



Republic of the Philippines
Department of Environment and Natural Resources
Visayas Avenue, Diliman, Quezon City, 1100
Tel. Nos. (632) 8 929-66-26 to 29 · (632) 8 929-62-52
Website: <http://www.denr.gov.ph> / Email: web@denrgov.ph

ADVISORY

FOR/TO : **Participants of the Focus Group Discussions (FGD) on Employee Engagement among DENR Central Office Employees (Pursuant to DENR Special Order No. 2023-159)**

FROM : **The Director**
Strategy Management and Organizational Transformation

SUBJECT : **ADVISORY ON THE CONDUCT OF THE FOCUS GROUP DISCUSSION (FGD) ON EMPLOYEE ENGAGEMENT AMONG DENR CENTRAL OFFICE EMPLOYEES ON 6-8 JUNE 2023**

This pertains to the conduct of the focus group discussion on 6-8 June 2023 at the Conference Room C, Air Quality Management Training Center, Environmental Management Bureau (EMB) Central Office.

Please be guided with the following information:

1. The schedule and participants of the focus group discussions shall be as follows:

June 6, 2023

Time	Office	Name
10:00 AM - 12:00 NN	PPS-PSD	Salvador, Nehemiah Leo Carlo
	LAS-IAD	Rodriguez, Maureen Kris
	AS-GSD	Acabal, Jonathan, Abelada
	KISS-ISD	Cezar, Ma. Angelica Yumol
	CCS-CCITSD	Santiago, Carl Louie S.
	SMOTO-CDD	Sarte, Carlo Alfonso Alma Jose
	OD-IAS	Pagkatipunan, Catherine, Cruz
	OUSCCOS	Sarian, Andrea Ana, Palmiano
	PPS-PPD	Villas, Roseanne Cervantes
	SMCRD	Clamosa Liberty C.
	AS-GSD	Bancifra, Jeffrey

1:00 PM- 3:00 PM	HRDS-TDD	Rosete, Audrey Telan
	FMS-BD	Cayabyab, Benjamin, Padlan
	FASPS-PAMD	Javier, Vicente Jr. Pascual
	SMOTO-CDD	Amores, Arlene Aguilar
	CCS-CCITSD	Flores, Jennifer, De Leon

June 7, 2023

Time	Office	Name
10:00 AM - 12:00 NN	CCITSD-CCS	Abad, Rolando Jr.,
	OUFOLVE	Flaviano, Farida
	SMCRD	Cabantud, Robelyn, Ceballo
	LAS-IAD	Pablo, Leo Syed, R.
	FASPS-PMED	Romena, Maritess, Pabilona
	BD-FMS	Tuason, Jethro Menorca
	PPD-PPS	Bautista, Joseph Casaol
	MBCO	Maale, Raquel
1:00 PM- 3:00 PM	HRDS-TDD	Latoja, Shirley, Cortado
	SCIS-OUSCCOS	Pajarillo, Kerby Manguilin
	AS-GSD	Vivar, Anastacio, Marcos
	LAS-LCPMD	Paje, Gino Leocadio, Saldajeno
	OASECSWMLGUC	Carino, Evelyn Fernandez
	OAD-IAS	Puerta, Emmylou Serrano
	SMOTO-CDD	De Guzman, Liren
	KISS-ISD	Luminog, Nasser Lawrence B.

June 8, 2023

Time	Office	Name
	FMS-AD	Nilo, Ronald Baon
	SMOTO-CDD	Madi, Jean U.

10:00 AM - 12:00 NN	OUSCCOS	Marcellana, Laila D.
	KISS-ISD	Estefanio, Enielbert Esmedia
	AS-PSMD	Quezada, Milanny, Mauricio
	HRDS-TDD	Fajardo, Carlo Cruz
	LAS-CCD	Princillo, Rachel Bersamin
	FASPS-PAMD	Castilla, Susan, F.
1:00 PM- 3:00 PM	KISS-NIMD	Vigil, Ronnel B.
	SMCRD	Flores, Jose Ernestina
	FMS-BD	Samillano, Elvira Fungo
	AS-PSMD	Ramos, Lamberto S.
	FASPS-PMED	Carbon, Rolando Bongolan
	OASECHRSCSI	Dionisio, Alsidney Pitallano
	ELEPS	Griarte, Maria Lourdes Olay
	SCIS-PID	Lumagbas, Jasper, Loberiano

2. Kindly arrive at the venue at least fifteen (15) minutes before your assigned schedule.
3. Wear your ARTA ID.

For queries/concerns, you may email the Career Development Division, Strategy Management and Organizational Transformation Office at hrds.cdd@denr.gov.ph or contact the research team at 8927-9107, IP Phone Trunkline No. 8249-367 or 8248-3367, local 1063 to 1064.

For your information and compliance.

MARIE ANGELIQUE C. GO



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SPECIAL ORDER
No. 2023 - 159

APR 20 2023

SUBJECT : AUTHORIZING THE CONDUCT OF THE RESEARCH TITLED "BASELINE DATA ON THE EMPLOYEE ENGAGEMENT LEVELS OF DENR CENTRAL OFFICE EMPLOYEES: A BASIS FOR AN EMPLOYEE ENGAGEMENT ACTION PLAN"

In the interest of the service and as part of the ongoing organizational transformation in the Department, the Human Resource Development Service continues to be adaptive and receptive to the needs of the employees. In line with this, a research shall be conducted to gather baseline data on the engagement levels of DENR Central office employees. The result of the said research shall serve as a basis for future policies and programs that will foster engagement in the Department for excellent public service delivery.

The conduct of the following activities is hereby authorized:

Activity	Date	Participants	Venue
Quantitative Survey (DENR Employee Engagement Survey (DEES))	May 2- 12, 2023	DENR Central Office rank-and-file employees	DENR Central Office
Qualitative Interviews (Focus Group Discussion and KIIs)	May 22-June 16, 2023		

Respondents of the above-mentioned research shall be randomly selected and notified through an advisory prior to the survey administration for proper briefing.

The attendance of the selected employees shall be on official time.

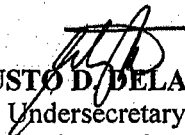
The Career Development Division shall take the lead in the preparation of the overall activity.

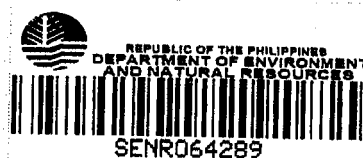
The Director for Strategy Management and Organizational Transformation is authorized to amend and/or re-schedule the activity in case of conflict with the Department's other programs.

A report shall be submitted to the undersigned fifteen (15) days after the completion of the activity.

All expenses to be incurred in the conduct of the abovementioned activity and other allowable incidental expenses shall be charged against DENR funds, subject to the usual accounting and auditing rules and regulations.

This Order takes effect on the date specified unless otherwise reset to another date.

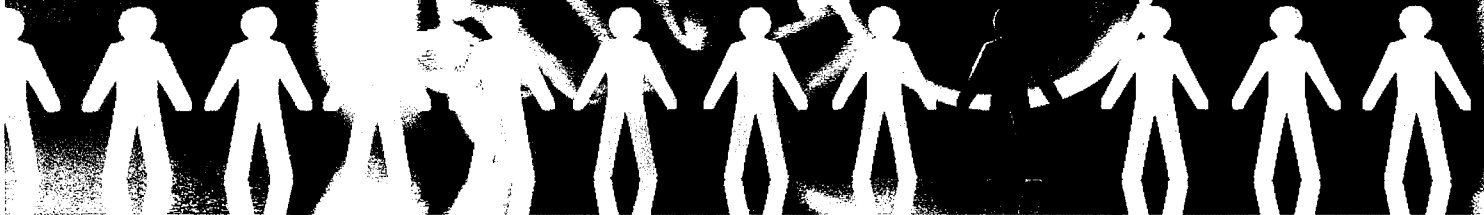

AUGUSTO D. DELA PEÑA
Undersecretary
Organizational Transformation and
Human Resources





EMPLOYEE ENGAGEMENT SURVEY RESULTS IN THE DENR CENTRAL OFFICE

Research and Policy Section-Career Development Division



DENR POPULATION

569 (100%)

Rank-and File Employees

Represents the total no. of permanent employees in the DENR Central Office.

231 (40%)

Survey Respondents

Represents the generated sample size with a confidence level of 95% and a marginal error of 0.05.

OBJECTIVE OF THE SURVEY

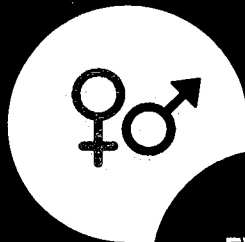


The DEES shall be administered in order to gather baseline data on the engagement levels of permanent rank-and-file employees from the DENR CO.

SURVEY RESPONDENTS

GENDER DISTRIBUTION

Majority of the respondents are female (58%).



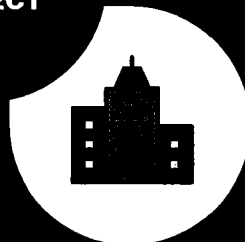
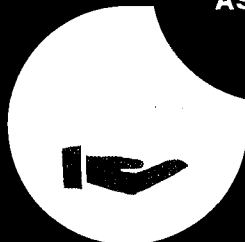
AGE DISTRIBUTION

Majority of the respondents are 25-40 years old.

EVERY
ASPECT

LENGTH IN SERVICE

Majority of the respondents have 1 to 5 years government service.



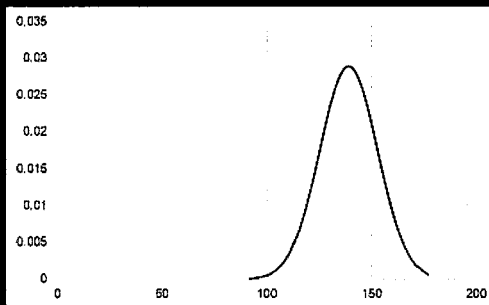
OFFICE DISTRIBUTION

All DENR Services have been represented during the survey.

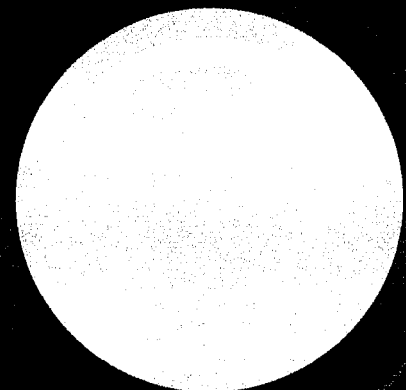
NORMING

Mean	138.9393939
Standard Error	0.908428769
Median	140
Mode	141
Standard Deviation	13.80692194
Range	85
Minimum	92
Maximum	177
Sum	32095
Count	231
Confidence Level (95.0%)	1.789906068

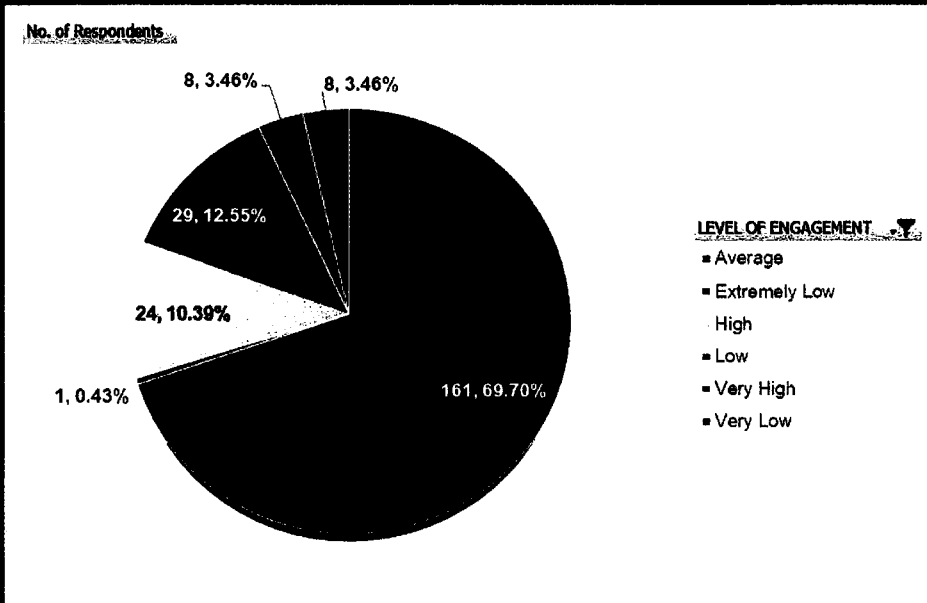
Extremely Low	85-98
Very Low	99-111
Low	112-125
Average	126-152
High	153-165
Very High	166-180



SURVEY RESULTS



OVERALL ENGAGEMENT LEVELS

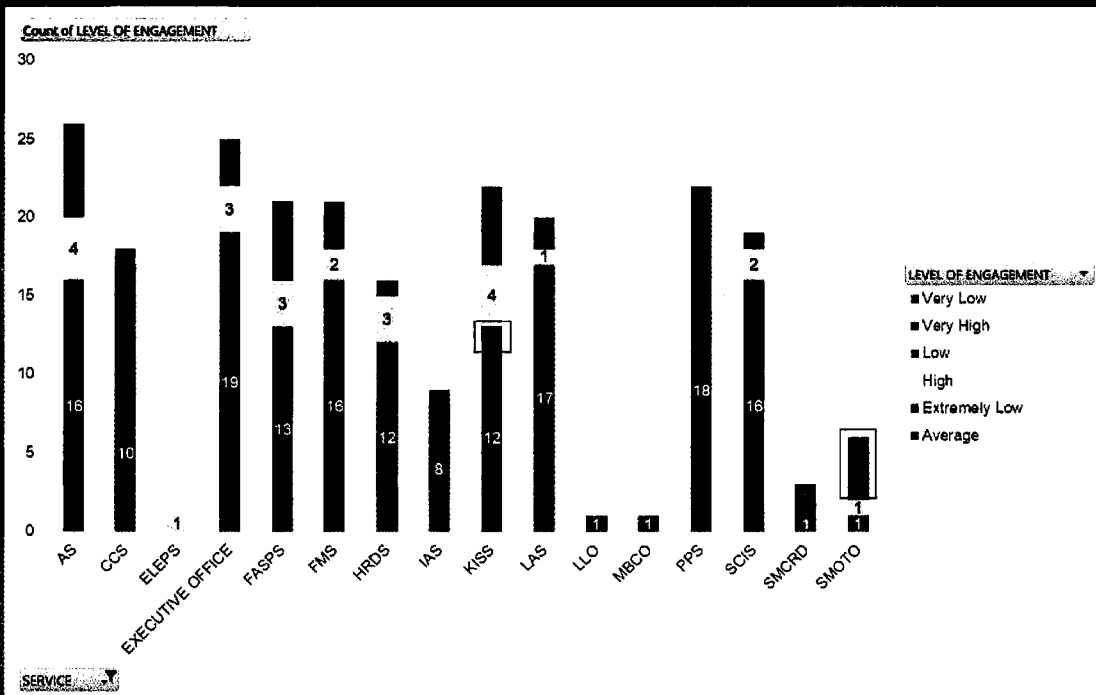


AVERAGE
 Majority of the respondents (161) have average level of engagement **69.07%**

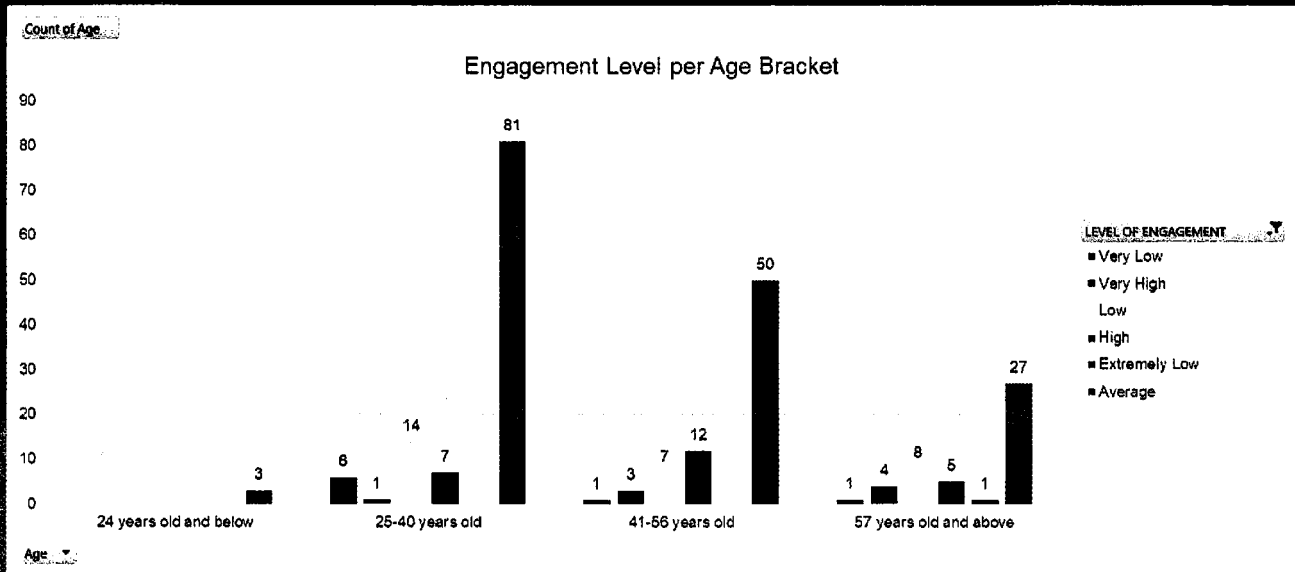
LOW
 This is followed by respondents with low engagement with twenty-nine (29) or 12.55% **12.55%**

EXTREMELY LOW
 Only 1 respondent have an extremely low level of engagement **0.43%**

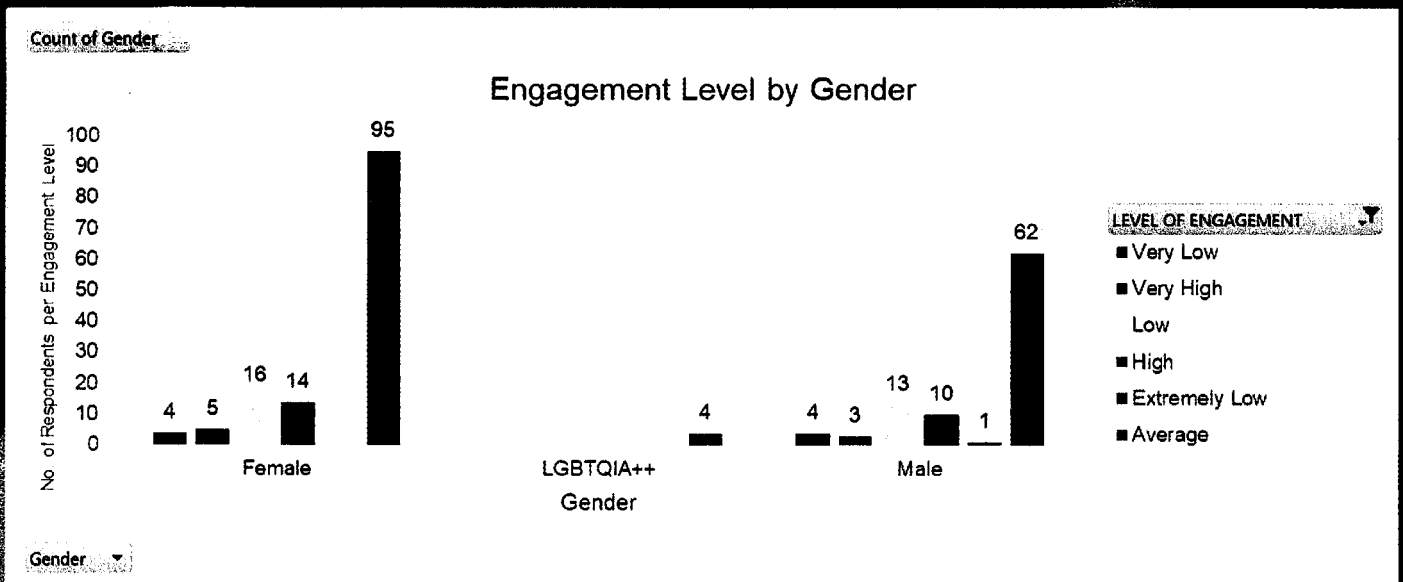
DENR ENGAGEMENT PER SERVICE



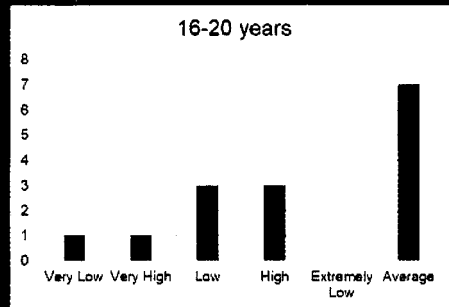
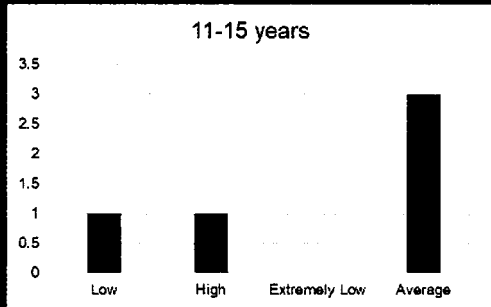
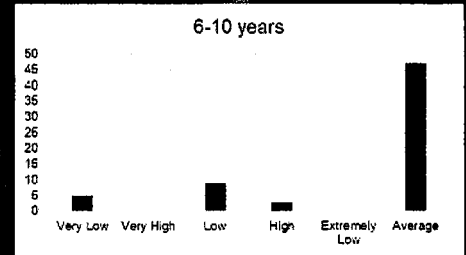
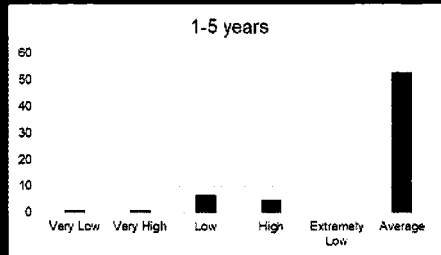
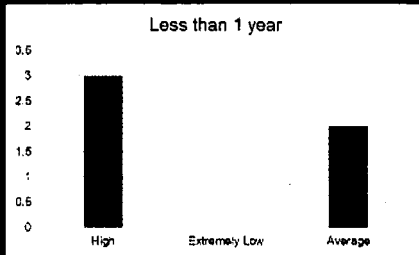
DENR ENGAGEMENT PER AGE BRACKET



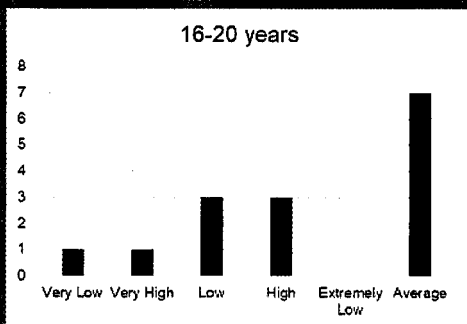
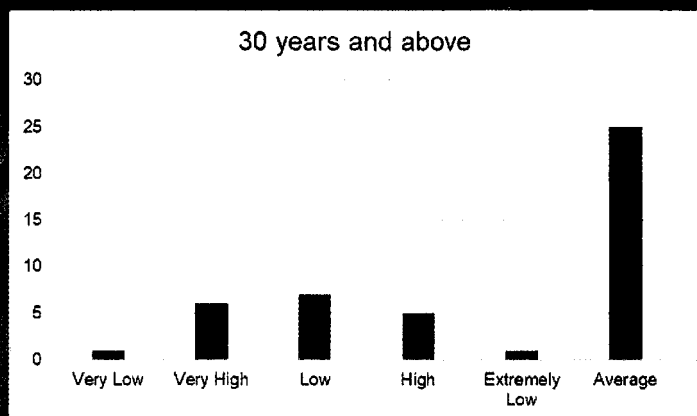
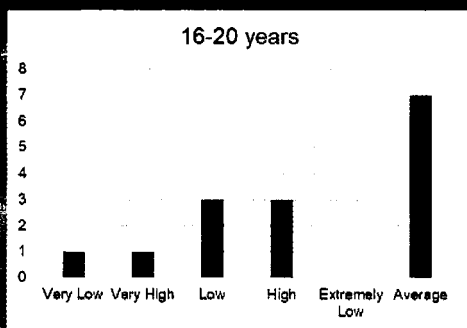
DENR ENGAGEMENT PER GENDER



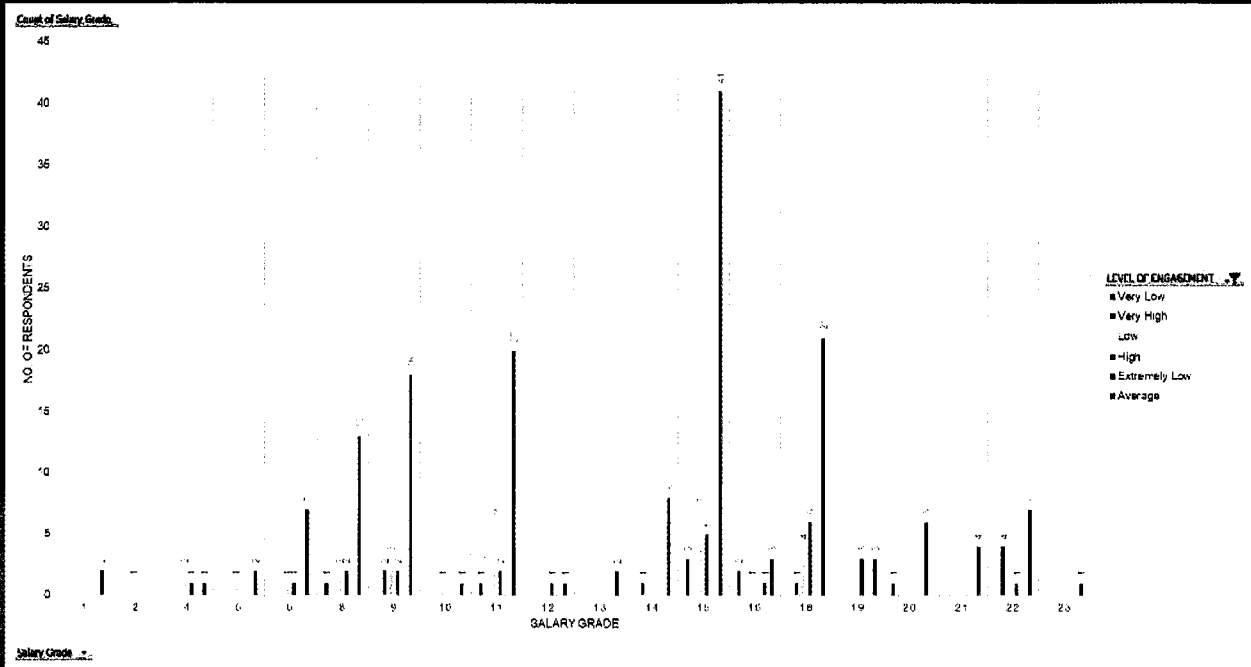
DENR ENGAGEMENT BASED ON YEARS IN GOVERNMENT SERVICE



DENR ENGAGEMENT BASED ON YEARS IN GOVERNMENT SERVICE



DENR ENGAGEMENT BASED ON SALARY GRADE



COGNITIVE INVOLVEMENT



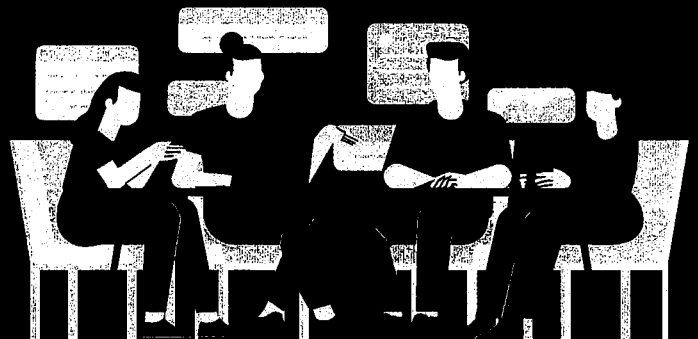
HIGH
Thirty-four (34) or 15% of the respondents have a high score.



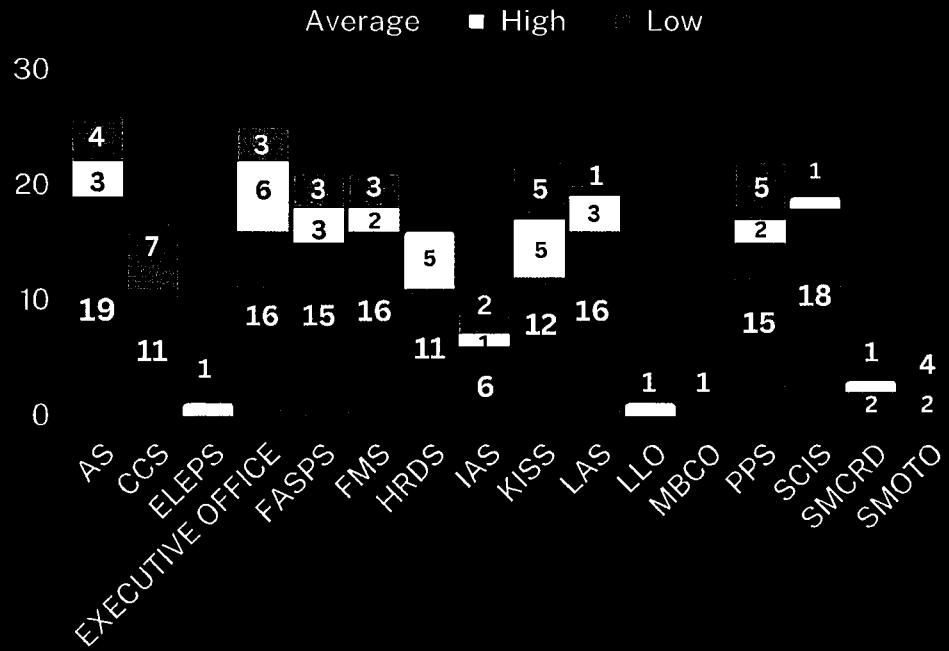
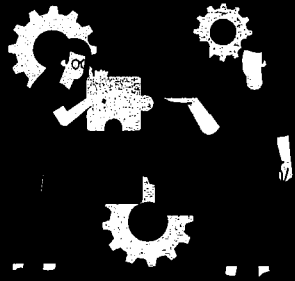
AVERAGE
One hundred sixty (160) or 69% of the respondents have an average score.



LOW
Thirty-seven (37) or 16% of the respondents have a low score.



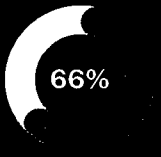
COGNITIVE INVOLVEMENT



BEHAVIORAL INVOLVEMENT



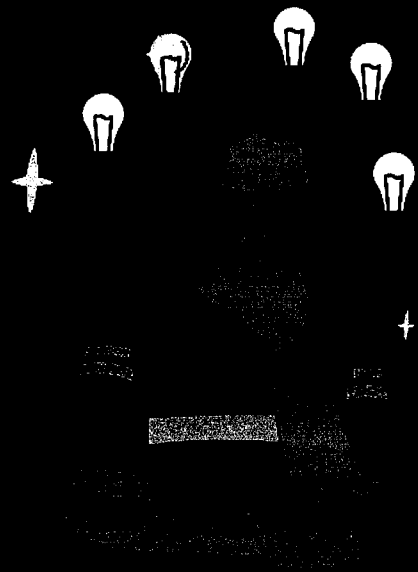
HIGH
Forty-four or 19% of the respondents have a high score.



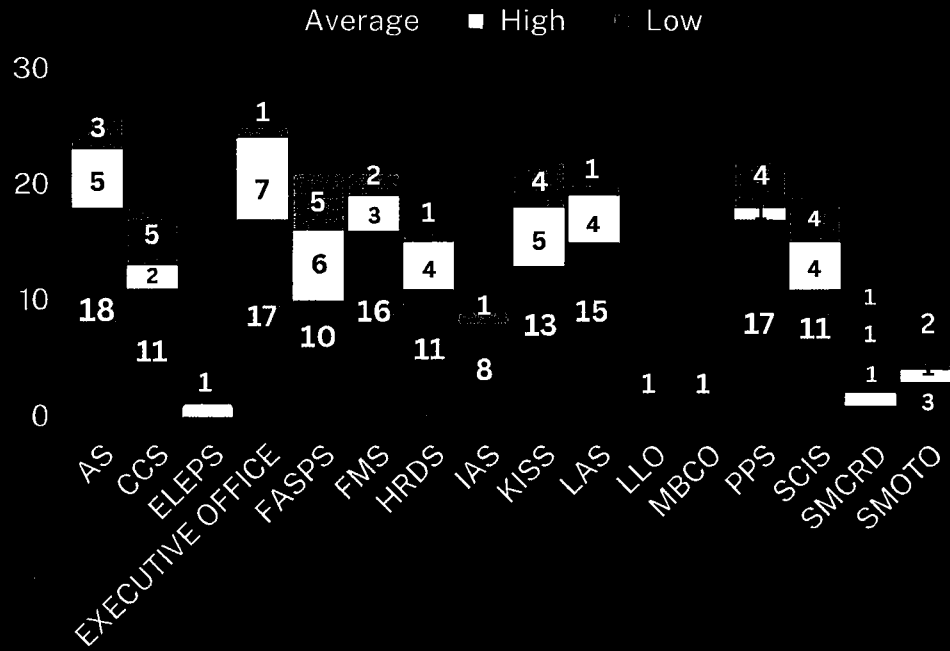
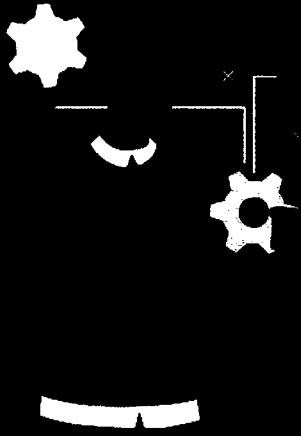
AVERAGE
One hundred fifty-three (153) or 66% of the respondents have an average score.



LOW
Thirty-four (34) or 15% of the respondents have a low score.



BEHAVIORAL INVOLVEMENT



EMOTIONAL INVOLVEMENT



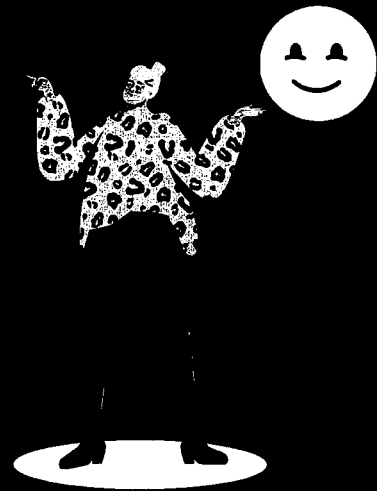
HIGH
Thirty-four or 15% of the respondents have a high score.



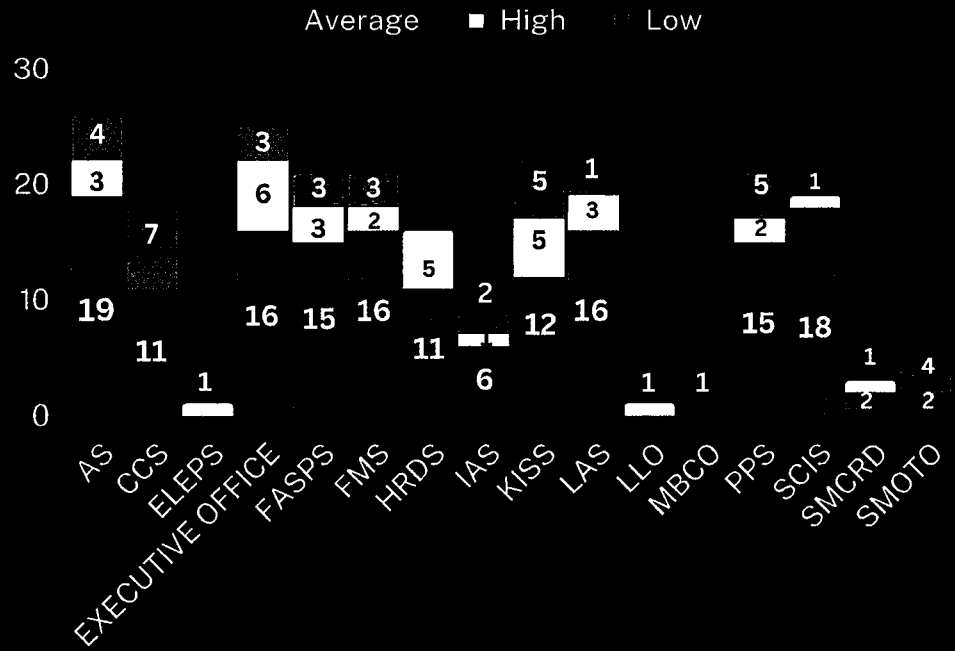
AVERAGE
One hundred sixty (160) or 69% of the respondents have an average score.



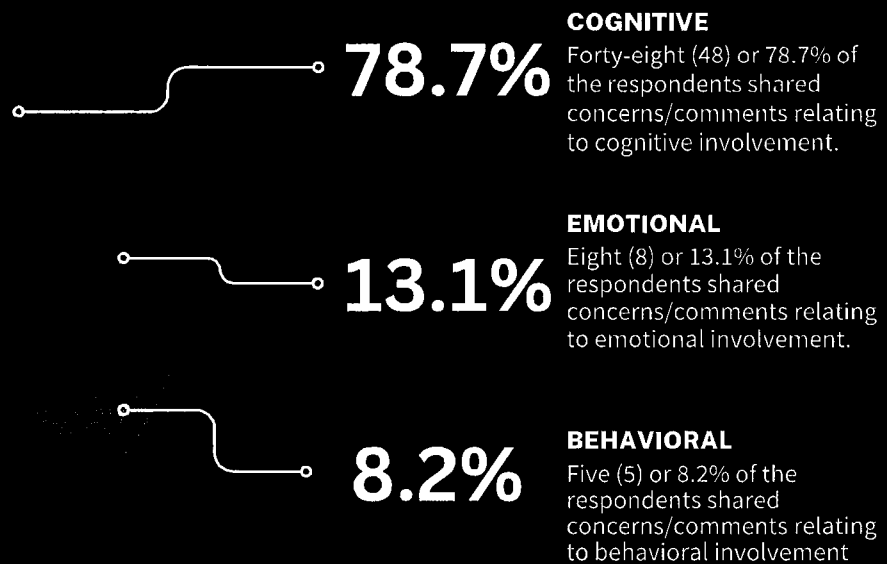
LOW
Thirty-seven(37) or 16% of the respondents have a low score.



EMOTIONAL INVOLVEMENT



COMMENTS/FEEDBACK FROM THE RESPONDENTS



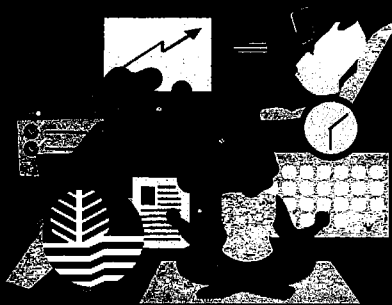
COMMENTS/FEEDBACK FROM THE RESPONDENTS



WORKPLACE CONDITIONS

- Supervisor-employee relationship
- Platform to express employee concerns
- Equal treatment of employees regardless of level/rank
- Physical work environment/workplace
- Restricted office resources
- Amount of workload and delineation
- Career development opportunities
- Proper recognition of excellent performance

COMMENTS/FEEDBACK FROM THE RESPONDENTS



CENTRAL LIFE INTEREST

- Work-life balance
- Appreciating and recognizing the value of one's work

WAY FORWARD

PHASE 2 (QUALITATIVE PHASE)

- **May 22-June 2, 2023**- Preparation and pilot testing of the FGD tool (aide memoire).
- **May 29-June 2, 2023**- Selection and confirmation of FGD participants (based from engagement level results)
- **June 2-5, 2023**- Preparation and dissemination of advisory.
- **June 6-8, 2023**- Conduct of FGD.
- **June 12-23, 2023**- Consolidation and Analysis of FGD Results.
- **June 14-16, 2023**- KII

WAY FORWARD

PHASE 2 (QUALITATIVE PHASE)

DATE	BATCH NO.	NO. OF PAX	VENUE
JUNE 6, 2023	1	6	TBD
	2		
JUNE 7, 2023	3		
	4		
JUNE 8, 2023	5		
	6		

THANK YOU!