

RESEARCH ARTICLE

Discourse analysis on the compensation insecurity and professional inferiority of private school basic education teachers

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ABSTRACT

There are a variety of factors that can lead to the perception of compensation insecurity that arises as a consequence of professional inadequacy. For the purpose of this study, the focus will be on the ways in which the compensations and professional inferiority effect the services provided by basic education instructors working in private schools. As a result of the intricacy and multidimensional character of professional worth and compensation, it is vital to take into consideration the possibility that the perceptions of our twenty participants, who originate from three separate basic education departments, might not be accurate or fair. A discourse analysis will be conducted on the issue of basic education teachers who are employed in private schools in the city of Zamboanga. The goal of this study is to examine and conduct a discourse analysis on the subject of salary instability and professional inadequacy. An approach that is qualitative in character, this form of research is carried out through the use of purposive sampling and thematic analysis. The findings make it abundantly evident that there is a huge problem when it comes to the situation in which one person is obtaining adequate compensation and for which they are entitled to it. As a consequence of this, those who have been adversely affected by the loss of compensation have had emotions of uneasiness and have eventually formed a sense of professionalism that is substandard.

Keywords: compensation insecurity; professional inferiority; job satisfaction

1. Introduction

Education plays a pivotal role in influencing the future of individuals and communities. In the education sector, private schools have evolved as an alternative to public schools, providing distinct methodologies for instruction and knowledge acquisition. Nevertheless, private school teachers have distinctive obstacles that can influence their remuneration and professional standing.

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Compensation implies having a compensation structure in which the employees who perform better are rewarded much more than the average-performing employees^[1]. Compensation Administration is concerned with the formulation and implementation of strategies and Policies that aim to compensate people fairly, equitably and consistently in accordance with their value to the organization^[2]. The task in compensation administration is to develop policies and procedures that will attain maximum return on Naira spent in the terms of attracting, satisfying, retaining and perhaps motivating employees^[3]. There have been instances over time where companies have underpaid their employees or where their compensation management systems are inadequate. For instance, as of six months after the 2022 World Cup final was held in Doha, FIFA and Qatari authorities have failed to give compensation for numerous violations, including wage theft and the inexplicable deaths of migrant workers who prepped and delivered the tournament sparked significant outrage on social media with Twitter users calling out for the families of workers^[4]. One possible explanation for this could be that employees are not rewarded for their contributions to the company appropriately with their pay scale, or that promotions do not occur on schedule^[5]. This may occasionally be a calculated move by management to irritate staff members, or it may indicate that management lacks the administrative skills necessary to successfully run a program for administering compensation^[6].

Positive compensation versus negative compensation has an impact in every individual. According to Adler^[7], people use compensation to attempt recognition or superiority. When people feel inferior or weak, they may try to compensate for their weakness or inferiority somewhere else. When positively used, compensation can be a healthy desire to motivate people to reach their goals of recognition and superiority.

Compensation is associated with sentiments of inferiority in psychology. Compensation is a tactic used deliberately or unconsciously by those who have inferiority complexes or feelings of weakness to mask perceived or actual physical inadequacy. Therefore, even when they are managing well, kids could use compensation to make up for their shortcomings, inadequacies, or life's hardships while enjoying success in other domains^[8]. Therefore, people who experience sentiments of inadequacy can get past their challenges by adopting compensation. According to the findings of Chavez et al.^[9] economic situations of 30 private and public-school teachers who were displaced from their occupations or were forcibly deprived of income-generating activities. On the other hand, improper use of compensation can result in both overcompensation and undercompensating. When someone aspires to power or domination and has a superiority aim, they are overcompensating. Fear and the need for assistance are characteristics of under compensation^[10]. Furthermore, when applied less favorably,

The researchers want to conduct a comparative analysis of the two variables related to job satisfaction. This qualitative study aims to provide a discourse analysis of pay insecurity and professional inferiority among private basic education teachers in Zamboanga City. The study will not only benefit the kids but also the people in their surroundings. This study allowed us to conduct a comprehensive assessment of the various factors affecting teachers employed in a private school.

2. Research questions

These objectives give an avenue to differ, determine and understand the different teaching methods used in blended learning to progressivism approach in education.

- a. What is the compensation insecurity of the private school basic education teachers?
- b. What is the profession inferiority of the private school basic education teachers?

3. Literature review

The concept of blended learning is based on TPACK and progressivism philosophy from a curriculum point of view. Learning that uses blended learning combines media in learning or combines a pedagogical approach and traditional face-to-face learning with a web-based online approach^[11]. Based on the explanation of the principle of blended learning, blended learning is flexible and can be included in all curricula. A curriculum based on the philosophy of progressivism emphasizes a flexible and open curriculum that can be changed, shaped, and developed according to the times and science and technology. Curriculum development in progressivism must be based on student's needs, interests, and initiatives, not frozen, and can be revised so that what is suitable is an experience-centered curriculum (practice)^[12,13].

Compensation is one of the key drivers of productivity because humans are naturally inclined to perform better when they perceive that they will get sufficient payment or returns from their efforts. While people exert effort for different reasons, today's competitive economic environment coupled with the consumer society has made compensation arguably the most important motivation factor. Compensation in any form is the most obvious extrinsic reward; it provides the carrot that most people want^[14]. DeNisi and Griffins^[15] defines compensation as the set of rewards that organizations provide to individuals in return for their willingness to perform various jobs and tasks within the organization.

The phrase "compensation" describes a defense mechanism whereby people overachieve in order to make up for shortcomings in another area. People with low-income families, for instance, can focus all of their efforts on performing better at work than is necessary. By focusing their energies on succeeding or achieving in other areas, there also challenges the teacher roles were another difficulty where parents were clueless on facilitating homeschooling and addressing learners' needs^[16]. People can use this psychological technique to mask feelings of inadequacy, irritation, stress, or urges. While this method can occasionally be helpful, it can also lead to issues when it is misused or overdone. Unconscious reactions known as defense mechanisms assist in shielding individuals from anxiety-inducing emotions or dangers to their sense of self. Psychiatrist Sigmund Freud initially discussed these defenses as a component of his personality theory; his daughter, psychiatrist Anna Freud, later expanded on this description. Alfred Adler, a psychologist, initially discussed compensation. He proposed that this defense mechanism might be employed to deal with inferiority complexes, which could lead to advantageous or disadvantageous outcomes. One way someone can make up for a weakness is to master a completely different ability. Overachieving to the expense of one's health and wellbeing could have a detrimental impact.

3.1. Types of compensation

Financial or non-financial compensation is possible. Getting paid financially is direct. The pay an employee receives in the form of wages, salaries, and bonuses is referred to as compensation or commission. Financial benefit or compensation that is not directly related to money those are not covered by direct monetary payments. Among the financial advantages is pay insurance for time not worked (such as maternity, vacation, and sick leave), retirement benefits (such as those for accidents and illnesses related to one's employment), pensions, profit-sharing schemes, for instance) and remuneration or payment for services rendered^[17]. Employee service benefits are one example of the non-financial benefits (for instance, financial assistance for childcare, transportation, meals, and counseling) and praise for deeds execution. Benefits and compensation for employees may be required or optional. Benefits mandated by law include workers' compensation and pensions reimbursement. Benefits like various discounts and tuition reimbursement are optional.

3.2. Rewards compensation

The most productive workers tend to be highly motivated to execute. This relationship suggests that employee performance and rewards are expected which indicates that workers are more likely to be motivated when they perform better. Obtain the bonuses and rewards. Both cash and recognition are viable and acceptable incentives that effectively motivate individuals to achieve their performance goals^[18]. These rewards are utilized to enhance worker performance and ensure that expectations are met. Frey and Osterloh^[19] suggest that boosting monthly rewards would enhance employee performance as expected. In the same way that workers are incredibly driven to receive monthly incentives. Employee motivation is a result of organizational rewards. Other opinions that acknowledge the importance of creating a more enjoyable workplace inspired the worker. Employees are a vital component of any business, boosting the performance, they can be inspired by both monetary and non-monetary rewards.

3.3. Gained self-assurance

Everyone wants to see their efforts result in recognition. Workers become more and more assured of themselves and their skills if they are fairly compensated. Their level of performance consequently skyrockets. To put it plainly, the components of a comprehensive compensation plan are all the tools a company uses to entice workers with compensation, benefits, incentives, bonuses, and room for advancement chances like further training and professional development. This arrangement offers several benefits for companies, especially small ones where business owners and supervisors need to cultivate a good rapport with staff members on a personal level.

3.4. Employees insecure at work towards professional inferiority

The objective conditions of labor exploitation diverge, according to who both offer explanations for how the current system of insecurity persists. From the subjective assessments of employees^[20]. As Burawoy^[20] clarified, workers comply with their objective exploitation because they receive non-monetary benefits simply from having a job. Employees fail to consider how much less desirable their goal is circumstances. The objective and subjective are interdependent because they provide evidence for a system of exploitation, but their impacts on employees' self-perceptions are probably going to differ. Consequently, contract labor, which typically offers lower pay and fewer opportunities^[21], may not have the anticipated detrimental impact on life as self-reported contentment.

By taking this concept a step further, one can observe how young people with expectations of a future profession that surpasses the current goal requirement of a fixed-term agreement may not suffer negative consequences to their health. Previous studies have established the objectively worse conditions of fixed-term contracts in Germany: they are linked to lower incomes and occupational status^[22], higher risk of^[23-25] ensuing joblessness^[26] and an increased likelihood of staying in recurring temporary positions^[26,27]. Even so, youthful employees are more likely to experience unstable employment^[28], and they might come to terms with the fact that uncertainty is a necessary stage in their professional development. Employees who believe that working in a precarious environment can lead to better things; one may feel empowered in such a setting or, at not feel guilty about it, at least. Similar to what is explained by Burawoy^[20], employees receive benefits from their work that increase in value over time. Thus, the impact of subjective experiences and fears may not always align with the effects of insecure contractual status on overall well-being.

3.5. Psychology inferiority

As one ages, psychological well-being can rise education, consciousness, and extraversion all decline with neuroticism^[29]. It alludes to the way individuals assess their lives. These assessments could take the shape of cognitions or in the type of impact. Adolescents' inferiority complex issue is becoming more prevalent

frightening. The best time to carry the weight of inferiority complexes is during adolescence. An example of a psychological barrier that typically arises during puberty is the inferiority complex. The causes are multifaceted, and the consequences are detrimental to one's sense of value^[30]. Adolescents who suffer from inferiority complex or low self-esteem tend to engage in risky or negative behaviors individuals^[31]. Analysis, both theoretical and correlational, has produced shaky conclusions between low self-esteem and undesirable social consequences or high-risk actions such as substance misuse, hostility, and low academic performance^[32-34]. Values are essential for directing behavior, settling disputes, and providing instructions and steadiness in one's life^[35]. Ramos^[36] disclosed that although humanity sharing universal human values, but with each culture prioritizing particular values over others. It was hypothesized that there exists a positive correlation between teenage frustration and inferiority complex leading to aggressive, resigned, fixated, and regression reactions^[37]. Additionally, it was discovered that inferiority complex is significantly predicted by frustration^[38]. Hira^[35] demonstrated that the Autotelic group's inferiority sentiments were noticeably less than that of among undergraduate students in the non-autotelic group. As stated by Ukpong^[39] students who experience inferiority complexes find it difficult to participate in class. Gappi^[40] demonstrated that the students have the potential to be helped by themselves in moderation managed the challenges of daily life.

3.6. Effects of compensation towards professional inferiority

Workers today expect "more" from their jobs; they are not content to work for the money alone. This Benefits for employees are extra. Employee benefits, sometimes referred to as fringe benefits, are non-monetary type of payment given to employees in addition to their salary in order to improve their quality of life. Employee performance is not directly impacted by employee benefits in their entirety, but inadequate benefits do raise absenteeism and lower satisfaction levels among employee^[41]. Thus, you would need to meticulously plan your package of benefits. Each employee may receive a cell phone as part of your package, enabling them to offering them a day or two off each month, hosting a training session or seminar, and so forth. As though when choosing the benefits package, take into account. An expertly crafted plans for pay and benefits aid in luring, inspiring, and keeping talent within a company. A company or business/employee will profit from a well-designed compensation and benefits plan if some of the methods were followed. Employees would feel a sense of satisfaction and contentment in a company if they were provided with such good job benefits that will entirely compensate them for the services they provide throughout their job services^[42]. The requirements for motivation vary from person to person. Some of us are motivated by the desire to increase our financial standing, and as a result, we choose to work for the company that offers us a higher salary. Some people place a higher value on achievement than they do on financial gain; as a result, they would join businesses that offer more prospects for professional development, education, and advancement. There is a greater likelihood that employees will be encouraged to behave in the desired manner when a pay plan is designed to fit the demands of the employees. When worker's compensation is correctly managed, employees will have the motivation and fervor to show up for work on time rather than wasting time at home. This decreases the amount of absenteeism that occurs in the workplace. On the other hand, there are certain individuals who have a propensity to be idle while they are at work; yet, if they are treated well, they will continue to give value for it. If employees are not willing to work for any other organization as long as they are treated fairly and given benefits in a timely manner, then there will be a low turnover rate. The turnover rate of employees, on the other hand, will be quite low. Working in a workplace where employees will feel safe and secured can help and contribute to their work ethics, and professionalism. Though a competitive salary continues to be significant, the evidence suggests that having peace of mind at work is becoming a crucial element in both job satisfaction and employee retention^[43]. Contemporary employees strive for a harmonious combination of economic stability and general welfare. Organizations that acknowledge this change and

aggressively cater to the comprehensive needs of their employees are likely to flourish in a constantly changing work environment. Lastly, employees will aspire to use their efforts and obtain recognition as self-confidence increases. Workers become more and more assured of themselves and their skills if they are fairly compensated. Their performance level consequently soars. To put it plainly, the components of a comprehensive compensation plan are all the tools a company uses to entice workers with compensation, benefits, incentives, bonuses, and room for advancement chances like further training and professional development. This arrangement offers several benefits for companies, especially small ones where business owners and supervisors need to cultivate a good rapport on a personal level with staff members

4. Research design

The researchers utilized the method of qualitative and a study question is exploratory which aims to better understand a dilemma, qualitative research might be helpful to analyze the two variables which are the compensation insecurity to professional inferiority of the private school basic education teachers. These techniques enable the exploration of intricate social connections as well as the production of novel ideas. Additionally, qualitative research gives academics a more in-depth understanding of our participant's viewpoints and experiences.

4.1. Participants

In this study we researchers deliberately choose people who are qualified to offer substantial insights and information pertinent to the particular subject under inquiry. We choose participants coming from the different private schools in Zamboanga City. (6) Six teachers from the elementary department, (8) Eight teachers from the junior high school department, and (6) Six teachers from senior high school department. In total there are 9 teachers who are willing to be part of our study. Aside from their name as optional, department designated, and their age there are no other demographic information is provided about the population such as location, sex, and etc.

4.1.1. Population and sampling

The sampling technique used in this study is called the purposive sampling is a sampling approach in which the researcher uses his or her own judgment to pick people of the population to take part in the study. It is also referred to as judgmental, selective, or subjective sampling.

Purposive sampling strategies move away from any random form of sampling and are strategies to make sure that specific kinds of cases of those that could possibly be included are part of the final sample in the research study. The reasons for adopting a purposive strategy are based on the assumption that, given the aims and objectives of the study, specific kinds of people may hold different and important views about the ideas and issues at question and therefore need to be included in the sample^[44-46].

The non-probability sampling technique known as "purposeful sampling" is used when the researcher makes the decisions about which items to include in the sample. Researchers frequently think that by using excellent judgment and obtaining a representative sample, they may save time and money.

4.2. Instrument

The researchers will use interviews as a tool of data gathering. In lexical terms, an interview is a formal conversation between the interviewer and interviewee wherein the interviewer will ask the five questions that we had provided. There are two kinds of interview: structured interview and unstructured interview. Structured interview is also known as a formal interview. We researchers choose this structured interview for us to get the differ perception of our ten participants. In conducting this interview, we researchers will be writing down

the answers of our participants. **Table 1** will give the overview of the following questions that we are going to ask our participants.

Table 1. Instrument of study.

Objectives	Interview Questions	Participants	n
What is the compensation insecurity of the private school basic education teachers?	1. Are you fine with your compensation? 2. How do you perceive compensation on a private school? 3. Are you secured with your compensation?	1. three basic education departments 2. teachers from the elementary department, 3. from the junior high school department 4. from the senior high school department.	20
What is the profession inferiority of the private school basic education teachers?	4. How do you see yourself in a private school? 5. Why do you think there is a professional inferiority in a private school?		

4.3. Research procedure

In conducting the study, the researchers had to list down the teachers who came from three (3) different department which are Elementary, Junior High School, and Senior High School Department. To ensure the reliability of the interview questions, the researchers had to do the pilot testing on some of the respondents taking into note that the respondents who took part during the pilot testing will be excluded in the final interview. The selection of the respondents was done through sampling technique which refers to the process of selecting a group of people, events, or behavior with which to conduct a study^[47]. Furthermore, Polit, et al.^[48] confirm that in sampling a portion that represents the whole population is selected. In order to practice the data privacy act, and for proper interviewing of the respondents, a letter signed by the professor on the course subject was made and given to the respondents. Two days before the interview we already selected (9) nine teachers from our list to be our official respondents on this study. After the collection of the data needed, rest assured that whatever was discussed during the interview will be kept confidential and should be utilized for the study.

4.4.1. Data collection

According to Parahoo^[49], a research instrument is a tool used to collect data; an instrument is a tool designed to measure knowledge, attitude and skills. Data needed for the study was collected during the focus group discussion. Obtaining data from participants with different experience prevents information bias and thus increases credibility regarding the information. Through interviews will be conducted with the participants to gather rich and in-depth perceptions. The interviews will be audio-recorded, to ensure accuracy during the data analysis phase. A set of open-ended questions will be formulated to analyze the student's experiences. Questions will focus on the types of content they consume, the impact it has on their self-perception. The researchers will take note of everything the participants say during the interview. According to Holloway and Wheeler^[50], note taking is an important activity, but it might disturb the participants. To limit this, the researcher informed the participant that notes would be taken during the interview.

5. Results

Objective 1: Determine the compensation insecurity of the private school basic education teachers.

5.1. Question 1. Are you fine with your compensation?

5.1.1. Better compensation

Eleven (11) respondents in the 3 departments of basic education coming from the elementary, junior high school, and senior high school department answered no, which was defines as not fined with the compensation that they received from their respective schools. Indeed, one of the respondents who said no, added that the compensation he received does not match his effort and sacrifices he does towards his works and that they deserve better compensation for their teaching role, as their current compensation does not match their efforts, qualifications, and dedication. They compare their salaries to those in public schools and other professions with similar educational requirements, feeling underpaid. The author may advocate for higher wages as they believe they should be recognized and rewarded better for their important role in educating students. However, the current compensation is not enough to support their family and themselves, as they cannot finance their own needs. The author acknowledges that teaching is a demanding job, requiring time, effort, and dedication to provide quality education. Despite their efforts, the author is not satisfied with their current compensation, as they believe it does not meet their expectations.

“No, to be honest I believe I deserve better compensation: I think that my compensation does not match my efforts, qualifications, or the level of dedication I bring to my work. Sometimes I compare my salaries to those in public schools or other professions with similar educational requirements and feel that I am being underpaid. Personally, as a teachers may I advocate for higher wages based on my belief that I should be recognized and rewarded better for my important role in educating students.”

“No, because the compensation is not enough to support my family and even myself sometime, I cannot finance my own needs.”

“No, because as a teacher I give my hard work on doing my job so that my students can learn from me especially being a teacher is a though job because your teaching students and spending your time at school and doing a lot of paper works and other preparations of your specific lesson just to give the quality of education they deserved.”

“Unfortunately, I am not fine with my current compensation, because I know that I have exerted a lot of time, effort, and hard work into all of my works however, the current compensation that I am receiving does not meet that.”

5.1.2. Satisfied

Nine (9) respondents from private schools state that they are just fine with their compensation they got from their job. The private teacher is satisfied with their monthly compensation, which is adequate enough to feed their family and finance their graduate studies. They are single and have no dependents, indicating that their job is well-received based on their qualifications and job description. Having no dependents also indicates that the compensation they receive regardless of the job services they provide and execute is more than enough and satisfactorily pays off their hardworks.

“Yes! My job as a private teacher were compensated well, based on my job description and qualification as well such as I am having my master unit.”

“Yes! I am just fine with my compensation, actually the compensation I got every month was enough somehow, I can feed my family and at the same I finance my own graduate study, and I am still single and don't have any dependents.”

5.2. Question 2. How do you perceive compensation on a private school?

5.2.1. Workloads

Sixteen (16) respondents state that they perceive compensation in a private school as something that gives them the sense of satisfaction based on the workload of the teacher. As a private school teacher, they sometimes feel that they deserve higher compensation due to factors like overloaded workloads, qualifications, and the profession itself. However, the benefits they receive are small and based on the number of loads that they handle. Private school teachers receive higher compensation than those in the government sector, who receive more benefits and are paid higher. Additionally, expenses are not enough to sustain our daily expenses.

“For me as a private school I cannot deny the fact that sometimes I felt that we deserved a higher compensation because considering the factors of our profession such as our over loaded workloads, our qualifications as a teacher and our profession itself. Another thing is the benefits we received very small.”

“It will be based on how many loads you will be handling by that you will know how will you get paid. And being a private school teacher, your compensation is not the same for those who are teaching in a government sector of course they get paid higher than us and they have a lot of benefits that our government grantee them.”

5.2.2. Basis pay

Four (4) respondents state that aside from the basis of pay, the other is how much work you do. They also just compared between public schools and private schools, whereas in fact, if you're working in the government sector, of course you have to anticipate that you will receive compensation that is higher than the minimum and the same as the benefits you received. In addition to the basis pay, private school teachers receive compensation based on the number of loads they handle. They are not paid the same as those in the government sector, as salaries are based on hourly rates and not all the benefits they can receive. This disparity in compensation is particularly evident in the private sector.

“When it comes to expenses, it's not enough to sustain our day to day expensed and as you work on the private school aside from the basis pay you received your compensation depending on how many loads do you have.”

“It will be based on how many loads you will be handling by that you will know how will you get paid. And being a private basic education teacher, your compensation is not the same for those taught in a government sector.' Because your salaries will always be based on your hourly rates and not all the benefits you can prevail unlike in the government.”

5.3. Question 3. Are you secured with your compensation?

5.3.1. Not secured

Four (4) respondents said that they are totally not secure since we experience inflation, but their compensation is not increasing, and they cannot buy their personal needs since the purpose of having a job is to help, and you can buy your personal needs, but as a breadwinner, you state that all of the compensation goes to expenses, and it is not enough since there is still some money left after you pay when the date of the compensation comes.

“No definitely because this point in time we experience inflation crises. Everything goes higher specifically the fundamental need of the human.”

“I am not, sometimes our monthly compensation would not be enough to provide my own personal needs. As a breadwinner of my family, my compensation is not enough to meet our needs.”

5.3.2. Not that secured

Sixteen (16) respondents spoke honestly about their current financial situation, stating that they are not financially secure and are working 8 hours a month for PHP 10,500. They acknowledge that this is not enough to provide for their personal needs and that the inflation crisis is increasing the need for financial stability. They are looking for other resources to secure themselves financially and believe that private school salaries can serve as a stepping stone towards more secure compensation in the future. They acknowledge that their current compensation may not be enough to meet their personal needs, and as a breadwinner, they are not sure if their current compensation will be enough to meet their family's needs.

“To answer that question, I would be very honest to you. My compensation right is not going to make me rich nor satisfied at all. Working 8 hours from 8am to 5pm and being compensated with Php.10,500 a month definitely I would say I AM NOT SECURED AT ALL. However, I am still thankful where I am connected right now.”

“I may say that I am not that well secured that is why I am looking for other resources how can I secure myself financially.”

“Honestly no, but I believe this would be a stepping stone to a more secured compensation in the future. Although the salary in private schools is not really great for stable job seekers, I just get in the mind that all of these can be changed to experience and this can teach you lessons such as salary financial budgeting.”

Objective 2: Determine the professional inferiority of the private basic education teachers.

5.4. Question 4. How do you see yourself in a private school?

5.4.1. Very satisfied

Sixteen (16) of the respondents believe that private schools provide opportunities for professional growth and development because they give students access to specialized training, workshops, conferences, and resources. Teachers in private schools have the advantage of working directly with students in lower class sizes, which enables them to have more autonomy in their teaching methods and creative approaches. Private schools also have the advantage of having smaller class sizes. The opportunity to work at private schools is a pleasure since it provides educators with the knowledge and abilities necessary to address a wide range of difficulties. The autonomy and resources of the classroom are safeguarded, creating an environment in which teachers are able to effectively tackle a variety of responsibilities. The perspective that is taught in private schools is grounded in reality, despite the fact that there may be a variety of perspectives on life.

“Private schools often provide opportunities for professional growth and development. Personally, working for 2 years here in this institution I had access to specialized training, workshops, conferences, and resources that contribute to my continuous learning and career advancement. And I had the opportunity to work closely with my students in smaller class sizes. I had more autonomy in my teaching methods, allowing me to creative approaches to instruction.”

“To be a teacher in a private school has always the advantage of it and personally I see myself in a private school giving the opportunity to improve more my professional growth.”

“As a teacher’s perspective working in a private school is a privilege and can be boosted as in a preparation that equipped our knowledge and skills because we know private school can give us the opportunity to tackle many things. From the environment classroom autonomy and resources, that we can guarantee it. Although we have different views in life but for me this perspective base in reality.”

5.4.2. Satisfied

In spite of the limited prospects for advancement that are available in private schools, four (4) of the respondents have expressed their contentment with their current compensation, which is that of the minimum wage. Even though they are aware of the extensive knowledge that they have acquired through their experience, many believe that their wage is not sufficient to allow them to continue teaching in private schools. Despite the fact that they acknowledge that their pay is lower than that of their counterparts who are employed in public schools, they believe that they are dedicated, hardworking, and loyal to their employment. They have faith that the lessons they have learned will help them have a brighter future.

“I am still happy even I just compensate minimum wage a month. I am still thankful because this experience will lead me to a better future. Working in a private school quite not gives you the opportunities to evolved because of the compensation.”

“As a private school teacher, I can say that it gave a broad knowledge on how to handle classes but, I would say that I will not spend the rest of my days teaching in private since the salary is not really enough.”

“I see myself as someone who is hardworking, dedicated, and loyal to my job. However, due to the fact that I am working in a private school, my compensation is not high compared to the compensation that my friends are receiving from public schools.”

5.5. Question 5. Why do you think there is professional inferiority in a private school?

5.5.1. Evaluate their own

A total of eleven (11) participants said that they engaged in self-comparison as a means of assessing their personal value and social standing. This topic has elicited various perspectives from our respondents. Here are some notable responses that have provided us with valuable insights into the varied job-related inferiorities. Private school instructors frequently have a sense of inferiority as a result of their lower salary in comparison to public school teachers, which contributes to their feelings of inferiority. This sensation is intensified by contrasting one's salary with that of government employees, who enjoy more prospects and higher remuneration. Private schools also prefer to prioritize heads, as committed and proficient educators make a substantial contribution to kids' education. The level of professional competence in private schools is impacted by elements such as expertise, continuous professional growth, and dedication to the well-being of students. The intense competition for prestigious posts can result in feelings of inadequacy and demoralization, posing difficulties for private school educators in sustaining their professional proficiency and drive.

“For the compensation itself because here in private school we received lower salaries compared to the public-school teachers. That is why I felt inferior because of the compensation I've earned.”

“Given the fact that private school have lower salaries compared to the public one. Sometimes I felt inferiority when I saw the Facebook posts of my classmate their now in DepEd their salaries are enough to feed their families and their lives are secured already. Unlike me I still working on my dreams but I think this is normal to feel inferiority sometimes for you to get motivated and inspired.”

“For me, maybe because of low amount of salary they are receiving there is a professional inferiority, while in the government aside from you are receiving good salary you are also tenured. There are less opportunities given in a private school. If you are in a private school, there is a favoritism treatment by the heads. Because there are many dedicated and highly skilled educators working in a private school who make significant contribution to their students' education. Professional competence can be influence by a variety of

factors, including expertise, ongoing professional development, and commitment to students' well-being and learning.”

“Well, as a private school teacher we cannot really avoid that there is always be a competition to be on top. Yes, we are all hardworking, dedicated and loyal to our professions, however due to private school giving low compensation compared to public schools, teachers who work at public school would often feel supreme and superior as their compensation is high giving them the chance to mock those who have lower compensation.”

5.5.2. Years experiences

Nine (9) respondents state that the path to teacher compensation change is not easy, but there are new ideas about how to pay education workers, such as teachers on bases other than years of experience, education units, and degree. Private schools are often associated with higher social comparison, Humans often engaged in social comparison. Private school teachers often feel inferior due to personal rewards and years of service, as well as potential lower salaries compared to public school teachers. They may struggle to attract and retain highly-qualified teachers due to these factors. Parents may question their child's academic performance and credibility, leading to a professional inferiority in private schools. However, the perception of inferiority depends on individual experiences, leadership, and culture. In private schools, teachers have more autonomy and resources to upgrade the needs of their learners compared to public schools. Some teachers may also feel inferior if they perceive a lack of recognition compared to public schools. Overall, the perception of professional inferiority in private schools is influenced by individual experiences and expectations.

“Because personally school rewards them as if they are somehow better. And also, from the years of service they have worked in this institution. Aside from that private school teachers may face challenges in attracting and retaining high qualified teachers due to potentially lower salaries compared to the public-school teacher.”

“The length of service, the veteran ones as a neophyte, it's better to just listen than being sharer. It's better to be keen observer than being labeled as “pabibo”. Also, to consider the all-knowing parents, they will question on their child low academic performance, they will question your credibility. “There is a professional inferiority in private school because of low compensation and they are being determined by the students as “kame ang sumesweldo sa inyo.”

“For me it is dependent on individual experiences for some reasons they felt inferiority for their profession as a teacher because of some aspects like leadership, culture is involved here. The expectation but, reality speaking of teachers in private schools we have more autonomy and resources that we can upgrade the needs of our learners compared to the public school. In other ways some might feel inferiority if they perceive lack of recognition compared to the public school.”

6. Discussion

Objective 1: Determine the compensation insecurity of the private school basic education teachers.

Compensation processes are established on the basis of compensation philosophy and strategies. These processes consist of policies, strategies, guiding principles, structures, and procedures that are designed and overseen to ensure the provision and maintenance of suitable types and levels of pay, benefits, and other forms of compensation^[51]. This include the assessment of job worth, the creation and upkeep of compensation frameworks, the implementation of performance-based pay, recognition of competence and expertise, and the provision of employee perks. However, compensation administration encompasses more than just financial

remuneration. Additionally, it addresses non-monetary rewards that serve as internal or external incentives for employees to enhance their productivity^[51].

Robert Hoppock^[52] provided the initial description of job satisfaction, characterizing it as a combination of psychological, physiological, and environmental factors that result in an individual expressing contentment with their employment. Similar to our first aim, the majority of our respondents express dissatisfaction with their compensation.

“No, to be honest I believe I deserve better compensation: I think that my compensation does not match my efforts, qualifications, or the level of dedication I bring to my work. Sometimes I compare my salaries to those in public schools or other professions with similar educational requirements and feel that I am being underpaid. Personally, as a teacher may I advocate for higher wages based on my belief that I should be recognized and rewarded better for my important role in educating students.” The main difficulty in this approach is the job satisfaction as observed by the willingness of the employee towards their job, that is they are not really satisfied at all. Besides is not only the function of what a person receives but also what he feels should receive as there would be considerable difference in the actuals and expectations of persons with this idea aligned in the findings of Chavez^[53] that the Culture also plays a dominant role in society’s view of gender particularly in the field of education.

Training and courses for professional development of teachers are either expensive or the opportunities for the training are given to limited teachers in the public school system in the Philippines. Coming from this gap in teacher training, these educators are less satisfied with their personal growth in the profession as they are less confident in content and the latest trends in the educational practices^[54]. Their ability to finish their work will be hampered by an increased burden. Employee performance is significantly impacted by compensation. This indicates that since pay is determined by the number of years an individual has worked, it is a significant factor influencing performance. *“It will be based on how many loads you will be handling by that you will know how will you get paid. And being a private school teacher, your compensation is not the same for those who are teaching in a government sector of course they get paid higher than us and they have a lot of benefits that our government grantee them.”* And *“When it comes to expenses, it’s not enough to sustain our day to day expensed and as you work on the private school aside from the basis pay you received your compensation depending on how many loads do you have.”*

To support these claims utilizing the technique of contrasting the burden with the effective annual working hours. The workload is calculated by multiplying the volume of labor by the standard time. Munandar^[55] asserts that a job's burden is a requirement for employment. descriptions that have a deadline and must be finished. According to Achyana^[56], if the burden is influenced by two different elements: internal and external influences. External influences are those that originate from sources other than the employees themselves. These sources include of the activities carried out, both mental and physical. Although internal considerations play a role that originate inside among the staff members as a result of responses to outside workloads.

According to Werther and Davis^[57] and Wibowo^[58], in compensation, there is an intensive system that links compensation with employee performance. When employees are compensated, rewards are based on performance and not on seniority or the number of hours worked. In terms of the way it is given, compensation can be either direct compensation or indirect compensation. Direct compensation in the form of salary or pay for performance, such as incentives. Meanwhile, indirect compensation is in the form of benefits, security, and health insurance.

“For me as a private school I cannot deny the fact that sometimes I felt that we deserved a higher compensation because considering the factors of our profession such as our over loaded workloads, our qualifications as a teacher and our profession itself. Another thing is the benefits we received very small.”

Employees in both the private and public sectors are provided with a variety of compensation packages – salaries or hourly rates and benefits, which can include the provision of employer sponsored healthcare, employer contributions to a retirement plan, paid leave and other supplemental forms of compensation. The how and why of employee compensation between the public and private sectors has long been an issue of debate. Just like what she said *“being a private basic education teacher, your compensation is not the same for those taught in a government sector. Because your salaries will always be based on your hourly rates and not all the benefits you can prevail unlike in the government.”*

And with these implications most of our respondents give theirs inside when we asked them if they feel secure with their compensation they received from their workplace their answer is they are not secured at all. *“To answer that question, I would be very honest to you. My compensation right is not going to make me rich nor satisfied at all. Working 8 hours from 8am to 5pm and being compensated with Php.10,500 a month definitely I would say I AM NOT SECURED AT ALL. However, I am still thankful where I am connected right now.”* [Participant 1] *“No definitely because this point in time we experience inflation crises. Everything goes higher specifically the fundamental need of the human.”* [Participant 2] *“I may say that I am not that well secured that is why I am looking for other resources how can I secure myself financially.”* [Participant 4] *“Honestly no, but I believe this would be a stepping stone to a more secured compensation in the future. Although the salary in private schools is not really great for stable job seekers, I just get in the mind that all of these can be changed to experience and this can teach you lessons such as salary financial budgeting.”* [Participant 6] *“I am not, sometimes our monthly compensation would not be enough to provide my own personal needs. As a breadwinner of my family, my compensation is not enough to meet our needs.”* [Participant 9]

At the end compensation insecurity refers to the uncertainty and dissatisfaction that teachers may experience regarding their salary and benefits. Private school teachers often face lower salaries compared to the counterparts in public schools, which can lead to financial instability and a sense of undervaluation. This insecurity can have a significant impact on their motivation, job satisfaction, and overall well-being. After all we deserved the best of the best.

Objective 2: Determine the professional inferiority of the private school basic education teachers.

Originally, the term "compensation" described the situation in which a person makes a body organ that is malfunctioning function better than an organ that is functioning normally. Currently, it's becoming into a phenomenon where people become frustrated trying to achieve a goal or as a result of a physical limitation and attempt to make up for it with their abilities. Adler^[59] first extended the word compensation from physiology to psychology. Previous studies believed that everyone would make up for self- inferiority cause by insufficiency in reality imagination to overcome this inferiority. Due to the lower compensation offered by the private school compared to the government most of the teacher feel envy and that is one of reason why there is really a professional inferiority even though you put too much efforts and invest time towards yourself still the moment you see your friends or even someone from the government you will really feel inferiority. This idea is aligned to the findings of Chavez^[60] state respondents coming from public and private organizations or companies there should be more emphasis on women in the lowest income bracket. Just like what these respondents said *“For me, maybe because of the low amount of salary they are receiving there is a professional inferiority, while in the government aside from you are receiving good salary you are also tenured. There are*

less opportunities given in a private school. If you are in a private school, there is a favoritism treatment by the heads. Because there are many dedicated and highly skilled educators working in a private school who make significant contribution to their students' education. Professional competence can be influence by a variety of factors, including expertise, ongoing professional development, and commitment to students' well-being and learning." [Participant 8] . "Well, as a private school teacher we cannot really avoid that there is always be a competition to be on top. Yes, we are all hardworking, dedicated and loyal to our professions, however due to private school giving low compensation compared to public schools, teachers who work at public school would often feel supreme and superior as their compensation is high giving them the chance to mock those who have lower compensation." [Participant 9].

However, one respondent said that even he has low compensation and he considered it as a professional inferiority but, at the end he is still thankful for the job opportunities in addition to that he also said that it is okay to feel inferior because that is normal and for you to get motivated and inspired. Here is the exact thing he said. "Given the fact that private school have lower salaries compared to the public one. Sometimes I felt inferiority when I saw the Facebook posts of my classmate their now in DepEd their salaries are enough to feed their families and their lives are secured already. Unlike me I still working on my dreams "but I think this is normal to feel inferiority sometimes for you to get motivated and inspired." [Participant 2]

Another thing is that teachers in private schools feel inferior because of lack of recognition. "For me it is dependent on individual experiences for some reasons they felt inferiority for their profession as a teacher because of some aspects like leadership, culture is involved here. The expectation but, reality speaking of teachers in private schools we have more autonomy and resources that we can upgrade the needs of our learners compared to the public school. In other ways some might feel inferiority if they perceive lack of recognition compared to the public school." [Participant 6] "I am still happy even I just compensate minimum wage a month. I am still thankful because this experience will lead me to a better future. Working in a private school quite not gives you the opportunities to evolved because of the compensation." [Participant 2] Understanding Honneth's theory of recognition will help us analyze the formal requirements required for human actualization more precisely. Honneth^[61] contends that acknowledgment is a basic human need and that receiving acknowledgement from others is a prerequisite for self-actualization. Honneth^[61] offers a social philosophy that sees society as a group of interconnected actors who depend on mutual recognition, in contrast to Hobbes and Machiavelli, who saw society as a theater for individual power battles. Recognition only materializes reciprocally; it is neither an independent tendency nor a fragmented phenomenon.

These emotions could result from an actual or imagined shortfall in one or more areas of the individual's life. This could be a flaw or weakness that is psychological or physicals

7. Conclusion

The total of all perks that employees receive in return for their labor is known as compensation. Compensation management aims to retain quality employees and reduce turnover rate by offering a variety of benefits packages, such as salary, overtime pay, commissions, bonuses, and more^[62]. Simamora^[63] lists the following dimensions or indications of compensation: wages/salaries; incentive; allowance; and facility. According to Larasati^[63], compensation is the giving of employees' direct and indirect recompense in the form of cash or goods in exchange for their services rendered to the business. This is in line with Dessler's (2013) ruling, which claims that all forms of money made to employees constitute compensation because of the private school giving low compensation, their teachers felt professional inferiority towards themselves which allows them to lower their self-actualization. After the in-depth analysis we did through this research personally we figured out nowadays compensation is really matter for everyone because we are really deserved to be paid

high because we teachers are passionate enough to our students just to give them the quality of education they deserved. And for us also not to feel inferiority at all. Let's just always remember that it is okay to feel inferiority but, not every time let go out of our shelf and feel superior as long as we don't step down others and we are just doing best for our life and to the rest of humanity.

8. Recommendations

The present study can be seen as a progression in the field of speech analysis on the topics of compensation and professional inferiority. Nevertheless, it is important to exercise caution when interpreting the findings of this study due to the limited number of participants and the absence of personal details, such as age and years of service, in the results and discussion section. However, including this information would likely enhance our comprehension of the study's conclusions.

Subsequent researchers may do a more in-depth analysis of the variations in teacher satisfaction regarding salary, specifically in relation to age and years of service. Another factor that could potentially contribute to the study's findings is the use of a bigger sample size during its conduction. These factors could enhance comprehension of the analysis.

Conflict of interests

The authors declare no conflict of interest.

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