

TEACHERS SATISFACTION AND RETENTION, KEY INFLUENCING FACTORS: AN ASSESSMENT

ABSTRACT

AUTHORS

John Arnel Busico
Ma. Angelika Discaya
Jamaica Faith Madeja
Allyza Pacatang
Eloisa Mae Peusca

RESEARCH ADVISER

Bryan T. Tubao

AFFILIATION

Bestlink College of the
Philippines

DISCIPLINE

Education

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Teacher satisfaction and retention are critical in sustaining educational quality in higher education institutions. This study assesses the key factors influencing teacher satisfaction and retention at Bestlink College of the Philippines (BCP), focusing on compensation, workload, institutional support, work environment, student behavior, and opportunities for professional development. A quantitative-descriptive research design was employed. A total of 30 teaching personnel from the BCP Quezon City branch were selected using purposive sampling. Data were gathered through a structured survey questionnaire that assessed satisfaction levels across the identified factors. Statistical tools such as frequency, percentage, weighted mean, ANOVA, and t-test were used to analyze the responses and determine variations based on demographic variables. The results showed that teachers were generally satisfied with their workload, institutional support, work environment, and student behavior. Moderate satisfaction was observed in areas related to compensation and professional development, indicating potential areas for enhancement. Significant differences in satisfaction were noted based on age, years of service, and educational attainment, whereas gender showed no significant effect. The findings highlighted generational differences in priorities—younger teachers emphasized career advancement and development opportunities, while older faculty valued stability and work-life balance. Positive student behavior and a collaborative work culture emerged as strong factors for teacher retention. The study recommends enhancing compensation packages and providing more robust professional development programs to further improve teacher satisfaction and reduce turnover rates.

RECOMMENDED CITATION

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