



**PUBLIC SERVICE MOTIVATION LEVEL
OF BACHELOR IN PUBLIC
ADMINISTRATION STUDENTS,
PAMANTASAN NG LUNGSOD NG
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RESEARCHERS

CATHERINE T. DE GUZMAN

MARLOU A. PARRO

GERONIMO DC. MAGALLANES



INTRODUCTION

This study is anchored in the belief of Public Administration scholars and practitioners that public service is a special calling. The present study aimed to determine the level of public service motivation of Bachelor in Public Administration students of the Pamantasan ng Lungsod ng Marikina, Marikina City who are expected to be the next batch of public servants. The study used the descriptive method of research using Public Service Motivation Inventory Scale developed by James L. Perry (1996), to identify the level and type of individual student's public service motivation in pursuing a career in public administration.



A total of 110 junior Public Administration students were respondents in this study. The following findings were generated: Based on the three analytically distinct categories of motives (rational, -norm- based, and affective) the 6 Public Service Motivation (PSM) Constructs (attraction to public policy making, commitment to public interest, civic duty, social justice compassion, and self-sacrifice), were categorized. Three public service motivations were reported by the student-respondents to be the major motives in enrolling Bachelor in Public Administration, namely: attraction to public policy making (rational motive), commitment to the public interest and civic duty (normative), and self-sacrifice (affective).



However, social justice categorized under normative foundation of public service and compassion categorized as affective also associated with public service were reported by the respondents as less important in considering their enrolment in the program.



STATEMENT OF THE PROBLEM

1. What is the level of public service motivation of the junior Bachelor of Arts in Public Administration students?
2. What public service motivation dimension are possessed by the BA in Public Administration?
3. What intervention programs can be adopted to enhance the public service motivation level of the junior Bachelor of Arts in Public Administration students?



METHODOLOGY

- Research Design

the researcher employed the descriptive research method which is the appropriate approach in describing the current state of public service motivation of the respondents. The population of the study included a total of 110 junior Bachelor of arts in Public Administration students in the Pamantasan ng Lungsod ng Marikina. These students respondents were the first batch of students who were enlisted under the Public Administration program. For a purpose of having consistent and uniformity in determining the academic performance, those who were included in the study are those graduates who were admitted in the university from the beginning of the offering of the program and whose grades were grades were complete.



○ Data Gathering Procedure

The researchers wrote a letter to the college dean requesting permission to float the questionnaire to the student respondents. Upon the approval of the request, the researchers proceeded to the classroom to distribute the research questionnaire among the students. Only those students who are willing to participate in the research were given the questionnaire . The research instruments were retrieved right away as soon as the students finished answering the documents.



RESULTS AND DISCUSSION

The primary posed in this study is to determine the level of public service motivation of the Bachelor of Public Administration students. As future public servants, there is a need to prepare and equip these student with values and need that are compatible with the public service motivation.

Table 1 showed the level of public service motivation of the junior Bachelor of Arts in Public Administration student-respondents based on the 6 dimensions. The average mean of students' public service motivation is 2.97 which can be interpreted as moderately high.



TABLE 1
MEAN SCORE OF STUDENT'S LEVEL OF PUBLIC
SERVICE MOTIVATION

| Dimensions | Mean |
|---------------------------------------|------|
| 1. Attraction to Public Policy Making | 3.13 |
| 2. Commitment to Public Interest | 2.97 |
| 3. Social Justice | 2.92 |
| 4. Civic Duty | 3.16 |
| 5. Compassion | 2.51 |
| 6. Self Sacrifice | 3.16 |
| Average | 2.97 |



It can be gleaned from the given data that the student – respondents are aligned to the degree program they are taking. They still have one more year to prepare themselves prior to totally integrating themselves to the government service. One more year in college and a semester's on – the – job training may improve their mean average in each dimension.



TABLE 2
MEAN SCORES OF PUBLIC STUDENTS ON THE
DIMENSION ATTRACTION TO POLICY MAKING

| Indicators | Mean |
|--|------|
| 1. Politics is a dirty word. | 2.76 |
| 2. I respect public officials who can turn a good idea into law. | 3.64 |
| 3. Ethical behavior of public officials is as important as competence. | 3.44 |
| 4. The give and take of public policy making doesn't appeal to me. | 2.71 |
| 5. I don't care much for politicians. | 3.12 |
| Average | 3.13 |



As shown in Table 2, attraction to public policy making registered an average of 3.13 which may be interpreted as high.



TABLE 3

MEAN SCORES OF PUBLIC ADMINISTRATION
STUDENTS ON THE DIMENSION COMMITMENT TO
PUBLIC INTEREST

| Indicators | Mean |
|---|------|
| 1. People may talk about public interest, but they are really concerned only about their self – interest. | 1.87 |
| 2. It is hard for me to get intensely interested in what is going in my community. | 2.33 |
| 3. I unselfishly contribute to my community. | 2.81 |
| 4. Meaningful public service is very important to me. | 3.75 |
| 5. I would prefer seeing public officials to do what is best for the whole community even if it harmed my interest. | 3.27 |
| 6. An official's obligation to the public should always come before loyalty to superiors. | 3.19 |
| 7. I consider public service my civic duty. | 3.26 |
| Average | 2.97 |



Table 3 in the next page showed the mean score of the respondents on the dimension 'Commitment to Public Interest'. The mean average in this dimension is 2.97 which may be interpreted as moderately high.



TABLE 4
MEAN SCORES OF PUBLIC ADMINISTRATION
STUDENTS ON DIMENSION SOCIAL JUSTICE

| Indicators | Mean |
|--|------|
| 1. I believe that there are many public causes worth championing. | 3.12 |
| 2. I do not believe that government can do much to make society fairer. | 2.53 |
| 3. If any group does not share in the prosperity of our society, then we are all worse off. | 2.81 |
| 4. I am willing to use every ounce of my energy to make the world a more just place. | 3.18 |
| 5. I am not afraid to go to bat for the rights of others even if it means I will be ridiculed. | 2.97 |
| Average | 2.92 |



Table 4 summarizes the mean scores of indicators of the dimension under social justice. The over – all mean under this dimension is 2.92 which is interpreted verbally as moderately high.



TABLE 5

MEAN SCORES OF PUBLIC ADMINISTRATION STUDENTS
ON THE DIMENSION

| Indicators | Mean |
|--|------|
| 1. When public officials take an oath of office, I believe they accept obligations not expected of other citizens. | 2.89 |
| 2. I am willing to go great lengths to fulfill my obligations to my country. | 3.33 |
| 3. Public service is one of the highest forms of citizenship. | 3.58 |
| 4. I believe everyone has a moral commitment to civic affairs no matter how busy they are. | 3.25 |
| 5. I have an obligation to look after those less well off. | 2.91 |
| 6. To me the phrase "duty, honor, and country" stirs deeply felt emotion. | 3.01 |
| 7. It is my responsibility to help solve problems arising from interdependencies among people. | 3.21 |
| Average | 3.16 |



Table 5 is a summary of the respondent's mean score on the civic duty dimension. The over – all mean is high at 3.16 an interesting finding is the perceived idea of the respondents that official obligation are not only meant for the public officials who are sworn into office. It can be construed that the respondents are one in believing that once you are a public servant, like can elective official who are sworn to office, one has inherent obligation to perform for public good. That is, no matter who you are (elected or otherwise), for as long as you are employed in the government or public office you are bound to perform your obligation to the people.



TABLE 6

MEAN SCORES OF PUBLIC ADMINISTRATION STUDENTS ON
THE DIMENSION COMPASSION

| Indicators | Mean |
|---|------|
| 1. I am rarely moved by the plight of the underprivileged. | 2.66 |
| 2. Most social programs are too vital to do without. | 2.17 |
| 3. It is difficult for me to contain my feelings when I see people in distress. | 2.91 |
| 4. To me, patriotism includes seeing to the welfare of others. | 3.25 |
| 5. I seldom think about the welfare of people whom I don't know personally. | 2.24 |
| 6. I am often reminded by daily events about how dependent we are on one another. | 3.03 |
| 7. I have little compassion for people in need who are unwilling to take the first step to help them. | 2.09 |
| 8. There are few public programs that I wholeheartedly support. | 1.77 |
| Average | 2.51 |



Table 6 summarizes the mean scores on the dimension compassion. The over – all mean score under this dimension is 2.51. Though, interpreted verbally as moderately high.



TABLE 7

MEAN SCORES OF PUBLIC ADMINISTRATION STUDENTS ON
THE DIMENSION SELF SACRIFICE

| Indicators | Mean |
|---|------|
| 1. Making a difference in society means more to me than personal achievements. | 3.12 |
| 2. I believe in putting duty first before self. | 3.34 |
| 3. Doing well financially is definitely more important to me than doing good deeds. | 2.58 |
| 4. Much of what I do is for a cause bigger than myself. | 3.14 |
| 5. Serving citizens would give me a good feeling even if no one paid me for it. | 3.57 |
| 6. I feel people should give back to society more than they get from it. | 3.20 |
| 7. I am one of those rare people who would risk personal loss to help someone else. | 3.14 |
| 8. I am prepared to make enormous sacrifices for the good of the society. | 3.23 |
| Average | 3.16 |



Table 7 summarizes the mean scores of the dimension – self sacrifice. It gained an over – all mean of 3.16, interpreted as high.



In concluding, it can be said that the general public service motivation level of the junior Bachelor of Arts in Public Administration students are moderately high. But the students also gained high average in attraction to public policy making, civic duty, and self sacrifice. Of the six dimensions in the public service motivation, the student – respondents scored moderately high in commitment to public interest, social justice and compassion. These dimensions can be strengthened with the remaining semesters in their college days prior to graduation. So that it is highly recommended that before the respondents graduate from the degree they are pursuing, similar questionnaire be administered to ascertain their level of commitment in the public service.



THANK YOU !!!

