International Journal of Humanities and Social Sciences
p-ISSN: 1694-2620
e-ISSN: 1694-2639
Vol. 11, No. 3 (2019), pp. 47-58, ©IJHSS
https://doi.org/10.26803/ijhss.11.3.5

The Work Status of Technical Vocational Workers in the Different Industries of CALABARZON Region, Philippines

Wilfred Ralph G. Gomez, MM-HRM
Laguna State P0lytechnlc University,
San Pablo City, Laguna, 4000,
Philippines

Abstract
This paper explores the nature and work status of technical vocational workers in various industries of the CALABARZON Region, Philippines. The data were obtained through survey questionnaires with one hundred thirty-five (135) employees who started their careers in low, intermediate, and high-skilled segments of the labor market. Majority of the skilled workers are young and single. Most of them were advanced in using technology in their workplace, but many of them felt the need for more relevant technical skills training. This paper provides an analysis of the emerging needs of the industrial workers for the security of tenure, better compensation, and provision for relevant skills training. The findings posed a significant implication to review specific organizational policies considering the work benefits of industrial workers and plan for appropriate intervention towards a robust, sustainable, and balanced growth of the skilled workforce.

Keywords: industries, technical skills, workforce, work status, skills training.

Introduction

Global economic competitiveness increasingly required countries to provide excellent quality products and services. This phenomenon required the manpower force as a requirement to have an intermediate level of technical, trade, and professional competencies and an advanced skill accompanied with a degree graduate from a university. As a consequence, industries from all sectors were highly in need of technical-vocational graduates as a qualified workforce. This was a fact that most of the companies screened the best people who have the knowledge, credentials, and skills to operate the task needed to finish the job. These people were either well versed in employment skills, which included the technological knowledge and attitude specific to the kind of work known as hard skills, and professional attributes referred to as soft skills. These soft skills were defined as "the basics of a skilled occupation such as communication, enthusiasm, teamwork, networking, problem solving, and professionalism are core industry skills" (US Department of Labor, 2019).

In the Philippine educational system, Technical Vocational (Tech-Voc) education has achieved numerous milestones as the graduates had tremendously increased equivalently in consistent with the country's demand. The total graduates have already reached of approximately six (6) million. They did not just remain unemployed after training but actively joined the workforce either locale or foreign (TESDA Bulletin, 2014).

There had been an increasing call for technical and vocational skills since it is necessary in the enhancement of delivery of the organization to the social development, employment, and poverty reduction. These Tech-Voc skills refer to the acquisition, practical competence, know-how, and attitudes required to exercise the profession in the labor market. Combined, the overall knowledge and competencies can introduce numerous opportunities and rewarding employment offers to help not only the country's development in particular but the whole working force in the

world in general. Tech-Voc is considered the foundation of increasing the employable and globally competent workforce (TESDA, 2015).

The Philippines has emerged as a leading workforce source for employers from around the world. Skilled Filipino workers can be found working nearly any nation on all sorts of ventures. There are many reasons why numerous Filipinos need or have to be work overseas. A few of these reasons are individual, others are monetary, and there are moreover reasons that are as it were worldly temporal or can be attributed to their work status in their respective work in the locality. For numerous years the Philippines endured from poor financial administration and did not benefit from the commercial development experienced over other ranges of the Asia Pacific region. Driven by the settlements sent back to the nation from abroad Filipino specialists (OFWs), nowadays the Philippines is among the speediest developing economies in Asia. Sadly this influx of capital has not brought about inadequate nearby occupations for talented Filipino specialists, and massive unemployment continuous among some genuine issues for the nation. This deficiency of nearby business openings implies that numerous talented Filipino's look for work abroad. Hence, this study was initiated to determine the work status of skilled industrial workers in various local plant industries.

Theatrical Framework

Person-Environment Theory

It refers to the point where in the skill set performed by the employee and the skills, knowledge, and attitude required for work have match, and or are appropriate. In this theory, the relationship explains the fitness of the employee's labor attributes in his workplace that it correlates with his or her higher job performance. Specifically, it comprises of individual-group fit, individual-organizational and individual-job. Describing the individual-job as it appears as the maximum relevance to job performance meaning work fitness become defined to correspond to the job needed (as cited in Sang et al., 2018)

In the present study being conducted, the work status defined as the employees' related work experiences defining his previous skills trainings, job assignment, and job termination in which the job fit theory clearly explains the nature of workers experience as described in terms of the his individual attributes versus his current job requirements.

Job Satisfaction, Pay, and Job Performance

The job satisfaction as defined by Weiss et al. (1996), as it "refers to a positive emotional response between the employees' job experiences versus the degree of psychological fulfillment, physical rewards, which involve the full emotional and intellectual evaluation, including rewards, satisfaction, dissatisfaction, and frustration discovered by themselves". In addition, job satisfaction describes the negative as well as the positive assessment that the employee senses in the job environment and his job performance. This definition relates to the present study being conducted as it describes the nature of employees' satisfaction when his profile and work status will be compared to his work environment.

Literature Review

The work environment is the neighbouring situations in which a worker operates. It composed of physical environments, such as tools and apparatus. It also relates to influences such as procedures, technological advancement, technical skills needed, and the relevance of training (Helmrich, Brittney, 2015).

"An employee's motivation to work is heavily influenced by his or her environment" (Huntington, Scott 2015). A favourable work climate makes workers feel great approximately coming to work and this motivates to sustain them throughout the day. Thus, a pleasant working environment has enough skilled, talented, and well-motivated people to maintain growth. Not only does a great work climate guarantee the well-being of workers, but it is additionally a legal prerequisite, as it decreases costs, and it progresses efficiency, quality, and worker commitment.

In this study, work environment assumed to be influenced by technological advancement, technical skills needed, and relevance of training. Advancement in technology is changing the definition of the working environment. Critical changes within the working environment are the

result of modern and progressed innovation. For the past era, innovative developments and advancements appear to be presented. The impact of technology on the 21st-century workplace has resulted in rapid changes (Mayhew, 2015). Also, it allows staff to focus more on their jobs without having to track various processes at the same time resulting in overall efficiency (Root, 2015).

Another study concerning on the employees' professional insights, considering their self-efficacy, career beliefs, and confidence in work, many employees found to be generally good but reasonably satisfied in their job regarding the salary scale, provision for health insurance, and sick leave policy. More married men were found to be more favourable than single women in their professional insights. The rise for the technical skills needed also equates for an improvement in their professional insights by two percent, meaning it is likely that employees seeks for the provision for relevant technical training to fit with the 21st century job requirement sets which correlates to their job satisfaction. (Gomez, 2019)

Having the relevant skill set that every company aims to achieve, job fitness can be compensated in the actual job thru the innovative means of using simulators. The study of Gomez et al. (2018), allows trainees or workers to be trained using a designed simulator relating to the use of pneumatic press. Findings shown that pneumatic press simulator's precision machine reached 93.33%, and that the respondents were successfully able to test the simulator in terms of installation, configuration, and programming thus being effective as a training apparatus in relation to mechatronics and industrial automation. It was concluded that the simulator as a tool, provides a means to close the gap between the actual job requirement and the employees' initial basic competencies.

According to Scott (2015), innovation within the work setting allows businesses to grow swiftly and productively. Commerce developments such as conferencing, social systems, and virtual reality innovation have improved the work environment boundaries with its traditional trade development. Regarding the human capital innovation within the working environment makes strides the productivity of selecting, screening, and contacting prospected candidates. Businesses utilize the internet to spread the word almost to the organizations and published work openings. Directors find candidates thru the usage of manpower searching websites. Identity evaluations and screening devices permit businesses to decide whether a potential candidate is a suitable fit for the organization. Concerning the productivity, the use of innovation within the working environment spares times by speeding up the workflow prepare.

The working environment is also tacitly related to the technical skills of its employees. As disclosed by Davis (2019), technical skills are the knowledge and capabilities to perform specialized tasks. Butterwick and Benjamin (2006) pointed out that to stay important within the profession, specialists must continually adjust to changes and advancing necessities within the work environment, counting the utilization of good and rising advances. Opengart & Short (2002), expressed that the work security has changed to employability security. In order for the employment to succeed, one must have the abilities, not as it were to urge work, but merely to remain employable. As globalization as well as skilful utilization of information technology in the job arena, drives the modern economy (Boutin et al., 2009). Modern economy involves collaboration to participate in vague situations, unravel issues, prepare, communicate efficiently, and see the workplace atmosphere in a larger setting. Employees must work past what is anticipated from their regular capacities and need to have those new abilities to push thru within the competitive economy. Also, the utilization of modern innovations has compelled to create numerous abilities wherein requiring specialists to upgrade their information and abilities frequently. These phenomena, concerns the organization in its relation to the economic improvement have come about in tall in the unemployment rates among young workers in some nations.

A study conducted by Syjuco (2005) revealed that the training of the Filipino techvoc workforce for the job that is provided mostly by the private TVET institutions in partnership with the Technical Education and Skills Development Authority or TESDA. This allows the individuals to learn technical skills despite having lacking equipment and facilities the agency can provide.

Since technical training was implemented, there is a need for graduate's feedback to assess the efficiency of the technical training, which contributes to the job satisfaction of the career of the

vocational graduates. Meanwhile, Feller (2009) stated that organized career guidance activities are essential in preparing learners for a successful education and career transitions. According to Frost (2007), the "training represents a prime opportunity to expand the knowledge of all employees". In contrary, some managers also view this new opportunities costly. Though workers benefits in all aspects of trade that makes it a long-time worthwhile venture.

Since technology is fast changing, skills should also be improved to maintain and update the industry's need for quality work. This is where vocational graduates comes-in to perform the said task in hands-on. Through-out the years of performing such a task, they need to be evaluated to check if they achieve such satisfaction in work through the qualification they have as a vocational graduate.

The work environment is assumed to be influenced by the relevance of training attended by its employees. The study of Carmel, Tom; Mlotkowski, Peter and Awodeyi, Tomi (2008) explores market issue that constitutes the match between what people study and the kind of job they get. This view was because of a high risk of workers how have reported that their training is relevant though did actually landed on a desired occupation.

A study conducted by Smith (2007), relating to the career of the graduates of vocational training, especially in the welding technology. The study concluded that there is no existing formal definition of welding specialists. As the impact of the research suggests that there are equal employment ranks that range from professionals specifically from expert hard skills compared to people who only comprehend the welding theory. This contributes to the primary concern of the study, vocational graduates, particularly in welding, may have been successful in their choice of work. Depending on the workplace area they are assigned, they may be continuously improved, resulting in excellent job satisfaction and efficiency in the workplace (Smith, 2007).

Kumar (2013), states that the education system in India was more theoretical learning on getting good grades, but does not create skilled professionals. There was only 10 percent of fresh graduates are employable, as the majority lacks industry-specific skills. The author emphasized the need for vocational training for target groups like school dropouts, women, and socially backward groups of the society.

Objectives and Significance of the Study

This study was conducted to determine the work status of the Skilled Technical-Vocational graduates employed in selected industrial plants in the CALABARZON Region, 2015-2016. This could be the basis for the Human Resource Training Program. The study sought to:

1. Define the work status of the skilled workers in terms of Related Work Experiences, namely: Skills Training Attended; Job Assignment; Job Termination.

2. Assess the skilled workers' perception of their work environment considering: Technical Skills Needed; Technological Advancement and Relevance of Training.

3. Determine if there is a significant relationship in the respondents' work environment when grouped according to its profile and work status.

The Industrial Plant Managers and HR personnel would highly benefit on this study since it may provide substantial information for appropriate human resource activities to optimize personnel capacity and career enhancement. To the Technical School Administrators, the results of this study would be of great help for them to plan appropriate action relative to the offering of the course program. To the Curriculum Planners, this study would provide significant information in enhancing the curriculum by planning some educational reforms for effective implementation that would address the need of the industry. To the Technical Vocational Workers, this study will provide insights into their career switching plans, possible technological advancement relative to the current industrial plant operation. To the Technical-Vocational Trainees, the result of this study will provide essential inputs in their perception of enhancing their technical skills for them to be prepared in the industry. To the Future Researchers, this may serve as a basis for further studies regarding assessment of technical skills in the industrial workplace.

Method

Participants

There were one hundred thirty five (135) technical-vocational workers purposively selected who are employed in either of the construction, manufacturing, and service type of industrial plants in the research locale located at Cavite, Laguna, Batangas, Rizal, and Quezon Province which consist the CALABARZON region, Philippines.

Design

The research study used descriptive quantitative research design to describe the work status of the skilled technical vocational workers. The independent variables were the profile and the work status of the respondents. The dependent variable is the work environment. The area of study was in the CALABARZON region which composed of several provinces to include Cavite, Laguna, Batangas, Rizal, and Quezon.

Materials

A validated questionnaire was created to gather the needed data. Particular parts of the questionnaire were translated for the respondent's improved comprehension on some contents. *A forward translation* was also combined with some of the contents of the questionnaire translated into the local language (Tagalog). The reliability of the instrument was determined through Chronbach scaled items which were computed as 0.86. The data obtained from the survey were statistically treated for analysis and was also interpreted using statistical measures like frequency, percentage, and mean, F-Test, T-Test, and Multiple Regression Analysis.

Procedure

Since the participants are working in an industrial company, a consent letter was given to their company's Human Resource Personnel to firstly seek to ask permission on the survey. It was explained to them that the researcher was interested in knowing their work status which is enlisted in the questionnaire. For ethical considerations, they were told that their answers will be considered highly confidential and be recorded for review and clarification purposes. After accomplishment of the survey, the participants were express appreciations for their time and effort, and to the Human Resource personnel who approved the conduct of the study. .

Results and Discussions

Work Environment of the Respondents

The respondents' overall perception of their work environment was found to be generally good considering technical skills needed, technological advancement, and relevance of training. This result poses a significant implication on the retention of good workers in their workplace. The research of Walden (2015) suggested three essential ingredients of a good work environment, which includes communication, team spirit, and the physical environment.

Table 1: Training quality and relevance

Training Quality and Relevance	**Mean**	**Description**
Technical Skills Needed	2.81	Good
Technological Advancement	2.77	Good
Relevance of Training	2.96	Good
Grand Mean	**2.85**	Good

Scale:
3.25 - 4.00 (Very Good);
2.50 - 3.24 (Good);
1.75 - 2.49 (Fair);
1.00 - 1.74 (Not Good)

Related Work Experiences

Data revealed that majority of the respondents have at least one or two related experiences at 32% and 36% respectively. Only very few have 3 to 5 work experiences. A number of them (7%) do not have related experience. This result can be attributed to their age as the majority of the respondents are found to be young. Another contributing factor of their minimal work experience is the technical skills they have acquired and the licenses they passed which should match with the demand in the industrial company. The related work experiences allow workers to stand out to potential employers helping them choose the right job to work in.

According to Uppal et al. (2014), prior related work experience has a significant influence on work performance. As data further reveals that the first work-related skill is in the area of electronics (31%), equal in number are an operator (30%) and technician (30%) in various fields of specialization. Next, in rank are welding (29%) and safety awareness (15%). Data further show that the respondents have related work experiences in a variety of job specialization, which is essential in the industry.

Table 2: Indicators

Indicators	**Frequency**	**Percentage**
Have five related work	7	5%
Have four related work	10	7%
Have three related work	17	13%
Have two related work	49	36%
Have one related experience	43	32%
No Related experience	9	7%
Total	135	100%

Skills Training Attended

The result on the work status of respondents in terms of skills training attended for the last five years discloses that majority of the respondents (72%) have attended only one skills training. Very few of the Tech-Voc graduates have attended two training (16%), A small number have attended three (7%) skills training and four various skills training (5%). This result can be explained by that tech-voc graduates may have pursued the tech-voc training because of its shorter training duration and higher possibility of landing a job. Indeed, some of the tech-voc graduates may have already landed a job after the training and has no time for being trained again. Some may have pursued higher education and just trained again to learn "other" skill that may relate to his/ her present work. There are also those who undergone multiple skills training so that they could have several options when they seek another job.

Table 3: Indicators

Indicators	Frequency	Percentage
Have attended four skills training	**7**	**5**%
Have attended three skills training	**9**	**7**%
Have attended two skills training	**22**	**16**%
Have attended one skills training	**97**	**72**%
Total	**135**	**100**%

The respondents were found to have a well-distributed training in various fields. The first skills training attended are Shielded metal arc welding (SMAW). Shielded Metal Arc Welding is often defined as the first welding technique that a typical welder learns. The simplicity of the equipment and operation, shielded metal arc welding (SMAW) dominates other welding operations in the maintenance sector.

Table 4: Skills training attended

Skills Training Attended	Frequency	Percentage
SMAW	28	21%
Mechatronics	22	16%
Consumer Electronics	16	12%
Electrical Installation and Maintenance	16	12%
CNC Lathe Machining	15	11%
Instrumentation	12	9%
Motor Control	4	3%
PLC training	4	3%
Basic PLC	3	2%
CAD	3	2%
Computer Hardware Servicing	3	2%
Housekeeping	1	1%
Electronics	1	1%
Basic Machining Process	1	1%
BWI	1	1%
Carpentry	1	1%
Fire Safety Awareness	1	1%
HVAC, Ref and Air-conditioning	1	1%
Master Electrician Review	1	1%
Pipefitting	1	1%
Total	135	100%

Data further revealed that a number of the respondents (16%) have specialized training in Mechatronics. Since, there are majority of manufacturing industries in the research locale of this study, majority of the skilled workers are exposed to several machineries in which skills particularly in Mechatronics would fit the kind of work they have.

Data further revealed an equal number of the respondents have training in consumer electronics and electrical installation and maintenance. Consumer electronics were defined as the skill relating to the troubleshooting and maintenance of equipment intended for commercial use. The evolution of technologies such as connectivity, mobility, computing, human-machine interfaces, and the cloud has resulted in taking convergence to the next level. Consumer electronic products can enhance media experiences, elevate levels of collaboration and open new vistas for commerce.
The training on electrical installation and maintenance, on the other hand, is essential. These skills in electrical distribution maintenance are critical as faulty electrical wiring may contribute on the high risk of accidents such as fire and electrocution. Other skills training many of the respondents have attended the Computer Numerical Control Lathe Machine (CNC lathe machining) which is widely used in the manufacturing industry. The primary function of CNC machines is for turning round shapes from various materials, especially plastics, metals, and woods. The manufacturing sector is a competitive market. Many companies offer traffic services, which mean that companies that have a cutting edge will often influence customers. Since CNC machines are computer controlled, they are much more efficient production than traditional manual methods.

Another equally essential skills training as perceived by the respondents of this study is process control. This skill focuses on the calibration of measuring instruments to monitor and control process variables within a manufacturing area. This could be pressure, level, temperature, flow, humidity, pH, force, speed, etc. Skills training can improve job performance, profit, and staff morale. Sending employees to skills training somehow pose many advantages for the company with the advancement of technology, new skills that the workforce gains help the company meet the needs of its operation. Skills training and proper implementation can result in better customer service, better work safety practices, and productivity improvements.

Job Assignment and Job Termination

In terms of work assignment, data revealed that (53%) of the respondents are assigned to a job which is not in line in their field of specialization (Table 6). This result can be interpreted that there are industrial companies with a high volume of work with few employed workers. Instead of hiring additional workers some of its employees will be mobilized and assigned to an area which might not

be their field of specialization. As the job becomes more understood by a skilled worker, his condiments to these processes may give him dissatisfaction for years as it becomes repetitive and no further enhancement can be made. The work of Shuai (2011) states that the manufacturing firms experience speedy employment while reinforcing work specialization. However, it also reduces diversity among workforce.

Table 5: Job Assignment

Job Assignment	Frequency	Percentage
Did the employer assign the respondents to a job not fitted to their skills or area of specialization?		
Yes	72	53%
No	63	47%
Total	135	100%
Job Termination		
Did the previous employer terminate the respondent's services before the end of the contract?		
Yes	45	33%
No	90	67%
Total	135	100%

Majority of respondents (67%) have employers who will retain services until the contract ends. However, quite a number of them (33%) leave their job before the contract ends. One reason for this is the company's labor cost-cutting as a means of streamlining. Majority of the respondents are relatively young and lacks experience. Hiring young employees requires more resources to spend to train and make them emotionally stable for the work. Thus, they tend to leave just before the end of employment contract. Another reason for job termination is the change in management which will eventually change the structure of the organization. Restructuring of an organization will result in the displacement of its employees. Some of these employees may be promoted or transferred to another position which could be floating that may lead to its termination. Job termination could be the result of an early termination of a contractor's project. Some Tech-Voc graduates are employed in companies engaged in contracting projects with other companies for some project. Towards the end of the project, some skills are no longer needed resulting in job termination.

Respondents' Perception of their Work Environment

Technical Skills Needed

Results showed the top technical skills needed in the company are Computerized Numerical Control (CNC) lathe Machining, Mechatronics particularly the use of PLC, Pneumatics, Hydraulic, and Motor Control and Electrical Installation and Maintenance. High-speed machining allows manufacturers to turn around more parts and pieces of materials in a shorter amount of time.

Table 6: Technical Skills Needed

Technical Skills Needed	**Mean**	**Description**
Machining	3.70	Highly
Mechatronics (PLC, Pneumatics, Hydraulic,	3.38	Needed
Electrical Installation and Maintenance	3.28	Needed
Computer system servicing	3.21	Needed
Shielded Metal Arc Welding	3.11	Needed
Pipefitting	2.96	Needed
Consumer Electronics	2.88	Needed
Flux Cored Arc Welding	2.78	Needed
Gas Metal Arc Welding	2.69	Needed
Refrigeration and Air conditioning	2.67	Needed
Automotive	2.63	Needed
Instrumentation	2.62	Needed
Gas Tungsten Arc Welding	2.55	Needed

Housekeeping	2.54	Needed
Plumbing	2.54	Needed
Food and Beverage	2.38	Less needed
Cooking	2.37	Less needed
Scaffolding	2.33	Less needed
Overall Mean	**2.81**	**Needed**

Scale:
3.25- 4.00 Highly Needed
2.50 - 3.24 Needed
1.75- 2.49 Less Needed
1.0 - 1.74 Outdated

Technological Advancement

In terms of technological advancement, most of the respondents' company used advanced technologies particularly in the use of communication facilities (Internet, GPS, etc.), machinery tools (for cutting, boring, grinding, etc.). Use of industrial safety devises Industrial vehicles (forklift, crane, dump trucks, etc.), industrial equipment tools (hydraulic press, lathe machine, CNC) and Use of Programmable Logic Controller (PLC). It is only in the use of industrial robots that they are less advanced. This result posed significant implications in the industrial companies as there are numerous benefits of using advanced technology.

Table 7: Technological Advancement

Technological Advancement	**Mean**	**Description**
Use of communication facilities (Internet, GPS,	3.08	Advanced
Machinery tools (for cutting, boring, grinding,	3.06	Advanced
Use of industrial safety devices	2.87	Advanced
Industrial vehicles (forklift, crane, dump trucks,	2.80	Advanced
Use of industrial equipment tools	2.69	Advanced
Use of Programmable Logic Controller (PLC)	2.64	Advanced
Industrial Robots	2.23	Less
Overall Mean	**2.77**	**Advanced**

Scale:
3.25 - 4.00 Highly Advanced
2.50 - 3.24 Advanced
1.75 - 2.49 Less Advanced
1.00 - 1.74 Outdated

Relevance of Training

The training undertaken by the respondents are found to be relevant. (Overall mean of 2.96).Technical skills training was found to be highly relevant which can be attributed to the fact that most of the industrial plants and companies require technically skilled employees.

Table 8: Training Quality and Relevance

Training Quality and Relevance	**Mean**	**Description**
Technical skills training	3.65	Highly Relevant
Disaster risk management training (safety)	3.12	Relevant
Management skills training	3.10	Relevant
Economic/sales/business training	2.77	Relevant
Gender and Development Training	2.76	Relevant
Personality Development	2.38	Less Relevant
Overall mean	**2.96**	**Relevant**

Scale:
3.25 - 4.00 Highly Relevant
2.50 - 3.24 Relevant
1.75 - 2.49 Less Relevant
1.00 - 1.74 Irrelevant

Correlation between Work Environment and Profile of the Respondents

Results revealed that age is significantly related to work environment with ap-value of 0.011 with a coefficient of correlation of -0.317 which means that when they get older, the work environment declines by 0.317 or 32%. This implies that the work environment in terms of technical skills needed the technological advancement and the relevance of training changes and becomes obsolete over some time. Thus there is indeed a need for the skills training. Other indicators such as the respondent's gender, civil status, employment status, years in service, highest educational attainment, monthly compensation and eligibility/licenses passed have no significant relationship to their environment.

Table 9: Work Environment

Work Environment		**Coefficient**	***p*-value**	***Interpretation***	***Decision***
Profile	Age	-0.317	0.011	Has a Significant Relationship	Reject
	Gender	0.312	0.181	No Relationship	Accept
	Civil Status	0.117	0.265	No Relationship	Accept
	Employment Status	-0.042	0.689	No Relationship	Accept
	Years in Service	-0.031	0.762	No Relationship	Accept
	Highest Educational Attainment	0.0130	0.901	No Relationship	Accept
	Monthly Compensation	0.218	0.092	No Relationship	Accept
	Eligibility/ Licenses Passed	0.015	0.887	No Relationship	Accept

Legend: ***p-value***

0.00 - 0.050 *shows significant difference*
0.051 above *shows no significant difference*

Correlation between Work Environment and Work Status

Results revealed that skills training attended by employees and the work environment are significantly related ($r = 0.21$). This result poses a significant implication on the part of employees' opportunities to expand their knowledge on their specific job assignment. Majority of the skilled workers believed that that they have weaknesses in their workplace skills trainings attended. Thus, further skills training enables them to further enhance their technical competencies and be more efficient at their work environment.

.

Table 10: Work Environment

Work Environment		***r***	***Interpretation***	***Decision***
Work Status	Related Work Experiences	0.05	Not Significant	Accept
	Skills Training Attended	0.21	(Slight Relationship) Significant	Reject
	Job Assignment	0.18	Not Significant	Accept
	Job Termination	-0.04	Not Significant	Accept
		0.06	Not Significant	Accept

Legend: Correlation (r-value) interpretation:
0.00 - 0.20 *Not Significant*
0.21 - 0.40 *Low/ Slight Relationship*
0.41 - 0.70 *Adequate Relationship*
0.71 - 0.90 *High Relationship*
0.91 – 0.99 *Very High Relationship*
1.00 *Perfect Correlation*

Conclusion and Recommendations

The work status of skilled workers was found to be generally good considering their profile and work environment, but most of the said workers were placed in the job not fitted to their specialization. This can be explained that in almost all job hiring process, having new technological advancements, job fitness may not easily achieved but can be compensated and adopted thru trainings. Though, majority were not terminated earlier than contract signed, many experienced workers felt the need for more relevant skills training to improved their competencies and adopt, which posed a significant implication on the provision for specialized trainings. Thus, it is highly recommended to:

- Propose review on the specific organizational policies concerning the work enhancements and trainings related to their individual work environment.

- Propose standardized trainings or simulators on the specific machines to update and enable flexibility of workers and plan for appropriate intervention towards a robust, sustainable, and balanced growth of the skilled workforce.

- Propose an intervention linking the between the Government's free technical skills upgrading programs and the Private Companies thru Human resource personnel using the gathered data on their workers job satisfaction and performance.

References

Boutin, F., Chinien, C., Moratis, L., & Van Baalen, P. (2009). *Changing Workplace Requirements: Implications for Education.* In *R. Maclean, & D. Wilson (Eds.)*, International Handbook of Education for the Changing World of Work, Part II, Section 1, 81-96. http://dx.doi.org/10.1007/978.

Butterwick, S., & Benjamin, A. (2006). The Road to Employability through Personal Development: A Critical Analysis of Silences ad Ambiguities of the British Columbia (Canada) Life Skills Curriculum. *International Journal of Lifelong Education,* 25 (1), 75-86. doi:10.1080/02601370500309543.

Davis, O. (2019). *What Are Technical Skills in Management? - Definition & Examples*. Retrieved from https://study.com/academy/lesson/what-are-technical-skills-in-management-definition-examples-quiz.html.

Feller, R. (2009). Career and Technical Education's Role in Career Guidance. *Alexandria.* 84 (3), 44-47.

Frost, S. (2007). *The Importance of Training & Development in the Workplace.* Retrieved from http://smallbusiness.chron.com/importance-training-development.

Gomez, W. R. (2019). The Professional Insights of Technical Vocational Workers and their Attitude towards Job: Basis for Skills Development Program for ASEAN Integration. *International Journal of Humanities and Social Sciences,* 11 (3). doi:10.26803/ijhss.11.3.5

Gomez, W. R., Andal, E., Marajas, E., & Camilon, C. (2018). Pneumatic Press Station Simulator for Skills Development Training. *International Journal of Humanities and Social Sciences,* 10 (3), 13-30.

Helmrich, B. (2015). *The 23 Ways to Create a Better Work Environment.* Retrieved from http://www.businessnewsdaily.com/7932-create-better-work-environment.html.

Huntington, S. (2015).*Creating a Positive Work Environment*. Retrieved from http://articles.bplans.com/creating-positive-work-environment/.

Kumar, A. (2013). *Vocational Training Enhancing Employability Skills.* Retrieved from http://search.proquest.com/docview/1371341112?accountid=100641.

Mayhew, R. (2015). *How Is Technology Impacting the Changes in the 21st Century Workplace?* Retrieved from http://smallbusiness.chron.com/technology-impacting-changes-21st-century-workplace-3357.html.

Opengart, R., & Short, D. (2001). Free agent learners: the new career model and its impact on human resource development. *International Journal of Lifelong Education*, 21 (23), 220-233. doi:10.1080/02601370210127837.

Root, G. (2015). *How the Skills of the Employees Affect Their Performance in Relation to Work?* Retrieved from http://smallbusiness.chron.com/skills-employees-affect-performance.

Sang, O. C., & Si-Jeoung. K. (2018). The Effects of Job Mismatch on Pay, Job Satisfaction, and Performance. *Journal of Open Innovation: Technology, Market, and Complexity,* 4(4), 49. doi:10.3390/joitmc4040049.

Scott, S. (2015). *Gender Differences within the Workplace.* Retrieved from http://smallbusiness.chron.com/gender-differences-within-workplace-10512.html.

Shuai, X. (2013). Will specialization continue forever? A case study of interactions between industry specialization and diversity. *The Annals of Regional Science; Heidelberg*, 50(1). doi:10.1007/s00168-011-0467-z.

Smith, K. (2007). *Addressing Welding Technician Education.* Retrieved from: http://search.proquest.com/docview/216140447?accountid=100641.

Syjuco, A. (2005). *The Philippine Technical Vocational -Education and Training (TVET) System*. Retrieved from http://www.tesda.gov.ph/uploads/file/phil%20tvet%20system%20-%20syjuco.pdf.

Uppal, N. M, Sushanta K., & Vohra, N. (2014). Prior Related Experience and Job Performance: Role of Personality. *International Journal of Selection and Assessment*, 22(1), 39-51. doi:10.1111/ijsa.12055.

US Department of Labor. (2019). *Youth in Transition. Soft skills to pay the Bills- Mastering the Soft skills for Workplace Success*. Retrieved from https://www.dol.gov/odep/topics/youth/softskills/

Walden, M. (2015). *How Important Is Your Work Environment*. Retrieved from http://www.infinity-cs.com/career-center/how-important-is-your-work-environment.

Weiss, H. M., & Cropanzano, R. (1996). Research in organizational behavior: An annual series of analytical essays and critical reviews. *In Affective Events Theory: A Theoretical Discussion of the Structure, Causes and Consequences of Affective Experiences at Work;* Staw, B.M., Cummings, L.L., Eds.; Elsevier Science/JAI Press: Stamford, CT, USA, 18, 1–74.

TESDA. (2015). *Tech-Voc Graduates Soar To Historic High.* TESDA Bulletin, released August 26, 2014. Retrieved from http://www.tesda.gov.ph/News/Details/1436.