descriptors	AWV	SD	Description	Interpretation
1. I feel confident that I can do things well on my job.	4.28	0.761	Strongly Agree	Very satisfied
2. At work, I feel capable at what I do	4.30	0.743	Strongly Agree	Very satisfied

When I am at work, I feel competent to achieve my goals.				
3. When I am at work, I feel competent to achieve my goals.	4.37	0.712	Strongly Agree	Very satisfied
4. In my job, I feel I can successfully complete difficult task.	4.30	0.671	Strongly Agree	Very satisfied
<b>Mean &amp; SD</b>	<b>4.31</b>	<b>0.645</b>	<b>Strongly Agree</b>	<b>Very satisfied</b>

AWV-Average Weighted Value, SD-Standard Deviation

Table 9 displays the respondents' perceived level of basic psychological need satisfaction in terms of competency. According to the table, respondents rated the competency as "very satisfied" [AWV = 4.31, SD = 0.645]. The raters deemed their assertions to be true for four (4) descriptors that suggested that employees are knowledgeable, skilled, and capable in their assigned tasks. The fact that employees feel competent—which is considered effective in social contexts and expresses his/her ideas and talents—may have contributed to the respondents' "very satisfied" assessment. Coxen et al. (2021), employees with high competency and satisfaction with the working environment can confidently perform tasks and develop new skills to enable mastery in the future.

**Table 10**  
 Summary of employees' basic psychological need satisfaction

Indicators	Mean	SD	Description	Interpretation
Autonomy	4.25	0.605	Strongly Agree	Very satisfied
Relatedness	4.38	0.484	Strongly Agree	Very satisfied
Competency	4.31	0.645	Strongly Agree	Very satisfied
<b>Overall Mean &amp; SD</b>	<b>4.31</b>	<b>0.482</b>	<b>Strongly Agree</b>	<b>Very satisfied</b>

SD-Standard Deviation

To summarize, Table 10 shows the respondents' perceived level of basic psychological need satisfaction as "very satisfied." The raters also perceived autonomy, relatedness, and competency as indicators of basic psychological need satisfaction at a "very satisfied" level. This indicates that Tangub City Global College employees expressed satisfaction with the working environment and services provided by top-level management. Similarly, their firm self-determination leads to increased job performance and work engagement. This could ultimately indicate that the employees at Tangub City Global College in Tangub City are content with their work environment because autonomy-supportive environments are predictive of higher levels of well-being, autonomy, openness, resilience, and vitality. The present data corroborates the findings of Abun, Magallanez, Foronda, and Agoot (2019), indicating that the overall satisfaction of employees' basic psychological needs is regarded as high. They additionally stated that employees concur that their needs for autonomy, relatedness, and competency are fulfilled.

**Table 11**  
 Test of difference in the employees' basic psychological need satisfaction in terms of sex, age, position, monthly income, educational attainment, and years in service.

Variables	Sex		Interpretation
	U-Value	p-value @ 0.05	

Autonomy	298.00	0.190	Not Significant
Relatedness	378.00	1.000	Not Significant
Competency	377.00	0.987	Not Significant
<b>Overall Satisfaction</b>	<b>259.50</b>	<b>0.765</b>	<b>Not Significant</b>

Variables	Age		Interpretation
	H-Value	p-value @ 0.05	
Autonomy	4.900	0.179	Not Significant
Relatedness	2.117	0.584	Not Significant
Competency	4.380	0.223	Not Significant
<b>Overall Satisfaction</b>	<b>2.541</b>	<b>0.468</b>	<b>Not Significant</b>

Variables	Position		Interpretation
	U-Value	p-value @ 0.05	
Autonomy	335.50	0.139	Not Significant
Relatedness	333.50	0.127	Not Significant
Competency	378.00	0.408	Not Significant
<b>Overall Satisfaction</b>	<b>347.50</b>	<b>0.201</b>	<b>Not Significant</b>

Variables	Monthly Income		Interpretation
	H-Value	p-value @ 0.05	
Autonomy	4.843	0.304	Not Significant
Relatedness	4.440	0.350	Not Significant
Competency	7.109	0.130	Not Significant
<b>Overall Satisfaction</b>	<b>5.082</b>	<b>0.279</b>	<b>Not Significant</b>

Variables	Educational Attainment		Interpretation
	H-Value	p-value @ 0.05	
Autonomy	4.830	0.305	Not Significant
Relatedness	8.002	0.091	Not Significant
Competency	6.792	0.147	Not Significant
<b>Overall Satisfaction</b>	<b>8.464</b>	<b>0.076</b>	<b>Not Significant</b>

Variables	Years in Service		Interpretation
	H-Value	p-value @ 0.05	
Autonomy	2.043	0.360	Not Significant
Relatedness	1.967	0.374	Not Significant
Competency	8.005	0.018	Significant
<b>Overall Satisfaction</b>	<b>4.686</b>	<b>0.096</b>	<b>Not Significant</b>

Table 11 displays the test of variation in the respondents' basic psychological need satisfaction evaluated by profile. The respondents' perceptions of the basic psychological need satisfaction by the employees such as autonomy, relatedness, and competency, were not significantly different based on the employees' sex, age, position, monthly income, educational attainment and years in service. It shows that



employees assessments of the basic psychological need satisfaction, were independent of their sex, age, position, monthly income, educational attainment and years in service. It may imply that respondents' assessments of the basic psychological need satisfaction are unrelated to their backgrounds.

The current finding is similar to the conclusions of the Baes and Naparota (2022) which indicated that sex, age, position, educational attainment, monthly income, and years in service has no influence on the basic psychological need satisfaction.

## V. Discussion

The primary objective of this study is to evaluate the fundamental satisfaction of psychological needs and the profile of the employees. The study revealed that there were no notable differences in the profile and fundamental psychological need satisfaction of the employees. This suggests that the degree of satisfaction of employees' fundamental psychological needs was not influenced by their backgrounds. This further suggests that the fundamental psychological needs of employees were adequately met. Baes and Naparota 2022 indicated that Autonomy, competence, and relatedness satisfaction and the profile were significantly unrelated. Abun et al. (2019) indicated that employees autonomy, competence, and relatedness satisfaction were attained. Based on the findings of the study as reflected in the data, the study demonstrated that the basic psychological need satisfaction of the Tangub City Global College, Tangub City, is considered strongly agreeable. There were no significant difference the profile and basic psychological need satisfaction of employees at Tangub City Global College, Tangub City. Therefore, the study accepted its hypothesis.

## VI. Conclusions

The study's findings show that employees at Tangub City Global College in Tangub City, who have a "very satisfied" level of basic psychological need satisfaction, rely on their managers and leaders because they are competent. They are completely satisfied with the institutional framework's dependability, integrity, competence, and robustness, as well as with the services, capabilities, and character of the executive leadership. Furthermore, employees report high levels of basic psychological need satisfaction in the workplace.

## Recommendations

To consistently maintain and sustain employees' basic psychological needs, satisfaction, and commitment to the institution, Tangub City Global College must maintain a team of highly motivated, satisfied employees and foster a positive work environment. The administration should ensure that they build more satisfaction in the workplace and drive higher employee physical engagement. To bolster the current study's results, further research is required to investigate the significant difference between the profile and basic psychological need satisfaction. The perceptual nature of the current research may have skewed the results.

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