



WORK COMMITMENT AND ECONOMIC STATUS OF GARBAGE COLLECTORS IN AKLAN, PHILIPPINES: A CASE STUDY

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ABSTRACT

KEYWORDS:

commitment, economic status, garbage collectors, health and safety hazards, working conditions

This quantitative and qualitative research study was purposely conducted to find out the level of work commitment and economic status of garbage collectors in Aklan, Philippines during the Calendar Year 2017-2018. Results of this study revealed that the socioeconomic status of waste collectors is low, and their working conditions are unfavorable, the data further revealed that the income bracket of the respondents per month ranged from 6,000.00 to 10,000.00 Philippine Currency. Most of the respondents were married, the average number of children was 3-5, the household size was 5 & above. Moreover, these respondents owned a television, a refrigerator and a semi-concrete houses. The common health related problems experienced by the respondents were head ache, rheumatism/arthritis and stomach ache. The employees' were motivated to their assigned tasks as evidenced by their level of work commitment which was high. Majority of the respondents were male sweepers. It was evident in this study that, workers engaged in garbage collection are exposed to health and safety hazards on a regular basis while performing an indispensable service to the town, thus adequate protection and decent working conditions for them must be provided. Purposive sampling was done in this investigation.

I.BACKGROUND OF THE STUDY

Republic Act No. 9003, or the "Ecological Solid Waste Management Act of 2000," calls for, among others, skills development along the various areas of collection, transport and dumping of garbage, especially municipal and city waste. Moreover, the Technical Education and Skills Development Authority (TESDA) recently approved two training regulations on garbage-handling courses that would not only teach them the proper and safe way of disposing of wastes, but also give them a sense of pride in what they are doing. Garbage collectors in the country are minimum wage earners. With the certification and the opportunity to increase their competencies in the trade, Villanueva (2015) said the training program would give the graduates of the two courses the chance to improve their lives as their new credentials could be the "basis for salary increase as well as promotion."

As employment becomes competitive, commitment were important factor in the workplace. Committed workers take their job duties seriously and continually strive for excellence and maximum productivity. Innovation and ingenuity can help employees' stand out in the workforce and get noticed for promotional opportunities. Employees' must come up with helpful, and new ideas that will help personal stake and investment in the organization's performance. Moreover, employees' must offer valuable suggestions in a helpful, and constructive way, for the organizations to succeed.

No organization can survive for long unless employees have a personal investment in its success. Committed employees do whatever it takes to excel, even if it means taking on extra tasks, or staying beyond their allotted schedule.

Commitment is the bond employees experience with their organization. Broadly speaking, employees who are committed to their organization generally feel a connection with their organization, feel that they fit in and, feel they understand the goals of the organization. The added value of such employees is that they tend to be more determined in their work, show relatively high productivity and are more proactive in offering their support (Hoek, 2016).

Commitment referred to a person's dedication to a person's, job or organization. It was reflected in the person's "intention to persevere in a course of action" (Meyer & Allen, 1997). Loscoco, (1989) defined it more strongly as a sacred covenant, which life was unimaginable. Commitment has always been believed as the driving force behind a person's success. A person who has committed himself to a task has pursued it until its completion even if he experienced obstacles during the process. It was his commitment that has driven him to rise above the challenges.

Organizational commitment was defined as "a state in which the employee identified a particular organization and its goals, and wishes to maintain membership in the organization (Morrow, 1993). Leung (1997) called it employee

loyalty. Shore & Martin (1989) said it was manifested in the employees' acceptance of organizational values and goals and his loyalty to the organization was reflected by his continual desire to remain in the organization. Shore & Martin (1989) claimed that it was what has binded an employee to the organization. Blau & Boal (1989) had attributed the success of an organization to the employees' commitment and participation. They said that a high commitment environment improved the employee retention rate, reduced the operating costs and promotes employee performance and efficiency. Allen and Meyer (2004) believed that strong organizational commitment had caused employees to work harder to achieve the objectives of the organization An employee with high level of organizational commitment saw himself as a true member of the organization and more likely to embrace company values and beliefs and was more tolerant of minor sources of dissatisfaction (Angle & Perry, 1981).

In Aklan,, it was presumed that garbage collectors were not provided with adequate information on health hazards and other vital information, it was on this premise that this study was conducted.

II.THEORETICAL FRAMEWORK

In this study, the three Component Model of Commitment developed by Allen and Meyer (1991) was used. The model defines the three types of commitment as follows: Affection for your job (affective commitment).Fear of loss (continuance commitment), and Sense of obligation to stay (normative commitment). The model helped people experience greater affective commitment, while making sure that they don't misuse continuance and normative commitment to keep people tied to organization. In addition, the model can used to carefully manage the amount of continuance and normative commitment that people may feel.

The model can reduce the dependency on the continuance and normative commitments by being a better leader, by working on the general team management skills, and by thinking carefully about how the actions might influence team members. However, people have likely experienced continuance commitment at some point in their careers, because they felt that they need to stay in their job to receive pay and benefits. And some people were likely feel a sense of normative commitment if their organization has invested a lot in their training and development.

III.STATEMENT OF THE PROBLEM

This study was purposely conducted to find out the economic status and work commitment among garbage collectors in the Municipality of Banga for the Fiscal Year 2017-2018. Specifically, the study endeavored to answer the following questions?

1. What is the profile of garbage collectors in terms of: a. age, b. gender, c. highest educational attainment, d. number of children, e. household size, f. type of house, and g. housing facilities, and, h. monthly income?
2. What are the political affiliations of the respondents?
3. What are the health related problems of the respondents?
4. What is the commitment level of the respondents?

IV. CONCEPTUAL FRAMEWORK

Figure 1 depicts the relationship between the dependent and independent variables. The independent variables used in this study were: socio-economic profile of the respondents, political affiliations, health related problems and educational aspirations.

On the other hand, the dependent variables were the level of work commitment in terms of: working conditions, adequacy of supplies and equipment and interpersonal relations.

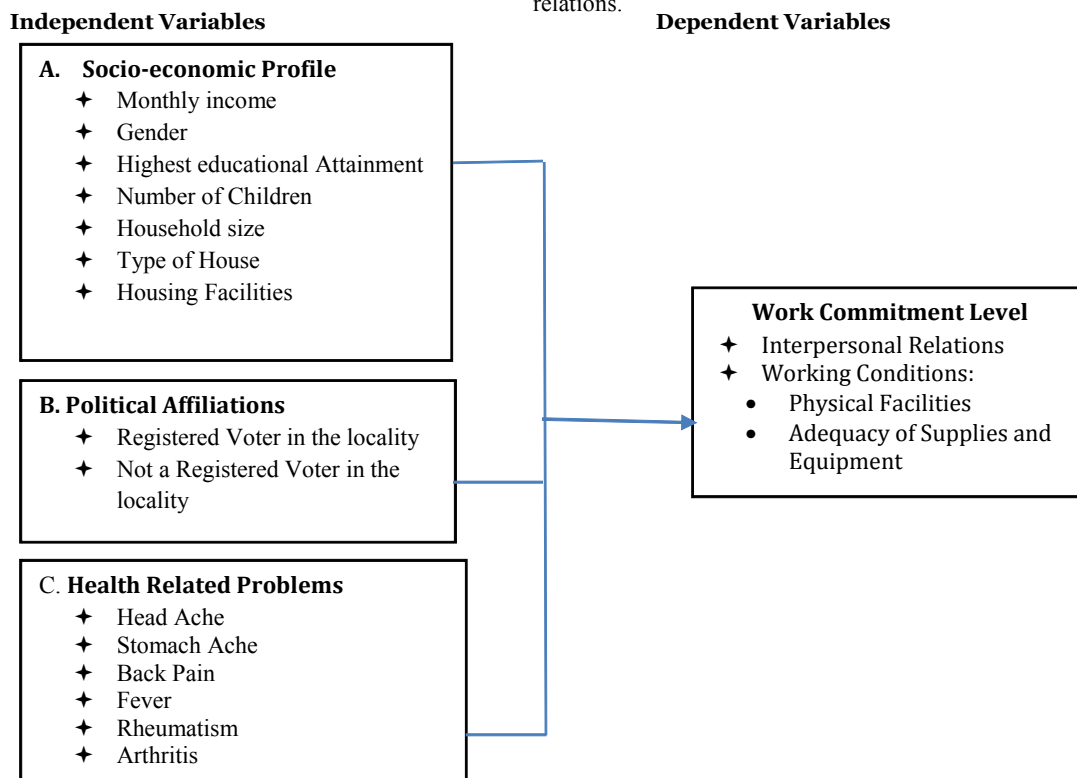


Figure 1. Conceptual Framework showing the relationship between the dependent and independent variables

V. SIGNIFICANCE OF THE STUDY

The findings was utilized as a baseline data for plotting future directions in relation to employees' work commitment. The success or failure of an organization was closely related to the effort and motivation of each employee. The motivation of employees was often the product of their commitment towards their job or career. Work commitment was extremely the important topic for organizations to understand. The level on which an employee engaged in his or her work (job involvement), commits to and believes in the organization's goals and purpose (organizational commitment), desired to work (work ethic), and committed to a specific career or profession can have an impact on an organization.

In today's economy, where organizations were expected to do more with less resources (people and money), it was extremely important for organizations to retain their highly productive employees. "Employees who were engaged in their work and committed to their organizations gave companies crucial competitive advantages - including higher productivity and lower employee turnover".

VI. METHODOLOGY

The Research Design

A quantitative and qualitative survey approach were used to achieve the objectives of the study. The advantages of the survey research approach include savings of time and money, a lack of interviewer bias, accurate results, more privacy for participants and the fact that samples need not be very large in relation to the population. The major disadvantage of this design is that findings can only be generalized to the sampled population at the time of the survey.

The Respondents. The respondents of the study was the garbage collectors in the Municipality of Banga, Aklan Philippines. All of them was taken as respondents.

The Data Gathering Instrument. The data gathering instruments used are the interview using guide questions and observation during their working hours. Follow-up interviews were conducted at their residence to substantiate the data.

Data Gathering Procedures. Permission to conduct the study was secured from the Office of the Mayor. After the permission was granted, the researcher personally distributed the survey questionnaires to the intended respondents. This was done by actually visited the location where the employees' worked and either administering the questionnaires in their respective offices/residence.

Data Analysis. To analyze and interpret the result, frequency, percentages, and weighted mean based on the principles of rounding-off numbers was made as basis for interpreting the weighted means.

Ethical Considerations. Participants were invited to participate on a voluntary basis. Each questionnaire included a cover letter which explained the nature and the purpose of the study. Informed consent will be obtained and confidentiality and anonymity will be guaranteed. Participants had the right to withdraw at any stage during the research process.

VII. RESULTS AND DISCUSSION

- a. **Socio-Economic Profile.** Table 1 presents the respondents' socio-economic profile. The data revealed that all respondents have a monthly income of 6,000 to 10, 000.00. On the other hand, 3 or 42.86 percent was on the age bracket of 55 and above followed closely by age bracket of 50-54 and 45-49 with 2 or 28.57 respectively.
- b. **Highest Educational Attainment.** The same table reflects the highest educational qualifications of the respondents: 3 or 42.86 percent was high school graduate and elementary level; and only 1 or 14.29 percent was college level.
- c. **Number of Children.** In Table 1 shows the respondents' number of children, majority of them, 5 or 71.43 percent has 3-5 number of children, and 2 or 28.57 percent has 1-2 number of children.
- d. **Household size.** The data in Table 1 revealed the number of household size of the respondents. Majority of them or 57.14 percent has an average of 5 & above, 2 or 28.57 percent was 3-4, and 1 or 14.29 percent was 1-2.
- e. **Type of House.** As regard to the type of house, 5 or 71.43 percent has semi-concrete house and 2 or 28.57 percent indicated for a concrete house.
- f. **Housing Facilities.** On matters pertinent to the housing facilities, Table 1 revealed that 3 or 42. owned a TV with cable and no-cable, and only 1 or 14.29 percent indicated that he owned a mountain bikes.
- g. **Political Affiliations.** All of them were politically affiliated.
- h. **Health Problems.** The common health problems of the respondents were headaches, rheumatism/arthritis, stomach ache, back pain, and headache

Table 1 Respondents' Socio-Economic Profile

Socio-Economic Profile	Frequency N= 7	Percentage (%)
a. Monthly Income		
6,000.00 – 10,000.00	7	100.00
b. Age		
Above 55	3	42.86
50-54	2	28.57
45-49	2	28.57
Total	7	100.00
c. Highest Educational Attainment		
b.2. College Level	1	14.29
b.3. HS Graduate	3	42.86
b.4. Elementary Level	3	42.86
Total	7	100.00
d. Number of Children		
c.2. 3-5	5	71.43
c.3. 1-2	2	28.57
Total	7	100.00
e. House hold size		
d.1. 5 & Above	4	57.14
d.2. 3-4	2	28.57
d.3. 1-2	1	14.29
Total	7	100.00
f. Type of House		
e.1. Concrete	2	28.57
e.2. Semi-Concrete	5	71.43
Total		100.00
g. Housing Facilities (Multiple Response)		
f.1. TV with Cable	2	28.57
f.2. TV alone	2	28.57
f.3. Refrigerator	3	42.86
f.4. Mountain Bike	1	14.29
B. Political Affiliations	Frequency N= 7	Percentage (%)
b.1. Registered Voter of the locality	7	100.00
b.2. NOT a registered Voter of the locality		0
Total	7	100.00
C. Health Related Problems (Multiple Response)	Frequency N = 7	Percentage (%)
a. Head Ache	5	71.43
b. Stomach Ache	3	42.86
c. Back Pain	2	28.57
d. Fever	1	14.28
e. Rheumatism/Arthritis	5	71.43
Total		100.00

The Interview. The interview was done in the vernacular and translated in English.

Respondent Number 1 was 63 years old, married with 5 children, 2 finished college degree. This 63 year old need to wake up early in the morning (as early 3:00 a.m.) just to sweep the floor of the market and street. He said he needed to do this job to support the siblings of his son and daughter who at an early age got married. He was politically accommodated. He owned a TV and a Refrigerator. His only service during his duty was bicycle.

He said, he enjoys his job even though it requires me to wake up very early in the morning. There were those who given me tips while others gave me a piece of pandesal and puto. I have my Phil Health from my job but the assistance was not enough for

my medical expenses every time I got sick. I have finished my studies and I didn't suffer from any illness.

Respondent Number 2 was a male sweeper at Teodosio's Sports and Cultural Center. He was 56 years old and a casual employee. He has 3 children, one was in college and 2 were in the K to 12 curriculum. Also, he was politically accommodated due to his connection to the incumbent municipal officials. He owned a TV and a house, built with bamboo and GI Sheets Roofing.

He dreamed that his 3 children will finish college and land a job.

He narrated: "I got a difficult job where I have to report to work early in the morning to clean the whole Teodosio's Park and all the comfort rooms

which were sticky. It was very hazardous to health that, I have nothing to do but to stay in this job and this is my job”.

Respondent Number 3, was a male sweeper assigned at Banga Plaza, he was 54 years old, married with 4 children and a high school graduate. He said:

I have been working for 20 years in this kind of job. I have learned to deal with this job. Anyway, I have no other option because I did not finish school even though I found it difficult to manage for myself.

Yes I am politically accommodated to my job. This is the trend and nobody would recommend you if you can't find a job you could no longer send your children in school.

I got 3 children who finished college but they were still unemployed.

Respondent No 5, a high school graduate with 3 children. She disclosed, she was not able to finish her college degree due to early pregnancy. She said: *I repented, and could no longer returned back.*

Respondent No.6, a high school level he said; *I was a porter and used to drink liquor. I didn't listen to my parents' advice so this was what I have done.*

Respondent No.7. *Did not disclosed her age. My work was very light by just sweeping inside the office and outside the office of Ma'am. I struggled to send my two children in college, and they have finished it, this kind of work has helped us to pay for our electric bill and water bill.*

CONCLUSIONS

A professionally managed organization is always known for its efficiency and effectiveness. The efficiency and effectiveness are measured by its growth potential. Among all factors of production, human factor is believed to be the

most crucial and complex. In practice we often observed that a small organization does better than the multimillion dollar organization because of its motivated human factor. Organizational goals and employees' goal must fit together in order to increased employees' performance.

Due to the poverty conditions of garbage collectors, the primary objective is to guarantee their own and their families' survival, ignoring possible environmental risks that are considered as "part", and not as a consequence of the job. This range of social problems, which boils down to the subtraction of opportunities these subjects had to face in their lives, has its central axis in the economic aspect, directly and significantly affecting the workers' health.

RECOMMENDATIONS

1. The Local Government Unit needs to develop and enact policies and procedures that organizational members, consider to be fair. These fair policies and procedures will lead to decision-making by the organization's leadership this will be influential in shaping affective commitment to the organization.
2. Leadership must strive that rewards and resources are distributed fairly in the organization.
3. A climate of trust by being honest to people, and helpful in their skill development must be developed through a process of regular consultation and participation.
4. Collectors should keep up to date on tetanus and hepatitis immunizations, and practice safe garbage collection by testing the weight of garbage before lifting it, using two hands, and, when available, using a garbage truck's automated loading system for heavy bins containing compost and recycling.

Table 2. Employees Level of Work Commitment

Work Commitment	5 Very High	4 High	3 Moderate	2 Low	1 Very Low
A. Interpersonal Relationship					
Good interpersonal relations with .					
a.1. Head and supervisors	8	5	2	0	0
a.2. With Administrative personnel	6	6	3	0	0
a.3. Fellow employees	11	4	0	0	0
B. Working Conditions					
Please check the category that best depict your evaluation on the characteristics of your organization. Use the rating scale below: Numerical Rating Descriptive Rating					
5 Excellent					
4 Very Good					
3 Good					
2 Fair					
1 Poor					
C. Physical Facilities	5	4	3	2	1
a. Offices					
1. Safe, strong, and secured	5	1	1	0	0
2. Clean, hygienic and sanitary (Office and comfort rooms)					
3. Spacious, employer/clients are not crowded	6	1			
4. Well-lighted	7	0	0	0	0
5. Well-ventilated	7	0	0	0	0

Please check the number in the scale that corresponds to your rating on the adequacy of supplies/equipment in your organization. Use the rating scale below: Numerical Rating 5 4 3 2 1 Descriptive Rating Very Adequate Adequate Moderately Adequate Inadequate Very Inadequate						
	D.Supplies/Equipment	5	4	3	2	1
	There are sufficient/enough/adequate:					
	1. Chairs and tables for employees and clients	6	1	0	0	0
	2. Drinking equipment	7	0	0	0	0
3. Audio-visual materials	7	0	0	0	0	
4. Telephone services	7	0	0	0	0	
5. Computers and typewriters	5	2	0	0	0	
6. Firefighting equipment (fire gongs or alarms/fire extinguishers)	6	1	0	0	0	
7. Office supplies (Coupon bond, coupon bond, stencil paper, mimeographing paper, pens, ball pens, paper clips, stapler, and puncher.	5	2	0	0	0	

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