

“THE CCC OPLAN KALINGA: A BRIDGE TO WISDOM THROUGH FREE CIVIL SERVICE EXAMINATION REVIEW FOR PUBLIC SERVANTS OF LGU CALAMBA”: A FACTORIAL MANOVA ANALYSIS

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Abstract: The civil Service Commission Republic of the Philippines' tagline is to convert every public employee into a heroic public servant and its constitutional mandate is to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the Civil Service. Now, to begin these goals, every public employee has to pass the examination professionalizing mandate known as the Civil Service Examination (CSE). However, the problem exists if the employees are in the service for a long time but have the difficulty passing the exam, hence, the City College of Calamba, one of the city governments' arms in community development, launched its very first “CCC Oplan Kalinga” catering a free 6-week review to registered-examinees for April 2022 schedule exam. The project primarily aims to help the examinees (employees) to refresh their courses to align with the coverage of the exam. From the review, the VPEL office formulated a study in determining if there is a significant difference in the diagnostic and post-test results of the review and test what underlying factor may affect the actual examination according to profile. The study used a pre-posttest design, reviewers who completed the training was 89, and improvement in the performance was evident via paired t-test at a p-value = 0.000. Moreover, among the three tested factors, using a two-way multivariate analysis of variance (Factorial MANOVA) only the civil status has a significant difference in their CSE post-test results at a p-value of 0.015. Also, with a significant interaction between civil status and age bracket at a p-value of 0.047. In other words, there are no significant differences in the mean scores according to age bracket alone but will be significant if the two factors together were considered such as the civil status and age bracket. The project became successful since the difference in tests was evident and hence recommended having a continuity CSE review program. Moreover, the scores will be may be used again to further study after the release of the actual CSE results who took the review.

Keywords: Civil Service, Oplan Kalinga, Public Servant, CSC Examination

Introduction

As the monarch's servants, civil employees were once members of the king's household. Regardless of tenure or abilities, these employees were appointed and promoted based on personal and political favor. This circumstance put pressure on the newly formed commissions to set fundamental

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qualifications for various positions to prevent political favoritism and nepotism. This is a Chinese practice that has been extensively recognized by countries all over the world. (Bridges, 2022) In the Philippines, the civil service system was initially formed in 1900 via Public Law No. 5, titled "An Act for the Establishment and Maintenance of Our Efficient and Honest Civil Service in the Philippine Island." It wasn't until 1973 that the Republic Act 2260, known as the Civil Service Law, was revised to state that the Civil Service Commission (CSC) is the agency in charge of screening qualified civil workers and providing government career services.

CSC is in charge of the initial phase in the selection process for potential public servants in categories such as clerical, custodial, professional, technical, and scientific positions. They oversee and enforce the provisions for the merit system, all types of civil service examinations, appointments, and reports, among other specified tasks. The recent results of the 2018 Career Service Pen and Paper Test (CSE-PPT) indicated that 22, 087 of the 181, 985 examinees passed, for a 12.14% passing percentage. The examination passing percentage dropped to 11.62% a year later, with 29, 733 examinees passing out of 255, 778. (Civil Service Commission [CSC], 2022)

Similarly, the Commission on Higher Education is in charge of overseeing a more coordinated and integrated system that promotes equitable, accessible, high-quality, and relevant tertiary education. In addition to its mandate, the commission is dedicated to defending academic freedom, advancing learning research, and fostering the formation of responsible leaders and professionals. (Commission on Higher Education [CHED], 2022) City College of Calamba, (CCC) as one of the higher education institutions in Laguna, ensures that the academic community excels and strengthens tri-focal functions namely: instruction, research, and community extension. The college is recognized as the official research arm of the city government. Also, the college had formed The CCC Office of the Vice-President for Extension and Linkages (OVPEL) which aims to establish sustainable livelihood and bring a positive impact on the community through values formation and literacy.

According to the needs assessment, respondents were classified based on their years of service, with 18% having served the city for more than ten years and 42.3% of which are job order employees. Also, 29.3% of respondents took the CSE four or more times already. The top three reasons that they want to become civil service exam eligible are career growth, job security, and competitive salary. Hence, the OVPEL launched its community extension program for the year 2022 named, "CCC Oplan Kalinga: Tulay ng Karunungan Libreng CSE Review para sa mga Kawani ng LGU Calamba." This program is consisting of 6 weeks of free online review sessions for the Civil Service Exam for Professionals, which is held every Saturday. The review was facilitated by CCC's esteemed faculty members. Each session focused on the prescribed coverage of the CSE which includes the following areas: Vocabulary & Grammar and Correct Usage, Abstract and Numerical Reasoning, and General Information such as the Philippine Constitution, Code of Conduct, and Ethical Standards for Public Officials and Employees (RA 6713).

Now, this study was formulated as one of its assessments focusing on testing the significant increase of knowledge the reviewees have in the mentioned areas of coverage as well as testing some other factors that may influence their scores in the actual CSC test.

Objectives of the Study

The study's main goal was to create an action plan for OVPEL next program of activities through assessing the "CCC Oplan Kalinga: Tulay ng Karunungan Libreng CSE Review para sa mga Kawani ng LGU Calamba." of the government employee-registered CSC takers for 2022. Specifically, it aimed to (1) determine the profile of the respondents in terms of sex, civil status, and age; (2) determine the mean performance score of both the diagnostic test and post-test result before and after the program; (3) analyze if a significant difference exists between the pre-test and post-test result; (4) test if there is an interaction effect between sex, civil status, and age on post-test results.

Methodology

Research Design

The study used a one-group pre-test and post-test design whereas Stratton (2019) defined it as a test formulating a directionality to the research, which means that it is being tested before and after intervention with a dependent variable (knowledge or attitude) and an independent variable (training or an information presentation session). It is true in the context since no group received a controlled group where only a single group implemented a 6-week CSC review with test coverage namely: Vocabulary & Grammar and Correct Usage, Abstract and Numerical Reasoning, and General Information such as the Philippine Constitution, Code of Conduct, and Ethical Standards for Public Officials and Employees (RA 6713). One limitation of this design is that the effectiveness of the intervention made was not fully tested because again did not assign a control group for group comparison.

Respondents of the Study

The respondents of the study were the eighty-nine government-employee who planned to take the 2022 CSC Examination, the authors initially planned to get the entire 100% of the results from the actual respondents however, participants in the OVPEL extension program initially had one-hundred sixteen but after the 6-week review, they were deduced to 89 who completed and took both tests (i.e., diagnostic test and the post-test). The conduct of the study has happened in the City College of Calamba as the research locale since it is the city arm in terms of research and extension priorities.

Data Gathering Procedure

Respondents were profiled based on their years of service in the city, with 18% having worked for the city for more than 10 years and 42.3 percent being job order employees, according to the needs assessment. Furthermore, 29.3% of respondents have already taken the CSE four or more times. Career growth, job security, and a competitive salary are the top three reasons they want to become civil service exam eligible. As a result, the OVPEL launched a community extension program for the

year 2022 called "CCC Oplan Kalinga: Tulay ng Karunungan Libreng CSE Review para sa mga Kawani ng LGU Calamba." Faculty members from CCC assisted in the review. Each session focused on the CSE's specified coverage, which includes areas like vocabulary, grammar, correct usage, abstract and numerical reasoning, and general information like the Philippine Constitution, Code of Conduct, and Ethical Standards for Public Officials and Employees (RA 6713). The first day of the review was set for an opening program in the morning discussing the objectives and flow of the entire program while the afternoon session was devoted to a 3-hour diagnostic test. The test was parallel to the actual civil service examinations based on the previous exam and regarding the civil service reviewer handbook. Afterward, a specific schedule was assigned to every faculty reviewer. Moreover, the last day of the extension program was ardent for post-test examination while the afternoon session this time is the closing program and awarding ceremony.

Data Analysis and Ethics Protocols

Data collected from the reviewees were treated as confidential and disclosed to the respondents by the Data Privacy Act of 2012 (DPA) and cooperated fully with the National Privacy Commission (NPC). Test of Normality via Shapiro Wilk Test was run first in the licensed purchased Statistical Package for Social Sciences (SPSS) of the institution for accuracy of the test statistic to be used. Since all pairwise values according to profile were normal, descriptive measures were used such as arithmetic mean and standard deviation. Moreover, paired t-test and two-way multivariate analysis of variance known as the Factorial MANOVA were used for significant increase inferences as well as the interaction effect of the profile variables and the post-test examination result.

Results and Discussion

This section presented the alignment of results vis-à-vis with the objectives of the study.

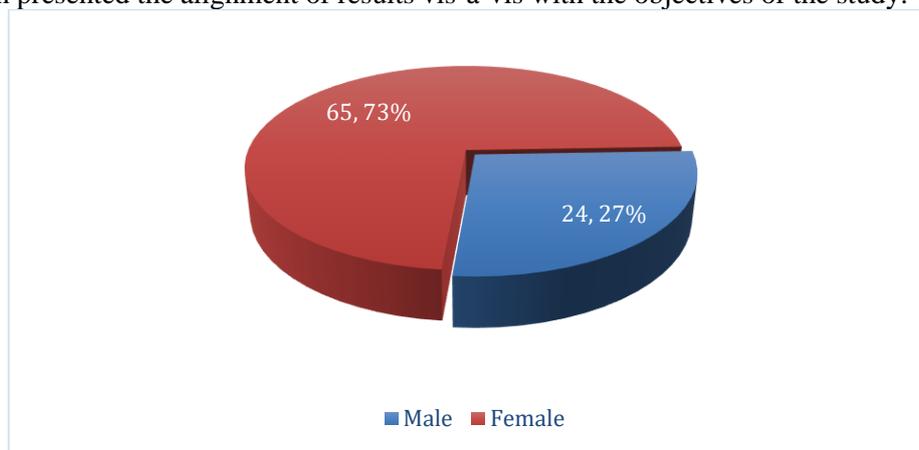


Figure 1. Demographic Distribution of the Respondents in terms of Sex

Figure 1 underscored that about 75% of the employee-reviewees were dominated by females. Remember that these employees were the employees in the local government unit of the city and serve the city. Consistent to CSC (2020), more women are now working professionally, even if their household obligations remain important. According to the most recent Inventory of Government Human Resources, there are slightly more women in the civil service than men. 50.88 percent of the 1,728,641 government employees are female, while 49.12 percent are male. With 659,687 female public servants and only 485,796 males, women hold more second-level posts (professional, technical, scientific, executive/managerial). Males outnumber females in first-level positions (clerical, trades, crafts, and custodial service) by 256,275 to 140,133. Human resource (HR) initiatives and policies, according to the CSC, should enable women to succeed in numerous roles and achieve work-life balance. While review opportunities were grabbed as well by most females offered by education institutions (Lanuza et al., 2020)

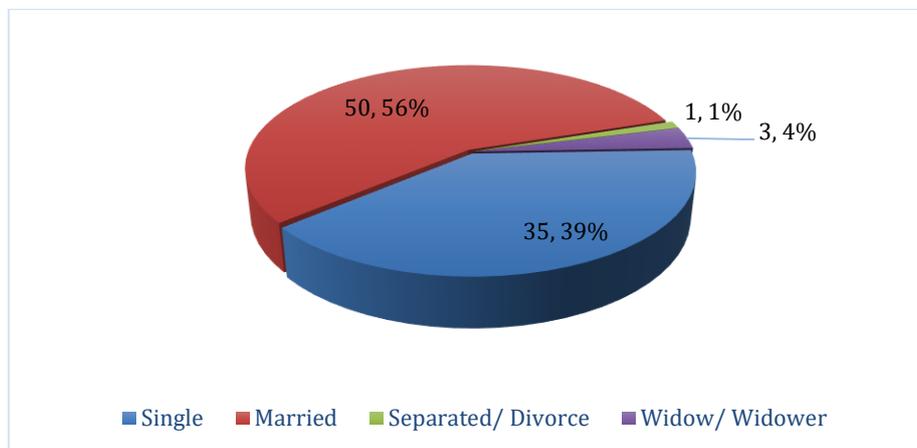


Figure 2. Demographic Distribution of the Respondents in terms of Civil Status

Figure 2 accentuated that more than half of the employee-reviewees were married while the least participation came from the separated marital status. This profile variable was considered since the theory that the time to be spent reviewing on the preparation for civil service exam may not only be in some review centers but also the time to be spent reviewing at home may one the factors. Moreover, this profile was measured for getting the census as well as how the review session can be dealt with by the experts during the entire duration of the community extension program. Subsequently, the study of Ibegbulam, Ijeoma J.; & Ejikeme, Anthonia N. (2021) identifies solutions for respondents' work-life balance and professional development namely: getting eligibility to government service for security and tenure that could be improved such as implementing practices and policies such as flexible work schedules, cancellation of overtime, and shift tasks, and higher remuneration especially to those capable and qualified married employees.

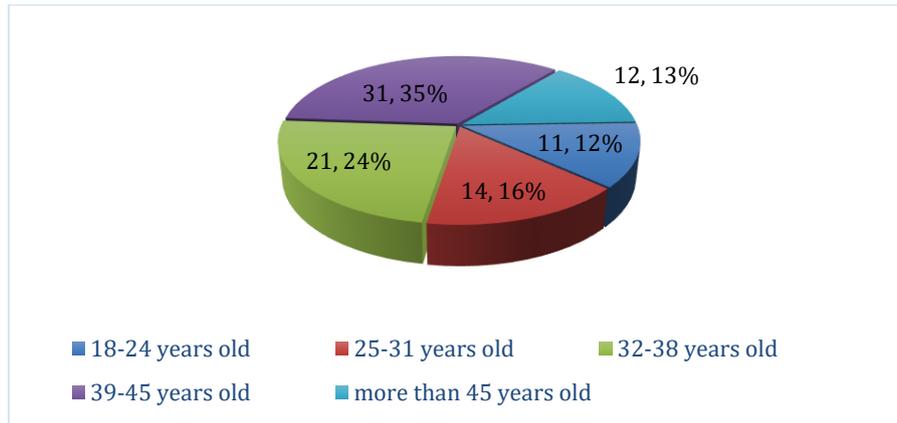


Figure 3. Demographic Distribution of the Respondents in terms of Age Bracket

It was evident from figure 3 that there is a proportional distribution of ages in the local government unit. To emphasize with, 35 percent came from the mid age of 50 i.e., 39-45, while youngest employees came from the least distribution at 12 percent from the age bracket of 18–24-year-old. This is a good indicator that government employees seeking professional growth came from varied distribution of ages.

Table 1: Mean Distribution of Pre-Test and Posttest Results of the Civil Service Examination Review

Test	Mean	N	Standard Deviation
Pre-test	69.93	89	14.86
Post	80.66	89	17.15

Table 1 showed the descriptive results from both the pre-test and post test scores of civil service examination simulation test. About 70% was the average gained score of the 89 takers during the pre-test while about 11% increase was observed after the review sessions were conducted. The study’s limitation only presenting the distribution of scores without fully concluding review effectivity since no controlled group was assigned. This design assesses what could have happened if the intervention had not been implemented based on the results of the pretest. (Choueiry, G., 2022). The concern with this technique is that the change in pretest and posttest results could be due to variables other than the intervention. However, it can be gleaned that an increase from the scores after taking the post-test was apparent.

Table 2: Mean Distribution of the Comparison of Pre-test and Posttest Examination Results

Test	Mean	t-value	p-value	Decision	Remarks
Pre-test	69.93	7.449	.000	Reject Ho	Significant

Post 80.66

The increase of about 11% was confirmed in table 2 with a computed t-value of 7.449 and a p-value of 0.000. This result was strongly conclusive that, that 11% was significant in which review session might be a factor of that improvement. This observation is still unswerving to the theory of Jean Piaget’s Cognitive Development since aside from cognitive development an individual may acquire as they grow, some factors are interaction to environment and some added intervention for growth, in this case the review session (McLeod, S. 2022).

Table 3: Test of Between-Subject Effects of the Profile Variables and the Posttest result

Source	F-value	p-value	Decision	Remarks
Sex	0.290	0.592	Failed to Reject Ho	Not Significant
Civil Status	3.737	0.015	Reject Ho	Significant
Age Bracket	1.097	0.365	Failed to Reject Ho	Not Significant
Sex*Civil Status	1.932	0.169	Failed to Reject Ho	Not Significant
Sex*Age Bracket	0.197	0.939	Failed to Reject Ho	Not Significant
Civil Status*Age Bracket	2.555	0.047	Reject Ho	Significant
Sex*Civil Status*Age Bracket	0.659	0.521	Failed to Reject Ho	Not Significant

R Squared = .285 (Adjusted R Squared = .075)

Conclusion

The Civil Service Commission as it continues to provide quality services and consistent with its mandate of converting every public employee into a heroic public servant and promoting morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the Civil Service will be deemed close to the aspirants’ permanent employees from the City Government of Calamba. It is true to the conclusion that the improvement of academic knowledge in the areas of vocabulary, grammar, correct usage, abstract and numerical reasoning, and general information like the Philippine Constitution, Code of Conduct, and Ethical Standards for Public Officials and Employees were evident. Notwithstanding, family especially spouses may play an important role in the success of the

examinee since home-related tasks, especially for that aged employee, had a relevant effect on the increase of its civil service examination score. Now, the call of the City College of Calamba in continuous partnership with the City Government of Calamba as its official community extension and research arm is for these local institutions to develop a resilient learning system using the program of activities in which measures can be instituted concerning the civil status and the aged employees.

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Declaration of Interest Statement

The authors declare that they have no conflict of interests.

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