



Republic of the Philippines
Department of Environment and Natural Resources
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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. BELA PEÑA
Undersecretary
Organizational Transformation and
Human Resources

