

# **THE UPSHOT OF THE IMPLEMENTATION OF A DRUG-FREE WORKPLACE PROGRAM TO THE EMPLOYEES OF THE CITY GOVERNMENT OF MUNTINLUPA**

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## **INTRODUCTION**

The objective of this study is to realize and identify the effect or upshot of the said program upon its full implementation on all officials of the city, including the regular, casual and contractual employees. The rationale can be as simple as a company being committed to protecting the safety, health and well being of its employees and patrons within the workplace and recognizing the fact that drug abuse compromises this dedication if left uncontrolled.

### **Statement of the Problem**

Specifically, it attempts to answer the following questions:

1. What is the personal profile of the respondents in terms of:
  - 1.1 Age,
  - 1.2 Gender,
  - 1.3 Civil Status, and
  - 1.4 Monthly Income?
  
2. How do respondents assess the implementation of Drug-Free Workplace Program in terms of the following measures:
  - 2.1 Preventive Education/Anti-Drug Seminar for Employees,
  - 2.2 Mandatory and Random Drug test and
  - 2.3 Monitoring Employees' Performance and Work Attitude?
  
3. How do employees' performances manifest themselves in terms of the following areas:
  - 3.1 Safety in the Workplace,
  - 3.2 Productivity and Service Excellence, and
  - 3.3 Strengthened Working Relationship?
  
4. To what extent does the implementation of Drug-Free Workplace Programs such as:
  1. Preventive Education/Anti-Drug Seminar for Employees,
  2. Mandatory and Random Drug test and
  3. Monitoring Employees' Performance and Work Attitudesignificantly contribute to the employees' performance in terms of the following dimensions:
  1. Safety in the Workplace,

2. Productivity and Service Excellence and
3. Strengthened Working Relationship?

### **Scope and Delimitation of the Study**

The study focused on the effect of the implementation of the Drug-Free Workplace Program on the performance and attitude of the city government employees towards work and the possible enhancement of services given to the constituents of the City. This study is limited only to 100 city-paid employees, whether casual, regular or detailed national employee.

### **Method of Research**

The researcher adopted a descriptive method of collecting data. Primary data were taken from interviews and personal experience and observations. Secondary data were derived from the magazines, books, articles, internet and other related publications.

### **Respondents of the Study**

The population frame of the study constitutes 100 randomly selected city-paid employees from different departments of the Muntinlupa City Government, including those occupying the regular positions.

### **Construction of the Questionnaire**

The items of the questionnaire were derived from websites, reports on related studies and from the review of related literature. The researcher gained insights into the construction of the questionnaire through books on fundamentals of research and foreign questionnaires. Some of the research materials derived from the Dangerous Drugs Board and the Department of Labor.

## **SUMMARY OF FINDINGS**

According to the statement of the problems posited for the study in chapter 1, the findings of the study are summarized as follows:

### **1. The Profile of the Respondents**

Majority of the employees who served as respondents of the study are in the early stage of their middle adulthood, strong and capable of doing many duties and responsibilities on their work, mostly male, married and have a monthly income of P6,000 to P10,000 which can be categorized under middle and lower classes of society.

## 2. The Implementation of Drug-Free Workplace Program

Among the three components of drug-free workplace program (i.e. a. Preventive Education b. Mandatory/Random Drug Testing c. Performance and Work Attitude Monitoring), it is preventive education through anti-drug seminars for an employee that has the highest weighted mean reflected, the extent of which is "strongly agree". It further demonstrates that employees of the city government of Muntinlupa do have constructive behaviors towards achieving a drug-free workplace.

## 3. Manifested Employees' Performances

From the same three components, however, the best assessments of employee performance are noted in productivity and service efficiency where the highest weighted mean reflected is 4.616 which are "very adequate" and safety in the workplace as well with a weighted mean of 4.439. These virtually mean that there exist interest and desire among employees towards achieving a drug-free workplace which is very indispensable in attaining workplace safety and of becoming productive and efficient employees. Moreover, the manifested employees' performance is highly adequate and described as relatively constructive towards implementation of drug-free workplace program.

## 4. Relationship between Implementation of Drug-Free Workplace Program and Employees' Performance

All computed correlation coefficients are positive and indicative of direct relationship so that the more drug-free the workplace is, the higher performance level is manifested by the employees.

The strongest relationship is that between productivity and service efficiency criterion measure and preventive education or anti-drug seminar for employees ( $r=0.489$ ). This identifies the key fact that the employees who have educational working knowledge on anti-drug precautionary measures have high awareness on the negative effects of prohibited drugs and are unlikely to become drug users. Hence, they are potentially to be more productive and efficient in the workplace. Nevertheless, the data show that all Pearson  $r$  correlation coefficients are significant beyond the .05 level and suggest that drug-free workplace program components are significant correlations of employees' job performance.

In summary, all the employee respondents' affirmed responses disclose that all the drug-free program components presented in the study are evidently significant contributors to employees' work performances.

## **CONCLUSIONS**

In the light of the above findings, the following conclusions are drawn:

1. Majority of the employee-respondents from the five selected Departments of the City Government of Muntinlupa City which include Public Employment and Services Office, MTMB, POSO, Environmental Sanitation Center, and City Veterinary's Office are receiving low monthly salary rate.
2. Employee respondents show willingness to undergo educational training, workshops and seminars on anti-drug preventive measures in order to attain a drug-free workplace.
3. The employees are giving more value on attaining safety workplace and of becoming productive and efficient employees.
4. The employees disclosed that all the drug-free program components presented in the study are evidently significant to employees' work performances. The mandated Drug-Free Workplace Program of the City Government of Muntinlupa aimed at having a drug-resistant and ultimately, a drug-free city is difficult to achieve but is attainable provided it starts from within every individual.

Furthermore, the null hypothesis asserting no relationship or correspondence between implementation of Drug-Free Workplace Program and employees' performance is rejected.

## **RECOMMENDATIONS**

In the light of the above findings and conclusions, the following recommendations are hereby endorsed:

1. A comprehensive anti-drug abuse education seminar should be part of the annual orientation seminar for employees to update them on the latest policies of the City Government of Muntinlupa and to keep them aware of the harmful effects of drug use on their performance and in their relationship with their co-workers.
2. A mandatory drug test should be required on all incoming employees of the City Government as part of their pre-employment requirements. Likewise, the same requirement should be mandatory for every contract renewal of casual and contractual employees, including detailed national employees.
3. On the other hand, employees will be monitored through random drug test especially those with history of drug use. This will be a regular program of the city to be implemented by its City Personnel Office, Administrative Department and the Muntinlupa Drug Testing Laboratory under the Office of the DAPCO.
4. The expected output of the anti-drug abuse program will be reflected on the annual performance evaluation of the employees of the City Government to be submitted to the Civil Service Commission.

5. A remarkable sustainable outcome of the implementation of the anti-drug abuse program for the employees would reflect on the high quality of service that they will provide on the City's taxpayers. Eventually, a successful delivery of service may lead to continuing economic growth, which in turn is a good reason for giving credits to a good performance of the workers. Merit-based salary increase is not impossible for a growing local economy.

A good service provider as exemplified by the city government organization should ensure efficient and productive workers that would encourage private business clients and constituents-at-large to build their trust and confidence on the agency that they depend on. Having these recommendations in place will help professionalize our office systems and practices in the government. The needs for hiring additional employees to perform essential government services may be obviated, since a few trained, disciplined and drug-free individuals can adequately run each office efficiently.