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DIMENSIONS ON WORK TASK MOTIVATION AMONG BARANGAY HEALTH WORKERS

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ABSTRACT
Work motivation is critical to employees' performance and effectiveness in any organization. Understanding and measuring work-task motivation among barangay health workers is essential to identifying factors contributing to their motivation levels. In this study, the researchers examined the work-task motivation dimension among barangay health workers through exploratory factor analysis (EFA) to gain insights into the factors influencing their motivation levels and identify strategies for improving their motivation and performance. The dimensions found in this study, which involved barangay health workers (BHWs), were critical to their role and work task motivation. Factors contributing to their motivation included career growth opportunities and benefits, professional development and social support, community service and fulfillment, empowerment of equality and fair treatment, a positive work environment and job satisfaction, and appreciation and recognition. In all factors mentioned based on their formative responses, a comprehensive assessment should be done in the Barangay Local Government Unit, even Local Government Units, to review the policies and programs that support the role and structure of Barangay Health Workers within the barangay level to increase their motivation in fulfilling their duties and responsibilities.

Keywords:
Barangay Health Workers (BHWs), Work Task Motivation, Community Service

INTRODUCTION
Barangay health workers play an essential role in Philippine society, particularly in rural areas, by providing front-line primary healthcare services. They provide essential services such as first aid, maternal and neonatal care, and child- and community-based treatments. According to Reyes et al. (2023), their work is essential to the Philippine government's strategy to improve healthcare and address the significant gaps in healthcare provision. Following the Primary Health Care Framework from 1978, the focus is on strengthening primary care networks at the community level, empowering individuals with health information, and training BHWs to promote self-sufficiency in health management, as Reyes et al. (2023) discussed.

However, the personal motivation, work environment, and current regulatory requirements can all have an impact on individual job performance (Ibo, 2019). And employing communication strategies is vital especially in the provision of healthcare as it leads to effective communication which is an important factor for achieving better health outcomes which Barangay Health Workers are considered as part of the health workforce of a country and with the emergence of technology by using online platforms for easier access to communication and for convenience (Camasin et. al., 2023). According to Altecin, et. al. (2023) in terms of its work-life balance, most of the BHWs lose time with their families and also, they experienced numerous challenges in performing their work, including inhospitable communities and various hazards and risks.

This study on barangay health workers illuminated key dimensions integral to their roles and work task motivation. While numerous studies on BHWs exist, underlying factors still influence their work environments and motivation as health volunteers within each barangay community.

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Objectives of the Study

This study aims to determine the intricate layers of work task motivations among Barangay Health Workers, aiming to divulge the underlying factors that drive their engagement and commitment to their roles. It seeks to explore the subtle dimensions of motivation within this context, shedding light on the complexities of their work experiences and aspirations. Additionally, the study endeavors to construct a comprehensive framework that catches the composite nature of these motivations, providing a structured representation of the various factors at play. Through this deep analysis, the research aims to offer valuable insights into the dynamics of motivation among Barangay Health Workers, informing strategies for enhancing their effectiveness and well-being in community healthcare.

METHODOLOGY

The research identified 150 barangay health workers from different barangays as research respondents. A 30-item questionnaire served as the study tool for data collection. The questionnaire and results were presented to the examiner so that the data items could be evaluated and validated.

The researchers determined the work-task motivation factors of the respondents using exploratory factor analysis (EFA). Then, determine the respondents' work-task motivation. The researchers used the Kaiser-Meyer-Olkin (KMO) test to determine the adequacy of the collected dataset for factor analysis and the correlation of the underlying factors. A KMO value greater than 1 signifies high correlations within samples, indicating their appropriateness for factor analysis. The researchers then tested the dataset's suitability for dimensionality reduction techniques using Bartlett's test of sphericity. The researchers then graphically represented the factor eigenvalues in descending order against the number of factors in a scree plot to determine the optimal number of factors to retain.

RESULTS AND DISCUSSION

This section encompasses the analysis and interpretation of the data. The chapter dives into the results and findings of the study, utilizing the statistical software SPSS, where the KMO and Barlett's Test are applied. The study involved 150 Barangay Health Workers from different Barangays in the country.

KMO and Barlett's Test

Table 1 presents the results of the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy and Barlett's Test of Sphericity, the KMO score of .814 signifies robust correlations within samples, indicating their appropriateness for factor analysis. Additionally, Bartlett's test of Sphericity resulted in a value of 2378.000 with a significance level below .000, affirming the sample's suitability for the study and validating the utilization of factor analysis as an appropriate approach.

Table 1. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.814
Bartlett's Test of Sphericity	Approx. Chi-Square	2378.000
	df	435
	Sig.	.000

Total Variance Explained. Table 2 presents the number of dimensions that extracted the initial eigenvalues associated with the specified dimensions, the percentage of total variance, and the cumulative percentage of each dimension. Seven (7) factors were obtained using the criterion factors.

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Table 2. Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.899	29.664	29.664	8.899	29.664	29.664	3.587	11.957	11.957
2	3.003	10.011	39.675	3.003	10.011	39.675	3.211	10.703	22.661
3	2.102	7.006	46.681	2.102	7.006	46.681	2.924	9.746	32.407
4	1.767	5.890	52.571	1.767	5.890	52.571	2.913	9.709	42.116
5	1.401	4.671	57.242	1.401	4.671	57.242	2.467	8.224	50.340
6	1.208	4.028	61.270	1.208	4.028	61.270	2.401	8.002	58.342
7	1.139	3.797	65.066	1.139	3.797	65.066	1.615	5.384	63.726
8	1.103	3.678	68.745	1.103	3.678	68.745	1.505	5.018	68.745
9	.949	3.164	71.909						
10	67.842	2.807	74.715						

Extraction Method: Principal Component Analysis.

To further support the results of the previous table, figure 1 presents the scree plots which displays the number of the factor versus its corresponding Eigenvalue. The scree plot shows that the first eight (8) factors account for most of the total variability in data (given by the Eigenvalues). The Eigenvalues for the first seven (7) factors as presented are all greater than 1.
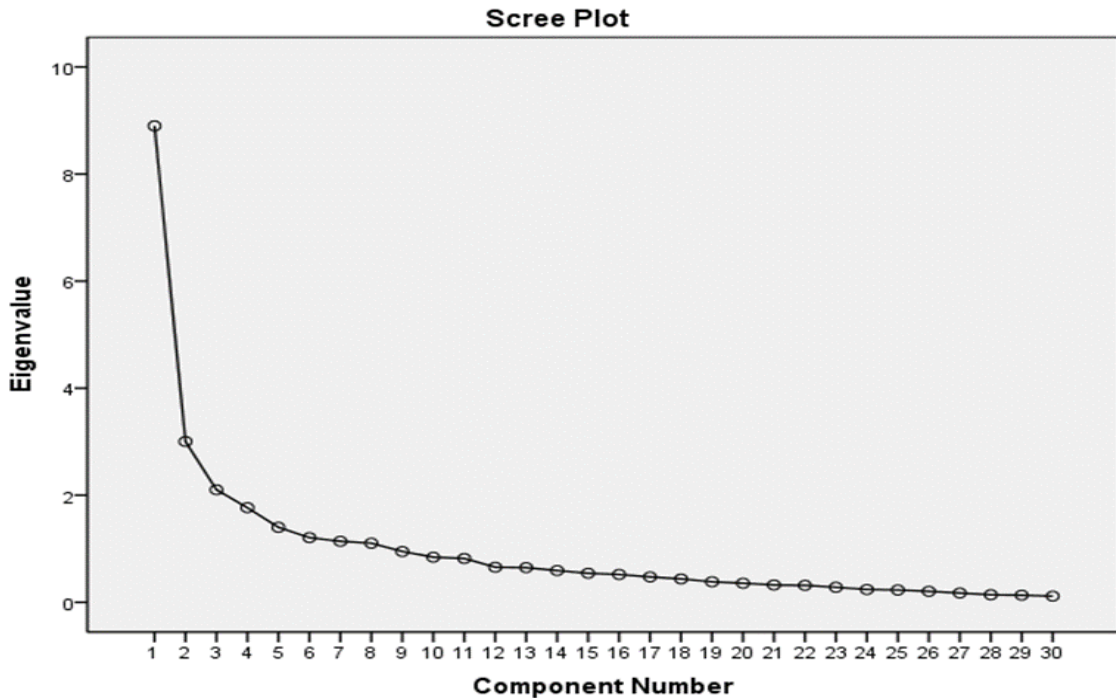

Figure No. 1. Graphical Explanation of Total Variance

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Rotated Components Matrix with the 29 attributes. As presented, twenty-nine (29) items are categorized into seven (7) dimensions, and as presented in the table there is one item not included in the categorization of the dimensions. These items that face validity issues and low commonalities are removed from the model. Only 29 items are considered in the categorization into four dimensions. This is supported by Hair et. al. (2010) who posited that items having no sense and not reflective of the factor can be removed from the model.

Rotated Component Matrix with group attributes. The 30 items in the questionnaire were subjected to the factor analysis component with varimax rotation or rotated component matrix, a statistical technique used to identify relatively small numbers of factors that can be used to represent the relationship among a set of interrelated variables (Norusis, 1990). Based on the technique seven (7) dimensions have been identified with their respective indicators. These dimensions are presented in tables and these correspond to the dimensions of work motivations among Barangay Health Workers.

Career Growth Opportunities and Benefits. This dimension encompasses six (6) elements derived from feedback provided by respondents, with one of these elements achieving the highest loading score of 0.745 it shows that a role as BHW is considered as a means of living for them. Next on this, a loading of 0.725 shows the benefits taken from the barangay in prioritizing the health and well-being of BHW. Third, a loading of 0.702 is the desired additional respect and recognition from the people in the barangay. Fourth, a loading of 0.648 desired additional benefits with free food from the Barangay. Fifth, a loading of 0.639 soft skills benefits received like attending training/seminar in the Barangay. Lastly, a loading of 0.52 can be a tool for Career Growth when entering the government as a politician. Moreover, the results show that BHW Career Growth Opportunities and benefits is one of the motivations of their tenure in service and confirming the notion that the employees' perceived organizational support promotes their higher emotional attachment to the organization according to, Zhu & Song (2022).

Table 3. Rotated Matrix with Grouped Attributes under Career Growth Opportunities and Benefits.

Item	Attributes	Loadings	Dimensions
27	My role as a Barangay Health Worker is not merely a temporary leisure, but rather as a means of living.	0.745	*Career Growth Opportunities and Benefits*
28	The barangay has primarily prioritized our health and well-being.	0.725	
22	Should be given additional respect and recognition from the people in the barangay.	0.702	
21	Given free food from the Barangay.	0.648	
26	I have undergone and participated in training/seminars in the Barangay to develop my skills as a BHW.	0.639	
20	This will serve as an entrance or tool to engage in government or political aspects.	0.52	

Professional Development and Social Support. This dimension consists of four (4) items derived from respondents' feedback. It serves as a critical motivator for work tasks among BHWs. The results of the two items with the highest loading score of 0.782 mean that BHW highly regarded social support as work task motivation. The final item underscores a minimum loading of 0.56 on the professional development dimension, specifically in understanding fundamental reproductive health practices for women, which needs to be seen as essential support to be provided.

However, social support from fellow BHWs boosts their motivation, and as shown in the study's results, there is a recognized necessity for continuous professional development through training and workshops. Adequate training enhances their competence in fulfilling their roles and responsibilities. To be competent, effective, and practical, BHWs must continually develop their skills and knowledge through participation in educational programs. Quitevis (2011) supported this idea, emphasizing the importance of BHWs attending additional training and seminars to improve their instructional capabilities and deliver critical healthcare services, ensuring they are well-equipped to serve their communities.

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Table 4. Rotated Matrix with Grouped Attributes under Professional Development and Social Support.

Item	Attributes	Loadings	Dimensions
5	I gained a lot of friends because of my work.	0.782	*Professional Development and Social Support*
2	I am happy to work with my fellow BHWs.	0.778	
4	I am happy and blessed to have been given a job.	0.71	
7	I have increased my knowledge and understanding of basic reproductive health practices for women.	0.535	

Community Service and Fulfillment. This dimension comprises five (5) items extracted from respondents' feedback, illustrating crucial work task motivations among BHWs. Among these, the foremost item attained the highest loading score of 0.693, indicating that respondents perceived the relevance and significance of their work within the community. Following this, with a loading of 0.611, they diligently fulfill their duties and responsibilities. Thirdly, with a loading of 0.6, they find fulfillment in life through assisting others. Additionally, with a loading of 0.545, serving as BHW aids in meeting families' financial needs. Lastly, with a loading of 0.512, they express satisfaction with the contributions made as BHWs.

Furthermore, results indicate that BHWs love their work of serving the community even though they expect nothing in return, which is supported by Rodriguez (2014), according to whom although classified as volunteers, BHWs deserve more support in exchange for their services to the local communities. The individual's engagement as a Barangay Health Worker (BHW) within their local community. It conveys how their role not only caters to the community's needs but also brings them personal fulfillment and satisfaction. Serving as BHW is depicted as significant and valuable, enriching both the community and the individual's sense of fulfillment and joy.

Table 5. Rotated Matrix with Grouped attributes under Community Service and Fulfillment.

Item	Attributes	Loadings	Dimensions
18	I have seen the relevance and importance of my work within the community	0.693	*Community Service and Fulfillment*
17	I Fulfill and actively perform my duties and responsibilities as Barangay Health Worker (BHW)	0.611	
12	Helping others as a BHW has brought fulfillment to my life.	0.6	
11	Being a BHW has helped support my family financially needs	0.545	
9	I'm glad for my contributions as a BHW	0.512	

Empowering Equality and Fair Treatment. This dimension is composed of five (5) items, which is seen by the respondents as one of the dimensions of work motivation on the BHWs. Having the highest loading score of 0.752 which indicates that the respondents are having equal treatment. Second, are given enough orientation to its tasks that constituted 0.658. BHWs are aspiring to be permanent or regular employees in the Barangay which constitutes 0.648 and its family supports them and motivates them that resulted 0.613 and lastly, the BHWs knew their purposes as health support workers in the Barangay with a loading of 0.505.

Barangay Health Workers must be empowered with equal and fair treatment because they are lead advocates in the community and need to be consulted as part of the improvement of the health services and programs in the Barangay level since they have the knowledge about the community's healthcare needs. This finding affirms with Gallegos et. al. (2023) that their involvement in the process can also promote community participation and empowerment as they are trusted members of the community for ensuring the sustainability of health programs and initiatives.

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Table 6. Rotated Matrix with Grouped Attributes under Empowering Equality and Fair Treatment**.**

Item	Attributes	Loadings	Dimensions
30	The Barangay has equal treatment for all Barangay Health Workers	0.752	*Empowering Equality and Fair Treatment*
10	Given enough orientation to me through the tasks	0.658	
24	Aspiring to be an permanent or regular employee as a Barangay Health Worker	0.648	
29	My family has given enough support and encouragement to me as a Barangay Health Worker	0.613	
23	I am sure of my purpose as a Barangay Health Worker	0.505	

Compensation and support. This dimension of Compensation and Support is supported by two (2) items with loading scores of 0.744 and 0.743. The highest loading score on this dimension is *"I will be happy with a small honorarium from the Barangay"*, followed by *'Got support from Barangay'* which contributes to a loading score of 0.743.

According to Abelardo et al. (2021), the Barangay Health Workers got compensation and allowances. They also received bonuses over the Christmas holiday. Many of them also stated that it does not matter how large or small their honorarium is; as long as they can serve their constituency, they are happy. Additionally, based on the House Bill No. 10699, section 8, an Act Providing for The Magna Carta of Barangay Health Workers it states that all BHWs who are actively and regularly performing 24 their duties shall be entitled to monthly honoraria

Table 7. Rotated Matrix with Grouped Attributes under Compensation and support.

Item	Attributes	Loadings	Dimensions
3	I will be happy with a small honorarium from the Barangay.	0.744	*Compensation and support*
6	Got support from barangay.	0.743	

Positive work environment and job satisfaction. As indicated in Table 8, Exploratory Factor Analysis (EFA) revealed the six dimensions and their corresponding loading coefficients. The item '*The BHW are directed or mandated to perform their duties'* obtained the highest loading coefficient of 0.898; followed by '*I like my job since the equipment is great, abundant, and the facilities are good'* obtained a loading coefficient of 0.822'. Lastly, with the minimum loading coefficient of 0.573 that indicates that '*I am happy with the opportunity given by the Government'.* This is further supported by Anggi (2015), that the work environment is a place where employees do activities every day. A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can affect employees' emotions. If the employee likes the work environment in which he/she works, then the employee will feel comfortable at work, doing his activities so that working time is used effectively. Productivity will be high and automatically employee performance will be high.

Additionally, according to *Robbins (2006)*, job satisfaction is an individual's general attitude towards his job. According, *Gibson, Ivancevich,and Donnely (2010)*, job satisfaction is someone's attitude toward their service, that attitude comes from their perception of their work. On the other hand, George and Jones (2007) state that job satisfaction is a collection of feelings, beliefs, and thoughts about how a person responds to his work. Lastly, *(Donni, 2016)*, job satisfaction is a collection of employees' feelings towards their work, whether they like/dislike/dislike/dislike as a result of employee interactions with the work environment or as a perception of mental attitude, as well as the results of employee evaluations of their work. Employees' feelings about work reflect their attitudes and behavior at work.

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Table 8. Rotated Matrix with Grouped Attributes under Positive work environment and job satisfaction.

Item	Attributes	Loadings	Dimensions
19	The BHW are directed or mandated to perform their duties	0.898	*Positive work environment and job satisfaction*
25	I like my job since the equipment is great, abundant, and the facilities are good.	0.822	
8	I am happy with the opportunity given by the Government	0.573	

Appreciation and recognition. As signified in table 9, Exploratory Factor Analysis (EFA) revealed the last dimensions with the following indicators:' *The job as a BHW is not difficult'* with the highest loading coefficient of 0.807; *I would be grateful if there were awards or recognition for my efforts* with loading coefficient of 0.585.

According to (*Mussie et al; 2013; Allen and Helms, 2002*) revealed that it is imperative for employers to research regularly on expressing an appreciation to encourage the behavior of employees to reach strategic goals. Studies in Malaysia, Canada, Finland, and North America confirmed that IT companies globally have been perceived as having a high employee turnover rate (*Nurul et al, 2014; Tham et al., 2008; Westlund& Hannon, 2008*). Based on the exploration among Canadian employees, the study revealed what Canadian employees are looking for in a job, though getting good pay, job security and benefits are an important area of the package deal, but are not along with the set of what these employees were expecting. In order word, the study substantiated that the Canadian personnel create a higher worth of being treated with respect, doing interesting work, a feeling of fulfillment and good communication among co-workers (*Sia, 2012; Finders & Keepers - Recruiting and Retention Strategies, 2003*).

Table 9. Rotated Matrix with Grouped *(Factor 7)* Attributes under Appreciation and recognition.

Item	Attributes	Loadings	Dimensions
14	The job as a BHW is not difficult.	0.807	*Appreciation and recognition*
13	I would be grateful if there were awards or recognition for my efforts.	0.585	

STUDY FRAMEWORK

Presented in figure 2 is the framework developed based on the findings. Researchers found that the dimensions on work task motivation among BHWs are (1) Career Growth Opportunities and benefits, (2) professional development and social support, (3) community service and fulfillment, (4) empowering equality and fair treatment, (5) compensation and support, (6) positive work environment and job satisfaction, (7) appreciation and recognition.

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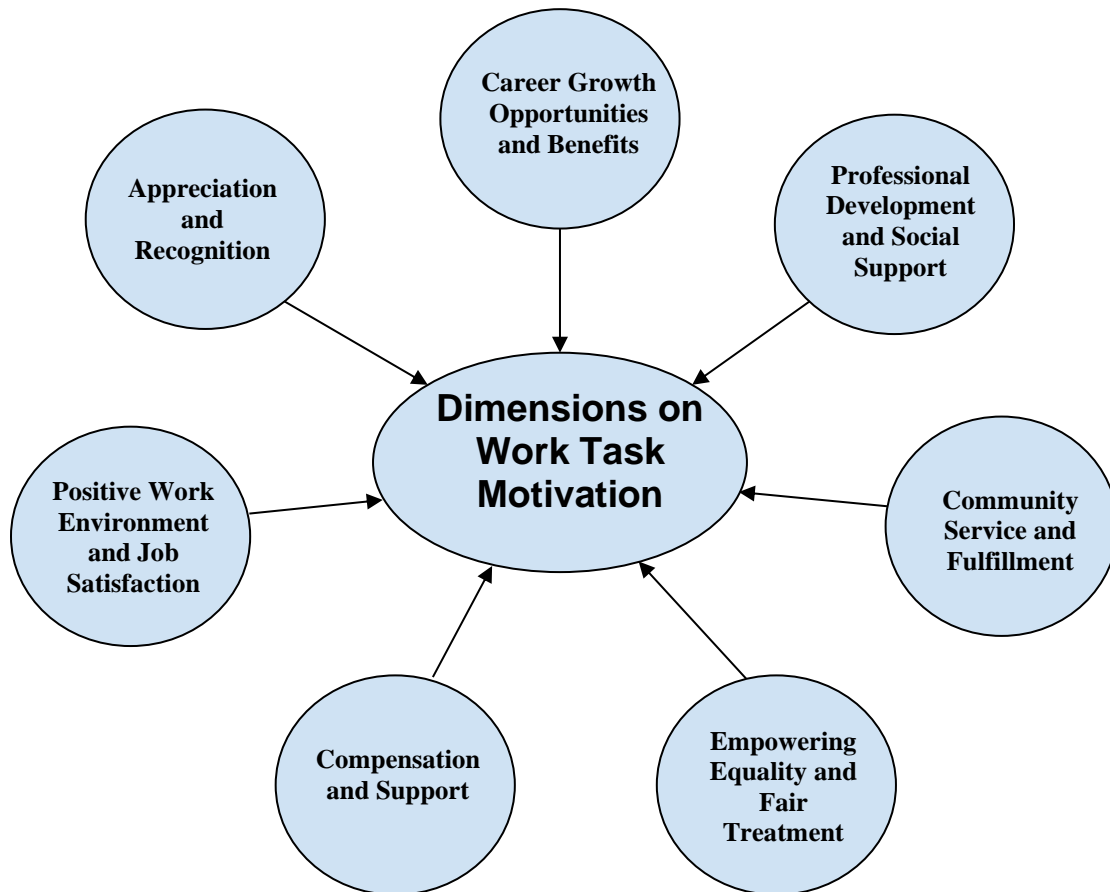## International Journal of Engineering Technology Research & Management

Figure No. 2. Framework on the Dimensions on Work Task Motivation among BHW

Summary and Conclusion

Based on the findings and presentation of the data, the researchers have concluded that work-task motivation among barangay health workers identifies seven (7) dimensions these are *Commitment and Benefits, Professional Development and Social Support, Community Service and Fulfillment, Empowering Equality and Fair Treatment, Compensation and Support, Positive Work Environment and Job Satisfaction,* and lastly *the Appreciation and Recognition.* Through this study, the researchers conclude that multiple factors can still contribute to the work-task motivation of barangay health workers. However, when compared to other items and factors, some attributes, such as training, resources, professional development, recognition, and guidance, have varying degrees of significance. These attributes could potentially contribute significantly to low motivation among Barangay Health Workers, with a significance level of approximately 0.05 based on the data.

Recommendation

The researchers recommend first that implementing agencies such as the Local Government Units or Health Office/Centers outline a concise plan for investigating work task motivation among barangay health workers, avoiding unnecessary dynamics and multiple role designations that do not compensate them. Secondly, barangay local government units, or BLGUs, and other agencies involved in monitoring the BHWs should review the current structure and role of barangay health workers to determine if they desire continuous professional development and compensation that will make them more committed to their duties and responsibilities. Despite having strong social support and commitment as volunteers for the barangay, providing them with recognition and adequate skills and knowledge can empower them and increase their working motivation.

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