



ORGANIZATIONAL CLIMATE AND MENTAL WELL-BEING ON THE EMPLOYEE ENGAGEMENT OF PCC EMPLOYEES

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NUMBERING SYSTEM

1

**AUDIO / SLIDES
ARE CLEAR / OKAY**

2

**AUDIO IS NOT
OKAY**

3

**SLIDE IS NOT OKAY /
THERE IS A LAG IN
THE PRESENTATION**



BACKGROUND

2022

Since its foundation on 2016, Philippine Competition Commission (PCC) has arising concern on the turnover rate of employees over the years.

Based on the results of the exit interview questionnaires of the resigned employees, one of their primary reason for leaving is the workload. Hence, it can be said that professional burnout is inevitable.

On 2018, RA 11036 or commonly known as "Mental Health Act (MHA)" was passed in the Congress. Section 25, *Mental Health Promotion and Policies in the Workplace*, Chapter V of the MHA, states :

Employers shall develop appropriate policies and programs on mental health issues, correct the stigma and discrimination associated with mental conditions, identify and provide support for individuals with mental health conditions to treatment and psychosocial support.



BACKGROUND

Pursuant to the RA 11036, the PCC has initially drafted a Mental Health Program (MHP) for its employees and still under review up to date.

The MHP will help both the organization and its employees to address their mental health concerns. However, since the MHP is still being reviewed, employees who are currently suffering from mental health problems may need to wait until such has been finalized.

To aide in the situation of employees, further study on the Organizational Climate and their Mental Health and its effect on the Employee engagement may needed.





OBJECTIVES

1. To know the organizational climate of PCC and its effect on the mental health of its employees, and in turn their engagement in the organization.
2. This study will help the management to understand better the situation of the employees, and may address the concern on the turnover rates.
3. This study may properly address on the interventions needed by the employees.



METHODOLOGY

QUANTITATIVE



**ORGANIZATIONAL
CLIMATE SURVEY**



**WORKPLACE
MENTAL
HEALTH
SURVEY**



**EMPLOYEE
ENGAGEMENT
SURVEY**



PARTICIPANTS (RANDOM SAMPLING)

PCC EMPLOYEES

- PERMANENT EMPLOYEES
(ADMINISTRATIVE/CLERICAL, TECHNICAL,
SUPERVISORY, MANAGERIAL)
- JOB ORDER EMPLOYEES (INDIVIDUAL AND
INSTITUTIONAL CONTRACT)





1. Relationship among organizational climate, mental health and employee engagement among PCC employees will be determined.
2. The results of the data may be used in making policy/guidelines, programs and other interventions that may benefit both the organization and employees.
3. This study can be used by other government agencies as well in order to determine the needs of their employees.



**THANK YOU FOR
LISTENING!**



**ANY
QUESTIONS?**

