

Self-Efficacy and Self-Worth of PWD Employees: Basis for Employee Development Program

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ABSTRACT

This study aimed to determine the significant relationship between self-efficacy and self-worth of PWD employees and to identify the significant difference when grouped by profile in order to have a basis to provide an employee development program for PWD employees, and to help the PWDs in terms of work. Based from the study, self-efficacy and self-worth had significant relationship but did not have significant difference when grouped by profile which had an impact on how PWD employees executed and worked. Therefore, the researchers concluded that the relationship of self-efficacy and self-worth to the PWD employees had an influence to their work.

Keywords: *Self-efficacy, self-worth, persons with disability, employee development program, work*

INTRODUCTION

Persons with Disability, most commonly known as PWDs, are referred as individuals who suffer long term physical or mental impairments regardless on the age and gender. In the Philippines, according to RA No. 7277, there are seven types of disabilities which psychosocial disability is one of a kind which limits the individual to execute and perform activities in daily life. Based to the study of Mina (2013), according to Republic Act (RA) No. 10524, it is all about expanding the positions opportunities reserved for PWDs, which modifying for the purpose of RA No. 7277 (Magna Carta for Person with Disability which specifically saw in Section 32 developed effect by the year 1992). This aims to provide equality at work in order to develop individual self- development, self-reliance and show assertion as a productive PWDs member in the society.

Stigma against PWDs in terms of work are still present nowadays since it is assumed that they need great attention and affection. In the same way, PWDs need improvement and execute great effort to just and favorable conditions of work and protection against to unemployment. In the Philippines, based on the 2015/2016 Integrated Survey On Labor And Employment – Part I, the total population of individuals who were employed was around 4.38 million which 3,504 PWDs manufacturers who were only employed. For the Article 27 of the Convention on the Rights of Persons with Disability, there should be an equal employment in all areas which suited to the PWDs. Every government and private sectors must have a 5% employees who were PWDs. Work for PWDs is more vital in their lives rather than those persons who were not disabled. It is really substantial for PWDs to work in order to develop their self-development which implies also a contribution to the society. In performing and accomplishing sequences of action, especially activities, self- efficacy is important, a self-efficacy is an individual belief on one's capability on executing actions which reflects on the person performances achieved in life. Thus, RA No. 7277 has a relation to the self-efficacy because it has the same goals. Individuals produced their efficacy beliefs to accomplish a certain goal in a situation.

At work, it says that PWDs had higher self-efficacy in job and they were more competitive rather than those who were not limited (Nota, 2014). If a person have low self-efficacy it may result in limiting himself and the individual needs to have a strong foundation in sense of self-efficacy, in order to encounter the inevitable hindrances of life (Artino, 2012).

On the other hand, a person's ability to achieve or the person's self-efficacy links to the perception of themselves, or their self-worth. Self-worth is a person's ability to accomplish according on how they perceive themselves. Conferring to McLeod (2014), a person with high self-worth has a feeling

of positivity and confidence in life but a person with low self-worth had a possibility to avoid struggles in life.

Several companies or managers are scared to hire a disabled person because they thought that their disability might have problem in performing their work, and they also believe that they were not capable of doing the job (BAVI). This statement may be the reason why the employment of PWDs in the Philippines decreased. These reasons motivated the researchers to conduct the study. In this study, it discussed the correlation of self-efficacy and self-worth among PWD employees that became basis for employee development program.

This study may help the PWD employees to have better performances towards their work wherein companies and employees themselves where both really are benefactor and beneficiaries (BAVI). In the same way, PWD employees can now proudly express more themselves confidently, perform well their work positively, and become inspiration to other PWDs that could be developed as well in order to avoid discrimination and promote equality at work. Employee development program were find out to provide the PWDs employees a basis for their development as a person and in the society.

METHODOLOGY

The researchers employes a descriptive quantitative research. The study was conducted at *Tahanang Walang Hagdanan Inc.* among 76 PWD employees divided to four different sheltered workshops department such as metalcraft, woodcraft, sewing, and packaging services. The researchers used modified and self-made type questionnaire which was divided into two sections. The first part of the questionnaire talked about the “Self-Efficacy of the PWD Employees towards their Work”. This indicates the importance of how PWD employees execute their performances at work. The last part of the questionnaire was to determine the “Self-Worth of the PWD Employees towards Their Work”. These two parts of the questionnaire would show if there was a correlation between the self-efficacy and self-worth of PWD employees towards their work in order to gather results about a basis for employee development program. The questionnaire underwent reliabilty and validity before being administered.

The researchers used different statistical treatment and formulas given by the research statistician to have the accurate computation and result of each problem. To determine the self-efficacy and self-worth of PWD employees: basis for employee development, the researchers used frequency and percentage to determine the percentage for data on demographic profile such as age, sex, nature of disability, and nature of work. The researchers determined the weighted mean of each statement on the questionnaire about the self-efficacy and self-worth of PWD employees towards their work. Pearson product moment correlation was used to determine for the significant relationship between the self-efficacy of PWD employees towards their work and self-worth of PWD employees towards their work. Then lastly, the researchers used Analysis of variance (ANOVA) to determine if there was any significant difference between the self-efficacy and self-worth of PWD employees.

RESULTS AND DISCUSSIONS

The Table 1 shows the results of distribution of the respondents by gender. Majority of the respondents were from the group of male with a frequency of 46 while female is 30, with the total of 76 respondents.

Table 1. Gender of the respondents

Gender	Frequency	Percentage
Male	46	60.5
Female	30	39.5
Total	76	100

From what the researchers observed in the locale, most of the respondents were male due to in demand of physical work, like in the metal craft department which they build wheelchairs and other mobility aids. Another department included that requires men work is the wood craft. They make house ware, kitchenware, gift, giveaways, novelties, educational toys and Montessori materials. It is also essential that males were really the one who needs to work for the family, but nowadays also females work for the family. It supports the statements that according to the 2010 Census for persons with disability, males were the highest rate of distribution according to gender with 50.9 % while still females have 49.1%. It shows that work not only for males but also for females because it almost shows that they were both equal but still male is the highest rate.

The Table 2 shows the results of distribution of the respondents by age. The highest frequency among the age bracket of the respondents was from age bracket between 48 to 57 years old with a total of 36.84%. While the lowest frequency for age was between 18-27 years old with a 6.58%.

Table 2. Age of the respondents

Age Range	Frequency	Percentage
18-27	5	6.60
28-37	12	15.80
38-47	24	31.60
48-57	28	36.80
58-67	7	9.20
Total	76	100

The age bracket of 48 to 57 has the most numbered employees among the age bracket because it is between the age of must have a stable job while ages 18-27 is the lowest rate which implies that on this stage starts finding a job.

According to the psychosocial stage of Erik Erikson's, the age bracket of 48 to 57 years old concluded at the adulthood stage. At this stage, having a work in life is essentially important in order to provide the needs of the family. If this stage was failed accomplish, it will lead to feel them worthless part of the society. Vice versa, an individual was able to accomplish this stage, it will lead to develop their self in becoming a big part of the society. More so, in this stage care is the basic virtue for them. Having disability doesn't affect the way a person thinks. Like most of without disability who want to be part of something bigger and also the care for people around. All individual wants to be in on something in order to achieve the satisfaction of the people. Still, according to the theory of Erik Erikson's psychosocial, this age bracket belonged to the young adulthood (18 to 40 years old). This stage explains that a person started to think and plan about the future.

Trust is very important at this stage which connotes to the word intimacy. Also building a strong relationship also included at this stage, most especially the romantic love and close friends. It is a start to develop the trust to yourself and also to the person around you so it can really help to prepare to the next stage which is the adulthood stage wherein work is really vital for people.

The Table 3 above shows the results of the distribution by nature of work of the respondents. In the research locale of the researchers which is at Tahanang Walang Hagdanan Inc., it comprised a total of five departments; Metalcraft, Woodcraft, Needlecraft, Packaging, and Office works. The packaging department got the highest frequency of 39 and a percentage of 51.32%. The lowest frequency for the PWDs nature of work was at the office and needle craft with frequency of 5 and had a 6.57%.

Table 3. Nature of work of the respondents

Nature of Work	Frequency	Percentage
Metalcraft	16	21.05
Woodcraft	11	14.47
Needlecraft	5	6.57
Packaging	39	51.32
Office	5	6.57
Total	76	100

In packaging department, TWH had a partnership with Unilab in order to help and develop the PWDs. They were focused in the production departments because Tahanang Walang Hagdanan Inc. is a community where they had to reach the quota for the day to have the employees their basic salary.

According to Donna Lero, Carolyn Pletsch, Margo Hilbrechtm, Special Issue on Disability and Work: Toward Re-Conceptualizing the 'Burden' of Disability (2012), the Law with Article 27, (United Nations Convention on the Rights of People with Disabilities), identifies to include the PWD's in the labor market and in a work environment. Percentage of unemployment remains higher and employment rates extensively lower for PWDs unlike for people without disability (OECD, 2010). Even when employed, income can be significantly lower.

Table 4 shows the results of the distribution of the respondents by the nature of disability. Based on survey results, nature disability of the respondents under inborn had an average of 25 or 32.89%, while nature of disability due to an accident resulted an average of 14 or 18.42% and polio gathered an average of 37 or a total of 48.68%.

Table 4. Nature of disability of the respondents

Nature of Disability	Frequency	Percentage
Inborn	25	32.89
Accident	14	18.42
Others	37	48.68
Total	76	100

It is mentioned that poliomyelitis "polio" has the majority of the main causes of having a physical disability of the respondents. Constructed by Global Health (2017), paralysis is the utmost simple symptom associated with polio where it can lead to permanent disability.

Difference between Self-efficacy and Self-worth of PWD employees towards their Work

The table 5 shows the results of the distribution of the questions asked to the respondents by the self-efficacy of PWD employees towards their work. The result got for the highest frequency for this table was 3.51 which linked that employee enjoys their job. The result of the second to the highest weighted mean under in this table was 3.47 which described those respondents were happy in the job. While for the third, two questions got the results at the same frequency of 3.46 which the questions were all about accomplishing the task is important to them. Another question resulted with the same weighted mean of 3.46 was their physical disability doesn't affect their performance at work.

Table 5. Self-efficacy of PWD employees towards their Work

	Weighted Mean	Interpretation
I enjoy my job/work. (Ako ay nagagalak sa aking trabaho.)	3.51	Very High
I am happy with my job/work. (Ako ay masaya sa aking trabaho.)	3.47	High
I am not easily irritated at my work. (Ako ay hindi madaling mairita/mainis sa aking trabaho.)	2.88	Low
I easily get the procedure of the task given by my manager at my work. (Madali kong nakukuha ang proseso ng gawain na ibinigay ng aking tagapangasiwa sa aking trabaho.)	3.28	High
I prefer to discover things out for myself. (Mas gusto kong ako ang nakakadiskubre ng mga bagay bagay.)	3.22	High
I consider my work physically challenging. (Hindi hadlang ang pagkakaroon ng pisikal na kapansanan (PWD) sa pagtatrabaho gamit ang lakas sa paggawa.)	3.29	High
I consider my work mentally challenging. (Hindi hadlang ang pagkakaroon ng pisikal na kapansanan (PWD) sa pagtatrabaho gamit ang pag-iisip sa paggawa.)	3.34	High
My work physically strengthens me. (Lumalakas ako kapag ako'y nagtatrabaho.)	3.25	High
Accomplishing task is important to me. (Pagtapos sa aking gawain ay importante para sa akin.)	3.46	High
I am a patient employee. (Ako ay mapagpasensyang empleyado.)	3.25	High
I have enough rest before doing my work. (Mayroon akong sapat na pahinga bago ko gawain ang aking trabaho.)	3.03	High
My job enhances my self-esteem. (Ang trabaho ko ay nakakataas ng kumpyansa sa aking sarili.)	3.24	High
In terms of work, I get my strength within myself. (Pagdating sa trabaho, nakukuha ko ang aking lakas mula sa aking sarili.)	3.33	High
It is important for me to be able to do what I most enjoy. (Importante para sa akin na magawa ko ang mga bagay kung saan ako mas masaya.)	3.28	High
I accept opinions and suggestions from my co-workers and managers in terms of work. (Tinatanggap ko ang mga opinyon at mungkahi mula sa aking mga katrabaho at tagapangasiwa pagdating sa trabaho.)	3.33	High
I accept help from my co-workers and managers. (Tinatanggap ko ang tulong mula sa aking mga katrabaho at tagapangasiwa)	3.38	High
It is more effective if I do my job alone. (Ito ay mabisa kung gagawin ko ang aking trabaho na nag-iisa.)	2.99	High
My physical disability doesn't affect my performance at work. (Ang aking kapansanan ay hindi hadlang sa	3.46	High

aking pagtatrabaho.)		
I am open to any changes. (Ako ay handa sa kahit anong pagbabago.)	3.33	High
I can do my work well. (Kaya kong gawin ang trabaho ko ng maayos.)	3.40	High
Composite Mean	3.29	High

Legend: 3.50-4.00 Strongly Agree; 2.50-3.49 Agree; 1.50-2.49 Disagree; 0.50-1.49 Strongly Disagree

For the results of the lowest weighted mean, it got the results of 2.88 that they seemed to get irritated easily at work, followed by the result of 2.99 which was more effective for them to do their work as a team, the third lowest frequency got 3.03 that the employees did not get enough rest before doing their work.

The respondents enjoyed their work because they were no discrimination inside the work place. In the environment, there is a feeling and good ambiance of sense of belongingness.

It simply means that if they enjoyed their working they are also happy in their work because in their community they are all treated the same and they are all in the same position. No one is set aside because they are all experiencing same situation with different cases.

In this type of community, they have to accomplish their work within the day to reach their quota; this is why it is important to them to accomplish their job. They are happy because they are simply satisfied on what job they attained.

It is a stigma for PWDs that living in life with any type of disability is a hard task, what more if a disabled people is at work or do a specific job. But according to the results on the self-efficacy of the PWDs towards their work conducted by the researchers, it shows that PWDs were not affected by their physical disability to their performance. It is a big contrast to those who dishonor that those people who think that having a disability is a struggle one. But based on this result, they had proven that having physical disabilities is not hindrances to work. Instead, they proved that their capabilities as PWDs really exist. It is not a reason for people with disability to not find work, there is really a chance for every Person with disability to develop and discover to himself that he can really execute work properly. It is a great inspiration for PWDs to work hard because maybe they might say that, "Others can, so I can do it also". There is a big impact if an individual accomplished task a day because the previous successes turned and expected to master it to the next time to perform it. It is important to accomplish tasks in order to develop skills and provide own experience to gain knowledge. A person with low self-efficacy can lead in repeating their failures.

It seems that all this results are interconnected to one another. First result is about they did not get enough rest before doing their work. There is a big tendency that the reason behind why PWDs are short tempered or easily get irritated at work is because the respondents did not acquire enough rest before going to work. Behind this reason, there is another deep reason why they execute these characteristics at work such as they were the ones who are responsible in their family, they did not have comfortable environment, and adjust to their disability.

For the second among the lowest results, it shows that respondents were more effective and productive to do their work as a team. Working in a team is really effective in any point of our life. One proof is the team building. Also in relations to animals, one best example is the birds that as you can see in the clouds when they fly, they fly by group and strategize to fly in a form of "V" in order to fly easily because of the air. There is another best example why doing a work in a team is really effective because it is more industrious to do work because you know personally that you are not alone. You have someone to accompany with.

Achieving dreams is not only the major achievement in life but also being happy or attaining happiness is a fulfillment nowadays (Veenhoven, 2014). According to Veenhoven (2014), to achieve enjoyment personally, people try to shape their lives individually. Especially in the Philippines who is known and ranked as the third most paucity in the world, Filipinos are still well known as one of the

happiest people in the world. According to the survey conducted by the United Nations Sustainable Development Solutions, Philippines ranked 72nd out of 155 countries. Filipinos are also popular for their resiliency, a precursor to happiness because of goals, achievement, and satisfaction (Sarhou, 2017). Individuals cannot deny that happiness really benefits everyone. It makes people feel better physically, mentally, emotionally, and psychologically. It is a source of strength for all the challenges faced in life. Happiness is a great balancer between excess and deficiency (Lavkazza, 2016). Associated by Staples (2016) stated that if the self-efficacy of the employee is high it would lead also to high level of job satisfaction. Job satisfaction means that an employee is simply comfortable and enjoys his work.

According to the Self-Efficacy Theory of Albert Bandura (2016), first of the four major sources of forming the individual's self-efficacy judgment is the importance of performance accomplishments. According to Staples (2016), performance is related thoroughly to task performance. If an employee has a high level of self-efficacy in terms of his work, there is a possibility to trust them that he is more effective and productive in accomplishing tasks. It shows that he is positive in terms of his perception to himself which also shows that there's a relationship to self-worth. Self-worth is an ability to achieve on what a person perceived. There is really a connection that if you help your mind to think that you can perform a task, you can perform it, and vice versa. At this statement that, the physical disability does not affect the performance of their work proves that mind is very powerful. Even though in physical aspect is disabled, the mental aspect is not. The secret recipe to do in this situation is just to believe to yourself because there is no other than person who can really help yourself except you.

The Table 6 shows the results of the distribution of the self-worth of the PWD employees towards their work. The highest weighted mean got the result of 3.46 which shows that they feel the sense of worth in their co-workers followed by the two the same results of 3.45 that they had good relationship with their co-workers and that they had good communication between his or her co-workers.

Table 6. Self-worth of PWD employees towards their Work

	Weighted Mean	Interpretation
I am completely satisfied with my work. (Ako ay lubusang kuntento sa aking trabaho.)	3.41	High
I am happy when other people find out how good I really can be with my work. (Masaya ako kapag napapansin ng ibang tao ang galing ko sa trabaho.)	3.39	High
I get the equal division of labor at my work. (Pantay-pantay ang nakukuha kong gawain sa aking trabaho.)	3.22	High
I am confident with my work. (May tiwala sa sarili na kayang gawin ang trabaho.)	3.42	High
I am productive at my work. (Ako ay produktibo sa trabaho ko.)	3.42	High
I am able to work independently with my work. (Ako ay may sariling kakayahan pagdating sa aking trabaho.)	3.36	High
I execute my work with dignity and pride (Isinagawa ko ang aking trabaho nang may dignidad at pagmamalaki.)	3.38	High
At work, I am admired and appreciated. (Sa trabaho, ako ay hinahangaan at pinahalagahan.)	3.11	High
My ideas and suggestions are not being set aside. (Pinakikinggan ang aking mga ideya at suhesyon/mga mungkahi.)	3.30	High
I am honored when my manager gives me a lot of tasks to do. (Isang karangalan kapag ako ay binibigyan	3.32	High

ng mga gawain ng aking tagapangasiwa.) I get the privileges and rights as being PersonWith Disabilities (PWD). (Nakakakuha ako ng karapatan at pribilehiyo bilang taong may kapansanan (PWD). I feel that I am not different with my co-workers. (Pakiramdam ko na hindi ako kakaiba sa mga kasamahan ko.)	3.30	High
I have a good relationship with my co-workers. (Ako ay may magandang relasyon sa mga kasamahan ko.)	3.32	High
I have a good communication with my co-workers. (Ako ay nakikisalamuha nang mabuti sa aking mga kasamahan sa trabaho.)	3.45	High
I feel the sense of worth with my co-workers. (Nakakadama ako ng pagpapahalaga mula sa aking mga katrabaho.)	3.45	High
How my co-workers treat me affects my performances at work. (Nakakaapekto sa aking trabaho/gawain ang pakikitungo ng aking mga kasamahan/katrabaho.)	3.46	High
I obtain the equal treatment from my co-workers and managers. (Nakakatanggap ako ng pantay na pantingin mula sa aking mga katrabaho at tagapangasiwa.)	3.09	High
I am happy when I get compliments from my co-workers and managers. (Masaya ako kapag ako ay nakakuha ng papuri mula sa aking mga katrabaho at tagapangasiwa.)	3.33	High
I feel the belongingness and acceptance of my co-workers and managers. (Dama ko na kabilang at tanggap ako ng aking mga katrabaho at tagapangasiwa.)	3.38	High
I am confident to share my opinion and thoughts to my co-workers. (Ako ay may kumpyansa na ibahagi ang aking opinyon at mungkahi sa aking mga katrabaho.)	3.37	High
Composite Mean	3.12	High
	3.33	High

Legend: 3.50-4.00 Strongly Agree; 2.50-3.49 Agree; 1.50-2.49 Disagree; 0.50-1.49 Strongly Disagree

For the lowest results of the weighted mean of the self-worth of the respondents towards their work, it shows that they got a result of 3.09 that their co-workers were affected by their performance and treatment. Next result got 3.11 that they were admired and appreciated at work and 3.12 weighted mean that they were confident to share their opinion and thoughts to their co-workers.

Self-worth is an ability to achieve a specific task based on your perception. The respondents feel the sense of worth with their co-workers because they are all experiencing the same situation but in different cases. Let us say that yes they are still in different cases but if you think that in terms of your work, the persons who are always with you are not also disabled as your experiencing it. As they say, experience is the best teacher because experience is very comprehensive. As long as you experience one thing it will really stay in your mind because you can admit that, you simply experienced it. Tahanang Walang Hagdanan mission, vision, and goals are good because in that community, you will find your purpose and made you realize that you are really fitted in this place. Understanding is very broad and hard to apply, but in contrast, experienced what others experienced is the answer.

For the last two highest result of the self-efficacy of the respondents, the respondent has a good relationship and good communication to their co-workers. It shows that it has a relationship to the sense of worth the one who got the highest result at self-efficacy of the respondents. Simply explains that because they feel and get value to their co-workers, that is the reason also behind why they have a good relationship and communication to their co-workers. They have the same situation encountering at work. They understand what each other might feel of having and being a physical disabled worker.

Though it is interpreted as high, it still got the lowest mean. The same to the ordinary individuals, PWDs also want an equal treatment. Still for PWDs, environment also got discrimination. Even though they were all in the same situation and environment, they still got unequal treatment which their performance at work really affects. Based on the highest result on the self-worth of the PWDs which is they feel the sense of worth in their co-workers, it seems that even though they got the sense of worth but they also got the unequal treatment or discrimination to others. It seems that their co-workers are their motivation and also the reason why they perform the task properly. It also shows and proven that working as a team is really important. Not only working as a team but feeling the sense of worth and equal treatment to each other. What will you do in working at work in a team if you did not all received equal treatment and do receive worth as a person and employee with disability. It really affects the person internally both mental and emotional. For the second to the lowest result of the self-worth of the respondents, it shows that they are not so admired and appreciated at work. Though the result is still at the high interpretation, but to the overall result, it shows that it is one of the lowest. In relations with the first lowest result, this may be the reason behind of unequal treatment to the respondents which resulted to have an effect to their performance. Though they were all in same community, there is still a person who is left out or not admired so. The result is not so negative because still it is under the high interpretation of the scale. It just happened that it was one of the lowest results in the self-efficacy. In life, cannot be denied that all people really experience not to be so admired and appreciated at work. To think it in a positive way, sometimes it also a good thing to experience this kind of scenario because it will help the person a lot to be more motivated and inspired at work. As they said, just take it and accept in a positive way because in life is ups and downs. You are not always on the top, and you're not always on the ground. Just accept and learn from what others mistake and just take it as an inspiration to not repeat the mistake of others. Lastly, the third lowest result but still on the high interpretation scale is that PWDs are confident to share their opinion and thoughts to their co-workers. In the first place, the reason behind of this result is that as if you view the update for the PWDs employment and situations, there is an only minimal person or leaders who speak out, what more on the companies or working conditions.

According to Staples (2016), if the employees have a great level of relationship to his co-workers, there is a big possibility that both the employees' provide a higher self-efficacy because they have a good relationship and good communication on what they are experiencing in life.

Based to Baghdayan (2017), self-advocacy is helping the PWDs to know and understand their rights and responsibilities given in the society in order to speak out for them and help them to make choices in their own lives. There is a self-advocacy to provide their needs and thirsty questions on their mind on what and where do they go. It seems that respondents have a low self-advocacy to overcome the oppression of low prospects. From that, it may help the respondents to develop their self-confident to speak out for what they must deserved and what they must get as a PWDs. Self-advocacy also helps the PWD to hear their voice and needs as PWDs. "As Baghdayan (2017) said, "It is time to raise the awareness and advocate for the rights of people with disabilities and promote their acceptance and inclusion around the world at local, regional, national and international levels." It's time to start and continue to open the conversation about PWDs. It was all about the human equality not human justice. One inspirational sentence stated by Kerry (2014), he said that "I'm living my life to the fullest with no worries about pressure sores".

Table 7 shows the descriptive statistics of the variables self-efficacy and self-worth as well as the minimum and maximum that is measured in this section. The descriptive statistics included the statistics of mean and standard deviation. For the measure of the efficacy, the mean score of 76 samples was 3.29

(SD=0.45) with a range scores among the samples of 1.4 to 4. For the measure of the worth, the mean score of 76 samples was 3.33(SD=0.46) with a range scores among the samples of 1.55 to 4.

Table 7. Descriptive statistics of study variables

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Efficacy	76	1.40	4	3.2855	0.044913
Worth	76	1.55	4	3.3296	0.46103

The table 8 shows the correlation between the self-efficacy and self-worth. Given the p-values greater than $\alpha=0.01$, as a result, variables had a significant relationship. The respondents' self-efficacy or the capability to perform a specific task has a connection on the self-worth of the PWDs employees on how they believe and perceive themselves. Once a person believes and accepts the fact that he can accomplish task it has a high tendency that he can perform a task with his efforts and hard works to attain a specific goal to become successful.

Self-efficacy is the foundation to achieve self-worth as a person. If you believe that you can, you can. But if your mind is full of negativities, the output also will become negative because how you perceived is resulted on how you execute work.

Table 8. Pearson product moment correlation efficacy

Self-efficacy vs.	Pearson Chi-square	P-Value	Interpretation
Self-worth	.702**	0.000	Significant

**Correlation is significant at the 0.01 level (2-tailed)

Table 9 shows the significant difference between self-efficacy and self-worth of the PWD employees when grouped by age. If the result of the P-value is higher than 0.05 it is determined as not significant, which in this case, the result of P-value in self-efficacy was 0.984, there for the interpretation was not significant. While the result of P-value in self-worth is 0.658 also interpreted as not significant. This table proves that having a disability does not affect the self-efficacy and self-worth of a person with disability regarding on the age of that person. According to Unger (2012), there are significant changes in thinking regarding the age of the employee's potential of persons with disabilities and they might have once been viewed as unemployable, but they have fostered a shift from approach of "fixing" or "curing" people with disabilities to the present emphasis on capabilities, choice, and workplace supports in maximizing the work potential of people with disabilities.

Table 9. Difference of self-efficacy and self-worth when grouped by age

	F	P-Value	Interpretation
Self-Efficacy	0.094	0.984	Not Significant
Self-Worth	0.609	0.658	Not Significant

**Correlation is significant at the 0.01 level (2-tailed)

Table 10 shows the significant difference between self-efficacy and self-worth of the PWD employees when grouped by gender. If the result of the P-value is higher than 0.05 it was determined as not significant, which in this case, the result of P-value in self-efficacy was 0.588, therefor, the interpretation was not significant. However, the result of P-value in self-worth was 0.955 which also interpreted as not significant. In this table it is shown that having different gender does not affect the self-efficacy and self-worth of a PWD employee.

Table 10. Difference of self-efficacy and self-worth when grouped by gender

	F	P-Value	Interpretation
Self-Efficacy	0.588	0.446	Not Significant
Self-Worth	0.003	0.955	Not Significant

***Correlation is significant at the 0.01 level (2-tailed)*

As stated by Olsen (2013), if a person has high self-efficacy, they tend to try more, accomplish more, and persist longer at a task than those with low perceived self-efficacy. It may also result to tend experience less fear and less shame than the latter. They also tend to have more control over the events in their environment.

Table 11 shows the significant difference between self-efficacy and self-worth of the PWD employees when grouped by nature of disability. If the result of the P-value was higher than 0.05 it was determined as not significant, which in this case, the result of P-value in self-efficacy was 0.912, therefore, the interpretation was not significant. However, the result of P-value in self-worth was 0.63 also interpreted as not significant. We have three categories in defining the respondent's nature of disabilities which are inborn, accident and others. As the result in this table there are no significant difference between self- efficacy and self-worth of the PWD employees.

Table 11. Difference of self-efficacy and self-worth when grouped by nature of disability

	F	P-Value	Interpretation
Self-Efficacy	0.245	0.912	Not Significant
Self-Worth	0.649	0.630	Not Significant

***Correlation is significant at the 0.01 level (2-tailed)*

PWD employees at TWH show that their nature of disability does not have a significant relationship to their efficacy and worth. The researchers interpret as yes they are disabled but it does not affect how they work at their job. They are only disabled but capable to do work. Another thing is that, as the researchers observed, they are much more hardworking than the non-disabled people because they are challenge to do a specific task and it is truly a pleasure to finish a task.

It is important to use of performance evaluation in order to improve the employee's performance by providing feedback about what employees are doing right and wrong. Self-esteem is the extent to which a person views himself as valuable and worthy. Employees who had high self-esteem are more motivated and will perform better than employees who had low self-esteem (Aamodt, 2016).

Table 12 shows the significant difference between self-efficacy and self-worth of the PWD employees when grouped by nature of disability. If the result of the P-value was higher than 0.05 it was determined as not significant, which in this case, the result of P-value in self-efficacy was 0.469, therefor, the interpretation was not significant. However, the result of P-value in self-worth is 0.626 also interpreted as not significant.

Table 12. Difference of self-efficacy and self-worth when grouped by nature of work

	F	P-Value	Interpretation
Self-Efficacy	0.900	0.469	Not Significant
Self-Worth	0.654	0.626	Not Significant

***Correlation is significant at the 0.01 level (2-tailed)*

In our research local which is Tahanang Walang Hagdanan Inc. has a total of five departments which are metalcraft, woodcraft, needlecraft, packaging and office. We notice that it does not matter in where department they are assigned as long as they have high self-efficacy and self- worth.

One of the great challenges in performing research on self-esteem is that the construct is inherently subjective, a matter of “perception rather than reality”. The impact of self-esteem can be modulated to achieve more successful outcomes, even for individuals who may not possess the greatest strengths or gifts (Bramante, 2015).

CONCLUSIONS

Based on the results, the researchers found out that the self-efficacy and self-worth of PWD employees at Tahanang Walang Hagdanan Inc. have a significant relationship towards their work. Most of the respondents are male with 60.6% while female is the least with 39.5%. Majority of the respondents were ages 48 to 57 years old. Also majority of the respondents in this study was from the nature of packaging with a frequency of 30(39.5%), which is a medicine factory. Released in the news report that the company UNILAB given the PWD to have an opportunity to work. The researchers concluded that, the reason why in the packaging department is the majority among the department because of the help of UNILAB. While in terms of the nature of disability of the respondents, majority of them are being involved in PWD and work at Tahanang Walang Hagdanan Inc. because the reason why they are physically disabled is because most of them are resulted to different causes. Which polio is the majority with a 37 frequency and had a percentage of 48.68%.

Based on the results of the survey questionnaire and interview, the researchers concluded that several PWD employees do not get enough rest before going to work and that may also the result of their irritation during performing their task at work. Another problem that the PWD employees struggle, that they have mentioned in the survey is that they are lacking in team work. Especially in their job, it is important for them to have a team work inside the working station, to accomplish their task and to reach their quota for the day, then if they have extra time that day because they help each other they can do the job for the next day and for them to have extra time to get enough rest. PWD employees are not different to every one of us. They can function properly sometimes even better than us because they feel like they are limitless. Many of us take advantage of what we have especially our motor skills. Persons with disability are the strongest people we can ever encounter because despite of them being incomplete, they can still function more than other people without disability can. They can still find the purpose on negativities in life.

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