

# Upkeeping of School Personnel Well-Being and Work Engagement through “Project LAGSIK” Worksite Stress Management Program

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## ABSTRACT

Work related well-being and workplace happiness of employees are crucial factors in an organization’s performance and success (Page and Vella-Brodrick 2009). However, due to stressful circumstances brought by the changing educational system and working condition, work-life balance of the school personnel is affected (Papellero, 2020). In this study, the school implemented a stress management program dubbed as Project LAGSIK which means Life-Skills and Leisure Activities for Good Management of Stress and Ineffectiveness amidst Kovid-19 Pandemic”. The program has been implemented for 7 months with its regular weekly schedule of Dance Exercise and monthly sport activities while cooking activity schedule was always hindered by the minimum health protocol. To evaluate the progress of the program, an online 12-item survey questionnaire was answered by 51 male and 114 females were randomly selected to determine their well-being and work engagement while engaging the school intervention program. Results revealed that Project LAGSIK affects positively to both male and female teaching and non-teaching personnel of Agusan del Sur National High School. It is therefore recommended to strengthen the treatment by reconsidering the other planned activities that are not implemented due to minimum health protocol against pandemic and considering the activities further suggested by the school personnel.

**KEYWORDS:** School Personnel, Project Lagsik, Stress Management, Well-Being, Work Engagement

## INTRODUCTION

With the new normal distance learning, teaching and non-teaching personnel are experiencing increase level of stress while coping and adjusting the new normal and while adapting the changing needs in the educational system brought by COVID-19 pandemic. Teachers have been valiantly struggling to ensure that their students are getting the best education possible given the current challenges and is interconnected to how a person described his or her happiness and life satisfaction. According to BC and Canada (n.d) in their Heretohelp website, too much stress can affect a person’s well-being negatively.

*Stress and coping theory in Geropsychology* focuses on how people manage the adverse effects of stress (Lazarus and Folkman 1984). People cope with stress in a variety of ways, depending on personal preferences and/or environmental demands (Carver and Connor-Smith 2010). *The transactional model of stress and coping* developed by Lazarus and Folkman

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(1987) explained coping as a phenomenon that involves both cognitive and behavioral responses that individuals use in an attempt to manage internal and/or external stressors perceived to exceed their personal resources.

Wellness interventions can help teachers cultivate important aspects of well-being using simple exercises, dancing, and sports activities aimed at reducing the interpersonal feelings of concern, anxiety, fear and are suggested to be carried out. Additionally, specialized counselling units and professional help can support teacher well-being and link to productive work performance (International Blue Crescent, 2020). Just as students need support to continue learning, teachers need support to continue teaching as they are the backbone of keeping the distance learning not only functioning but more importantly thriving. It is in this reason that school system must protect teachers to help maintain a

motivated workforce. Meanwhile, Mental health and Psychosocial services support (MHPSS) must be an integral part of the education system to help teachers and students or communities in general to heal the psychological wounds and rebuild social structures during these trying times. In response to DepEd Memorandum 61, s. 2020, the Division Memorandum no. 265, s. 2020 of DepEd Agusan del Sur is the division's initiative to capacitate the school heads and Public -School District Supervisors about Mental Health and Psychosocial Support Services. In addition, a district wide seminar-workshop on Mental Health and Psychosocial Support (MHPSS) and Psychological First Aid (PFA) for Public Schools District In-Charge of the Municipality of San Francisco was conducted on September 8-9, 2020.

In the study conducted by Papellero (2020) on occupational and technological stress of teachers in Agusan del Sur National High School, teachers have occupational and technological stress ranging from moderate to high level of stress. This led the school to implement a psychosocial support activity dubbed as Project LAGSIK which stands for Life-Skills and Leisure Activities for Good Management of Stress and Ineffectiveness amidst Covid-19 Pandemic". This is a formal stress and ineffectiveness management program or method of providing support or assistance for teacher resilience to ensure teacher work effectiveness amidst COVID Pandemic. LAGSIK is a Cebuano terminology which means vigor and liveliness which characterized energy. This will be implemented in a regular schedule of wellness activities such as dance exercise, Zumba and the like, sports activities, and other destressing programs including cooking. This is a localized action of the school to help uplift the spirit of teachers who are working under pressures due to the changing needs in the education of our learners through distance learning.

## RESULTS

### WELL-BEING OF SCHOOL PERSONNEL

**Table 1 Well-being of Male and Female School Personnel when Treated with Project LAGSIK after 7 months**

		Male		Female	
		WA	QD	WA	QD
1	I feel like I am bursting with energy while engaging in dance exercise and sport activities	3.074	Agree	3.022	Agree
2	I feel well-loved and cared for by the school through the intervention activities	3.000	Agree	3.007	Agree
3	I am happy for I find the activity helpful as an antidote in managing my stress	3.185	Agree	3.094	Agree
4	I attend the intervention activities because I believe that it helps me physically and mentally active.	3.185	Agree	3.094	Agree

Workplaces that create opportunities for employees to learn new skills, foster self-efficacy and productivity. Hellebuyck (2019) posited that mitigating the effects of workplace stress improves employee performance. Therefore, it is in this context that the school implemented the wellness intervention programs, and life-skills activities through dancing and sports activities, weight management and cooking activity to create a stress-free work environment.

## METHODOLOGY

This research work employed the descriptive-comparative quantitative research design. Simple random sampling was utilized as randomization technique. One hundred sixty-five (165) respondents out of 288 Agusan del Sur National High School personnel were involved in the study where 51 males and 114 females were chosen through stratification. The research instrument has 3 parts: First is the personal profile in terms of sex followed by a 5-item multiple choice test questions for well-being and another 5-item research questions for work engagement and a one open ended question to solicit ideas on their intervention activity preference to make it as an inclusion to the existing activities. The items for wellbeing and work engagement is answerable by a 4-point Likert scale (1) strongly disagree *means having a feeling of not very comfortable, happy and satisfied while engaging in the wellness program*; (2) disagree *having a feeling of not comfortable, happy and satisfied while engaging in the wellness program*; (3) Agree *having a feeling comfortable, happy and satisfied while engaging in the wellness program*; and (4) Strongly Agree *Strongly Agree having a feeling very comfortable, happy, satisfied while engaging in the wellness program*. The online data collection was done through google form from July 06-08, 2021. Data analysis includes weighted mean and T-test.

5	I feel the sense of belongingness the moment I attend the intervention activities	3.074	Agree	3.065	Agree
<b>Overall Weighted Mean</b>		<b>3.104</b>	Agree	<b>3.057</b>	Agree

3.27- 4.00 (Strongly Agree); 2.51- 3.26 (Agree), 1.75- 2.50 (Disagree); 1.00-1.75 (Strongly Disagree)

**WORK ENGAGEMENT OF SCHOOL PERSONNEL**

**Table 2 Work Engagement of School Personnel with Project LAGSIK Treatment**

		Male		Female	
		WA	QD	WA	QD
1	I do not seriously bother myself leaving my teaching and/or non-teaching workload just to attend the program	2.815	Agree	2.616	Agree
2	I forget the stress of my teaching and/or workload while at the worksite during the intervention activity	3.037	Agree	2.855	Agree
3	I am motivated to work onsite during the regular schedule of the intervention activities	3.037	Agree	2.819	Agree
4	When I wake up in the morning, I feel like reporting on site when there is schedule of dance exercise and sports activity	2.926	Agree	2.761	Agree
5	I miss the dance exercise and sports activity because of the temporary closure.	3.074	Agree	2.877	Agree
<b>Overall Weighted Mean</b>		<b>2.978</b>	Agree	<b>2.786</b>	Agree

1.00-1.75 (Strongly Disagree); 1.76- 2.51 (Disagree); 2.52- 3.27 (Agree); 3.28- 4.00 (Strongly Agree);

**Table 3 Test of Significant Difference on the Well-Being of ASNHS Male and Female School Personnel after a 7-month Treatment of Project LAGSIK**

SEX	Mean
Male	3.104
Female	3.057

Level of Significant = 0.05; t-statistics=0.314

There is no significant difference in the personal well-being of Agusan del Sur National High School personnel when they are grouped according to sex since the p-value is last than  $\alpha=0.05$  (t-statistics=0.314; p-value=0.0.754).

**Table 4 Test of Significant Difference on the Work Engagement of ASNHS Male and Female School Personnel after a 7-month Treatment of Project LAGSIK**

SEX	Mean
Male	2.978
Female	2.786

Null	p-vale	Decision
There's no significant difference the work engagement between ...	0.180	Fail to Reject Ho

Level of Significant ( $\alpha$ ) = 0.05; t-statistics=1.348

There is no significant difference in the work engagement of Agusan del Sur National High School personnel when they are grouped according to sex since the p-value is last than  $\alpha=0.05$  (t-statistics= 1.348; p= 0.180).

**Table 5 Suggested Activities for Inclusion to the Existing Activities in the Project LAGSIK**

Activities	Male	Female
Laro ng Lahi	Majority	Majority
Massage Therapy	Some	Some
Bible Sharing	Few	Few
Art and Music	Some	Some
Yoga	Few	Few
Monthly Health Check Up	Few	Few
Virtual Dance Exercise	Few	Few
Healthy Food Trip	Some	Some
Weight Management	Few	Few

## DISCUSSION

Based from the collected data, Project LAGSIK has a weighted average which is equivalent to “agree” in the Likert Scale. The well-being of the school personnel has an overall weighted mean of 3.014 for males and 3.057 for females which indicate that Project LAGSIK Treatment allows them to maintain and improve their well-being as shown in table 1 and Table 2. This further means that the school personnel have the feeling of comfort ability, happiness and satisfaction. The result is similar to Aksoy, Çankaya, Taşmektepligil (2017) study on the effect of participating in recreational activities on quality of life and job satisfaction. It can be said that participation in recreational activities, which are defined for these purposes as organized voluntary physical activities, has a direct influence on individuals’ lifestyles and increases their quality of life and job satisfaction significantly. In the case of work engagement of the school personnel, computed overall mean scores were 2.978 for males and 2.786 for females as shown in table 3 and 4. These figures, having an equivalent of “agree” in the Likert Scale, specifies that they are motivated to do their work onsite because of the activities done through Project LAGSIK. This result is similar to the study of Alson (2019) where it is found out that the teachers’ work satisfaction seemed to be significantly linked to organizational support since high work-related stresses such as time pressure, educational changes, administrative issues, educational system, professional anguish, and student misconduct causes huge emotional burnout among educators (Bulatevych, 2017). However, there is no significant difference on the well-being and work engagement of the school personnel when they are categorized according to sex. Considering the result, this study has failed to reject its null hypothesis. This outcome suggests **THAT SCHOOL personnel BOTH TEACHING AND NON-TEACHING STAFF**, in any sex, who’s affected by stress due to today’s learning set-up, have gained positive results in their well-being and work engagement when engaging in the activities conducted as part of Project LAGSIK to cope up with stress and to create a stress-free environment. Moreover, this wellness program evidently supports the teachers and other school personnel in order to work with efficacy despite facing a pandemic. Meanwhile, table 5 shows the list of activities which are listed down by the school personnel as their further suggestions for inclusion to the Project LAGSIK Activities.

## CONCLUSION

Upon a comprehensive analysis of the data, the following conclusions are formulated: Regardless of

sex, Project LAGSIK has a great positive impact towards the school personnel in Agusan del Sur National High School who have been experiencing stress as a result of the pressure in delivering the needs of students through distance learning modality. Nevertheless, Project LAGSIK contributes to the well-being and provides motivation to the school personnel towards their work engagement. The wellness program gives the teachers and staff a way to cope up stress thus, having a stress-free environment and at the same time, providing quality learning experience towards the learners despite the crisis.

## RECOMMENDATIONS

The results of this study indicate the usefulness of Project LAGSIK towards the school personnel of Agusan del Sur National High School. However, it is important to note that these findings cannot be generalized to other institutions. Therefore, it is recommended that the same study should be used covering a larger population from other schools to measure its effectiveness. Furthermore, the data presented in this study can be utilized by the researchers as a guide for future and related studies.

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