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Workplace Stress, Work Attitude and Job Satisfaction of Clinic-based Radiologic Technologists in the province of Laguna

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Abstract

Workplace stress, work attitude, and job satisfaction are important factors that can greatly impact the well-being and productivity of clinic-based radiologic technologists. Understanding the relationship between these factors is crucial for improving the overall work environment and ensuring the job satisfaction of radiologic technologists in healthcare settings (Zhong, 2020). Hence, the researcher is motivated to conduct a study employing correlational research design determining the relationship between workplace stress, work attitude, and job performance of clinic-based radiologic technologists in the province of Laguna. The study consisted of 37 respondents who are clinic-based and registered radiologic technologists from the province of Laguna. Findings show that the respondents experienced less workplace stress, had positive attitudes towards work, and have a high level of job satisfaction. It was also found that the respondents' work attitude does not depend on their level of workplace stress. Additionally, the respondents' level of job satisfaction does not depend on their level of workplace stress. Lastly, The more positive the respondents' attitude toward work, the higher the level of their job satisfaction. It was suggested the researcher's proposed program should be implemented by clinic management for it will lead to a healthier, more positive, and more efficient work environment for radiologic technologists, resulting in improved performance and retention, as well as higher-quality patient care.

Keywords: Workplace Stress, Work Attitude, Job Satisfaction, Clinic-Based Radiologic Technologists

Introduction

When faced with demands and pressures at work that are out of line with employees' skills and expertise and put their capacity to manage in jeopardy, people may react in a way known as workplace stress. Poor job design, management, organization, and circumstances, as well as a lack of support from coworkers and superiors, can all contribute to stress at work. While some pressure may be stimulating and help employees stay focused and energized, too much pressure without sufficient assistance can result in stress, which can negatively impact individuals' health and the performance of the company as a whole.

According to Xie et al (2021), one of the serious public health issues that have received a lot of attention is work stress. Stress at work may be a motivator that drives innovation and satisfaction, which in turn drives out monotony and boredom. When stress is a negative influence, it causes hostility and low work satisfaction (Hoboubi et al. 2019).

Radiologic technologists and other healthcare professionals frequently experience stress, and a very demanding work environment may be its root cause. Managing a large stream of patients over extended periods of time also contributes to this. Stress affects healthcare professionals' psychological, behavioral, and physical health, as demonstrated by the recent study of the National Institute for Occupational Safety and Health (NIOSH). However, the main reason for this is because they must continue practicing profession in addition to their responsibilities at home. Numerous studies have been carried out on healthcare professionals to determine what factors lead to stress. However, there is a dearth of local literature measuring the stress level of radiologic technologists specifically in the province of Laguna.

According to Kadir (2019), a person's work attitude encompasses one's subjective perceptions and attitudes toward his position and many elements of his workplace. These attitudes include a wide range of topics, including involvement, organizational commitment, and work satisfaction. Workplace attitudes have a big impact on how employees behave, which in turn affects their performance on the job, their relationships with coworkers, and whether they stay with a company or leave. Condes et al. (2019) found that the majority of the radiologic technologists in the province of Cavite had a neutral attitude toward work. It was also found that when the respondents are categorized based on their field of work and length of service, there is no significant difference in their work attitude. When the respondents were categorized by hospital level, their work attitudes varied. Compared to level 2 hospitals, respondents from level 3 hospitals had a better work attitude. Consequently, the researcher is motivated to conduct this study to determine the radiologic technologists' work attitude to verify whether the existing findings are similar to the present.

Healthcare workers are exposed to a variety of conditions on a daily basis, which affects their job satisfaction and performance. Job Satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. It encompasses the affective or emotional reactions of the employees toward their job and the cognitive and behavioral components associated with these reactions. It reflects how content an individual is with their job, and the extent to which one likes their job, and is a key factor in promoting feelings such as fulfillment through promotions, recognition, salaries, and the achievement of goals (Alrawahi et al., 2020). According to Judge, Zhang, and Glerum (2020), job satisfaction continues to be one of the most researched job attitudes in Industrial and Organizational Psychology. Cano et al. (2023) stated that the emerging job satisfaction of Filipino medical technologists is defined as the Force of Purpose to embody their purpose, the Force of Pursuit for their personal and professional pursuits, and the Force of People to surround themselves with appreciative and supportive individuals. Job satisfaction among healthcare workers has been the topic of many researchers in the past years, but there is a lack of local literature focusing on the level of radiologic technologists' level of job satisfaction.

Given the significance of workplace stress, work attitude, and job satisfaction, understanding these factors among radiologic technologists is essential. Although numerous studies have explored these factors in healthcare settings, there is a noticeable gap in research focusing specifically on clinic-based radiologic technologists in the province of Laguna. Examining this niche will provide deeper insights into how stress, attitudes, and satisfaction levels interact within this specific professional group.

Workplace stress, work attitude, and job satisfaction are important factors that can greatly impact the well-being and productivity of clinic-based radiologic technologists. Understanding the relationship between these factors is crucial for improving the overall work environment and ensuring the job satisfaction of radiologic technologists in healthcare settings (Zhong, 2020). Hence, the researcher is motivated to conduct a quantitative study determining the relationship between workplace stress, work attitude, and job performance of clinic-based radiologic technologists in the province of Laguna. Findings of this study can help in designing interventions and programs that are specifically tailored to the needs and challenges of radiologic technologists working in the said region.

Methods

This study utilized the descriptive-correlational research design which intends to measure two variables and assess the statistical relationship between them with little or no effort to control extraneous variables (Bhandari, 2021). This research design allows the researcher to relate systematically, precisely, explicitly, and objectively a situation, problem, or phenomenon as it naturally occurs. This study described the variables through correlation such as workplace stress, work attitude, and job satisfaction. Further, the study probed the significance of relationships, through correlation, between the respondents' workplace stress, work attitude, and job satisfaction.

The primary sources of data were the radiologic technologists who were the respondents of this study. Only the empirical data generated from them were statistically treated and in this study. The population of the study consisted of 40 clinic based radiologic technologists from selected clinics from the province of Laguna. The actual sample of 37 was computed using the Raosoft Calculator and were chosen through the stratified sampling method.

In gathering data, the researcher utilized self-made questionnaire through a Google Form in which the respondents could select their answers to questions by ticking or clicking their response. The questionnaire is divided into three parts: Part 1 covered the respondents' level of workplace stress. Part 2 covered the respondents' work attitude. Part 3 covered the respondents' level of job satisfaction. The survey questionnaire was assessed using Cronbach's alpha to determine the internal consistency of the items. After the pilot test and tallying, the instrument obtained the following Cronbach's Alpha result: .834 (workplace stress); .875 (work attitude); and .906 (job satisfaction).

Results and Discussion

This chapter presents the data gathered in tabular forms with the corresponding interpretation and analysis.

Table 1
Respondents' Level of Workplace Stress: Demands

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. I have to work very fast.	2.10	Low	1
2. I work very intensively.	1.88	Low	2
3. My work requires too much effort.	1.80	Low	3
4. I have insufficient time to do everything at work.	1.23	Very Low	5
5. My work involves conflicting demands.	1.30	Very Low	4
Overall Weighted Mean	**1.66**	**Very Low**	

Table 1 shows the respondents' level of workplace stress in terms of demands. Indicator 1 which states "I have to work very fast" got the highest weighted mean of 2.10 verbally interpreted as "Low" was ranked 1. Indicator 2 which states "I work very intensively" got a weighted mean of 1.88 verbally interpreted as "Low" was ranked 2. Indicator 3 which states "My work requires too much effort" got a weighted mean of 1.80 verbally interpreted as "Low" and was ranked 3. Indicator 5 which states "My work involves conflicting demands" got a weighted mean of 1.30 verbally interpreted as "Very Low" and was ranked 4. Lastly, indicator 4 which states "I have insufficient time to do everything at work" got the lowest weighted mean of 1.23 and was ranked 5.

To sum up, an overall weighted mean of 1.66, which is verbally interpreted as "Very Low," implies that the clinic-based radiologic technologist respondents were experiencing less stress since they did not have to work fast, intensively, and with conflicting demands.

This reduction in stress was caused by factors such as lessening workflow pressure and fewer competing demands, which is consistent with the researcher's findings. Wesdorp (2020) investigated the levels of stress and burnout among radiologic technologists, with a focus on how the work environment affects these levels. The study found that technologists working in less demanding environments, like clinics, reported lower levels of stress compared to those working in hospitals or high-demand environments. Reingold (2024) demonstrated that environments with lower patient volume and fewer technological demands—like clinics—have a significant negative impact on the psychological and physical well-being of radiologic technologists.

Table 2
Respondents' Level of Workplace Stress: Control

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. There is less possibility of learning new things through my work.	2.43	Low	2
2. My work demands a high level of expertise.	1.90	Low	4
3. My job requires me to take the initiative.	1.83	Low	5
4. I have no choice in deciding HOW and WHAT to do at work.	2.13	Low	3
5. I have to do the same thing over and over again.	3.08	High	1
Overall Weighted Mean	**2.27**	**Low**	

Table 2 shows the respondents' level of workplace stress in terms of control. Indicator 5 which states "I have to do the same thing over and over again" got the highest weighted mean of 3.08 verbally interpreted as "Low" and ranked 1. Indicator 1 which states "There is less possibility of learning new things through my work" got a weighted mean of 2.43 verbally interpreted as "Low" and ranked 2. Indicator 4 which states "I have no choice in deciding HOW and WHAT to do at work" got a weighted mean of 2.13 verbally interpreted as "Low" and ranked 3. Indicator 2 which states "My work demands a high level of expertise" got a weighted mean of 1.90 verbally interpreted as "Low" and ranked 4. Lastly, indicator 3 which states "My job requires me to take the initiative" got the lowest weighted mean of 1.83 verbally interpreted as "Low" and ranked 5.

To sum up, an overall weighted mean of 2.27, which is verbally interpreted as "Low" implies that the radiologic technologists working in clinics had reduced stress levels because of the controllable nature of their work and the opportunity for personal development and initiative.

The findings of this study are supported by Glazer and Liu (2020), who investigated the relationship between stress levels and low expertise in repetitive tasks. They discovered that regular work-related stress is reduced when individuals can develop new skills or take initiative. More specifically, the chance to participate in learning and taking initiative lowers stress levels dramatically in clinical environments such as those for radiologic technologist. Bakker and Demerouti (2021) investigated the connection between work attributes and stress levels, specifically the effect of professions that encourage initiative and learning on stress. It was discovered that professions with regular but doable responsibilities and chances for skill improvement lower stress levels. Workers in professions that do not require a high degree of expertise—such as some healthcare settings—report lower stress levels since their jobs are more satisfying and engaging due of the learning opportunities and controlled work environment.

Table 3
Respondents' Level of Workplace Stress: Support

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. I have a hard time enjoying working with my co-workers.	1.25	Very Low	1
2. I have the difficulty dealing with my supervisors.	1.15	Very Low	2
3. My co-workers are unable to understand whenever I had a bad day.	1.13	Very Low	3
4. I had difficulty in dealing with my co-workers.	1.05	Very Low	5
5. I feel the unpleasant atmosphere where I work.	1.08	Very Low	4
Overall Weighted Mean	**1.13**	**Very Low**	

Table 3 shows the respondents' level of workplace stress in terms of support. Indicator 1 which states "I have a hard time enjoying working with my co-workers" got the highest weighted mean of 1.25 verbally interpreted as "Very Low" and ranked 1. Indicator 2 which states "I have the difficulty dealing with my supervisors" got a weighted mean of 1.15 verbally interpreted as "Very Low" and ranked 2. Indicator 3 which states "My co-workers are unable to understand whenever I had a bad day" got a weighted mean of 1.13 verbally interpreted as "Very Low" and ranked 3. Indicator 5 which states "I feel the unpleasant atmosphere where I work" got a weighted mean of 1.08 verbally interpreted as "Very Low" and ranked 4. Lastly, indicator 4 which states "I had difficulty in dealing with my co-workers" got the lowest weighted mean of 1.05 verbally interpreted as "Very Low" and ranked 5.

To sum up, an overall weighted mean of 1.13, which is verbally interpreted as "Very Low" implies that the clinic-based radiologic technologist stress levels are considerably lowered in supportive work settings, especially when there is strong peer support and leadership.

The result is supported by Saleem et al. (2022) emphasizing how crucial supervisor assistance is for improving worker performance and reducing stress levels. The study reveals that social support from supervisors has a noteworthy effect on employees' performance by creating a favorable work environment. This is particularly important in high-stress scenarios such as the COVID-19 epidemic. According to the study, office dynamics may be improved and job stress can be reduced by having clear communication and sufficient support from supervisors. This would ultimately result in a more structured and stress-free workplace.

Table 4
Summary Table of the Respondents' Level of Workplace Stress

Indicators	Weighted Mean	Verbal Interpretation	Rank
1.Demands	1.66	Very Low	2
2.Control	2.27	Low	1
3.Support	1.13	Very Low	3
Overall Weighted Mean	**1.69**	**Very Low**	

Table 4 shows the summary of the respondents' level of workplace stress. Control got the highest weighted mean of 2.27 verbally interpreted as "Low" and ranked 1. Demands got a weighted mean of 1.66 verbally interpreted as "Very Low" and ranked 2. Lastly, Support got the lowest weighted mean of 1.13 verbally interpreted as "Very Low" and ranked 3. To sum up, an overall weighted mean of 1.69, which is verbally interpreted as "Very Low" implies that the employees experienced less stress in their workplace since they did not have to work fast, intensively, and with conflicting demands. Also, their work does not require a high level of expertise but provides the opportunity to learn new things and take initiative. Lastly, they received support coming from their fellow employees and supervisors resulting to a conducive work environment.

To sum up, an overall weighted average of 1.69, which is verbally interpreted as "Very Low" implies that because they were not required to work quickly, intensely, or under pressure, the radiologic technologists who worked in clinics were under less stress. Because their job was controlled and offered opportunities for initiative and personal growth, their stress levels had decreased. Furthermore, in supportive work environments—particularly when there is strong peer support and leadership—their stress levels are significantly reduced.

Table 5
Respondents' Work Attitude

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1. I do the task that is assigned to me with all willingness.	3.35	Positive	7
2. I see to it that I was able to finish my work on time.	3.38	Positive	5.5
3. I consider the additional task given to me as an opportunity to learn new things and improve my skills.	3.40	Positive	4
4. I insist on helping my co-workers whenever needed.	3.43	Positive	3
5. I come and leave work on time.	3.33	Positive	8
6. I always exert an extra effort in doing my work.	2.65	Positive	10
7. Being professional at work is on my top priorities.	3.95	Very Positive	1
8. I create a work environment that is conducive for working.	3.25	Positive	9
9. I support my co-workers.	3.38	Positive	5.5
10. I spend sufficient time in accomplishing my work.	3.48	Positive	2
Overall Weighted Mean	**3.36**	**Positive**	

Table 5 shows the respondents' work attitude. Indicator 7 which states "Being professional at work is on my top priorities" got a highest weighted mean of 3.95 verbally interpreted as "Very Positive" and ranked 1. Indicator 10 which states "I spend sufficient time in accomplishing my work" verbally interpreted as "Positive" and ranked 2. Lastly, indicator 4

which states “I insist on helping my co-workers whenever needed” got a weighted mean of 3.43 verbally interpreted as “Positive” and ranked 3.

On the other hand, indicator 6 which states “I always exert an extra effort in doing my work” got the lowest weighted mean of 2.65 and ranked 10. It is followed by indicator 8 which states “I create a work environment that is conducive for working” having a weighted mean of 3.25 verbally interpreted as “Positive” and ranked 9. Lastly, indicator 5 which states “I come and leave work on time” got a weighted mean of 3.33 verbally interpreted as “Positive” and ranked 8.

To sum up, an overall weighted mean of 3.36, which is verbally interpreted as "Positive," implies that radiologic technologist who work in clinics have a favorable perspective on their jobs. According to these results, most respondents find their jobs rewarding, are driven to do well at work and have a positive attitude about their employment. This optimistic outlook may be influenced by elements including a moderate workload, chances for professional advancement, and a supportive work environment.

This study examined a number of variables influencing radiologic technologist' and other healthcare workers' attitudes toward their jobs. It was shown that possibilities for professional progress, a sense of job stability, and open communication all influenced employees' favorable work attitudes. According to Nayeri et al. (2020), employees who experienced support from their superiors and peers were more likely to adopt a positive outlook, which improved job performance and decreased burnout.

Table 6
Respondents’ Level of Job Satisfaction: Work and Workplace

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1. Many of our rules and procedures need to be streamlined	2.03	Low	20
2. I like the people I work with.	3.80	Very High	3
3. I find I have to work harder at my job because of the incompetence of people I work with.	1.28	Very Low	21
4. I like doing the things I do at work.	3.70	Very High	4
5. I have too many duties and responsibilities	2.20	Low	19
6. I have the opportunity to take part in trainings, webinars, meetings and outreach activities	2.98	High	15
7. I receive the information, tools and resources I need to do my job effectively	3.13	High	12
8. I know what is expected of me at work	3.53	Very High	6
9. I am allowed / encouraged to make decisions to solve problems for my customers.	2.93	High	16
10. I know how to measure the quality of my work	3.55	Very High	5
11. The people I work with cooperate as a team.	3.33	High	8.5

12. I have a safe workplace	3.88	Very High	1.5
13. I would not consider leaving my job	2.35	Low	17
14. I would consider leaving my job for another facility.	2.30	Low	18
15. I would consider leaving my job for another with better pay	3.08	High	14
16. I would consider leaving my job for another with greater opportunities for advancement.	3.10	High	13
17. All employees have an equal opportunity to further their education	3.28	High	10
18. I feel my job has value to the community	3.88	Very High	1.5
19. There are other job skills I would like to learn	3.40	High	7
20. I would like to be cross-trained in another area.	3.33	High	8.5
21. I am concerned about potential of job loss due to changes in county/state/fed funding.	3.15	High	11
Overall Weighted Mean	**3.05**	**High**	

Table 6 presents the respondents' level of work satisfaction in terms of work and workplace. Indicators 12 which states "I have a safe workplace" and 18 which states "I feel my job has value to the community" both got the highest weighted mean of 3.88 verbally interpreted as "Very High" and ranked 1.5. Indicator 2 which states "I like the people I work with" got a weighted mean of 3.80 verbally interpreted as "Very High" and ranked 3.

On the other hand, indicator 3 which states "I find I have to work harder at my job because of the incompetence of people I work with" got the lowest weighted mean of 1.28 verbally interpreted as "Very Low" and ranked 21. It is followed by indicator 1 which states "Many of our rules and procedures need to be streamlined" having a weighted mean of 2.03 verbally interpreted as "Low" and ranked 20. Lastly, indicator 5 which states "I have too many duties and responsibilities" got a weighted mean of 2.20 verbally interpreted as "Low" and ranked 19.

To sum up, an overall weighted mean of 3.05, which is verbally interpreted as "High," implies that radiologic technologists working in clinics are highly satisfied with their jobs and the atmosphere in which they operate. This high level of satisfaction is probably the result of a number of beneficial elements, including helpful coworkers, efficient communication, and a secure, well-run workplace. A favorable work experience is also influenced by possibilities for professional advancement, fair workloads, and access to required resources.

In their study of the variables affecting radiologic technologists' satisfaction at work, Hansen and Buus (2021) discovered that great teamwork, sufficient resources, and a positive work atmosphere were strongly correlated with high levels of job satisfaction. Radiologic technologists expressed more job satisfaction when they believed their company offered the required resources, respect, and professional support.

The role of communication, workload, and opportunities for career growth on job satisfaction among healthcare workers, especially radiologic technologists, was studied by Nayeri et al. (2020). Particularly in clinical settings, the results showed that employees who worked in situations with clear communication, sufficient personnel, and advancement prospects were more satisfied with their jobs.

Table 7
Respondents' Level of Job Satisfaction: Supervisor and Management

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My department or agency has the right people and skills to do its work	3.70	Very High	1
2. My department or agency practices high standards and ethics.	3.40	High	4
3. My supervisor is quite competent in doing his/her job.	3.40	High	4
4. My supervisor shows interest in my feelings and acknowledges my concerns.	3.33	High	8
5. My supervisor treats me with dignity and respect	3.43	High	2
6. My agency consistently demonstrates support for a diverse workforce	3.35	High	6.5
7. My supervisor holds me and my co-workers accountable for performance	3.35	High	6.5
8. I can rely on my supervisor	3.40	High	4
9. I often feel that I do not know what is going on with the organization.	2.35	Low	10
10. I feel I can go to management if my supervisor doesn't listen	3.05	High	9
11. There are services we need to offer that we currently do not.	1.18	Very Low	11
Overall Weighted Mean	**3.08**	**High**	

Table 7 presents the respondents' level of work satisfaction in terms of supervisor and management. Indicator 1 which states "My department or agency has the right people and skills to do its work" got the highest weighted mean of 3.70 verbally interpreted as "Very High" and ranked 1. Indicator 5 which states "My supervisor treats me with dignity and respect" got a weighted mean of 3.43 verbally interpreted as "High" and ranked 2. Indicators 2 Which states "My department or agency practices high standards and ethics", 3 which states "My supervisor is quite competent in doing his/her job", and 8 which states "I can rely on my supervisor" got a weighted mean of 3.40 verbally interpreted as "High" and all ranked 4.

On the other hand, indicator 11 which states "There are services we need to offer that we currently do not" got the lowest weighted mean of 1.18 verbally interpreted as "Very Low" and ranked 11. It is followed by indicator 9 which states "I often feel that I do not know what is going on with the organization" having a weighted mean of 2.35 verbally interpreted as "Low" and ranked 10. Lastly, indicator 10 which states "I feel I can go to management if my supervisor doesn't listen" got a weighted mean of 3.05 verbally interpreted as "High" and ranked 9.

To sum up, an overall weighted mean of 3.08, which is verbally interpreted as "High" implies that radiologic technologists working in clinics are usually happy with their managers and supervisors. The high degree of happiness indicates that these professionals believe their supervisors support and appreciate them, which is important for creating a healthy work environment. This view is enhanced and tension is decreased by good leadership, accomplishment acknowledgment, and effective communication. There is usually a positive correlation between supervisor approachability and professional growth and employee job satisfaction, engagement, and retention.

A study of leadership styles on satisfaction among workers in hospital settings was conducted by Ali and Wanjau (2021). It reveals that among healthcare professionals, transformational leadership—which is typified by encouraging and stimulating management techniques—significantly raises job satisfaction. The study supports the idea that good management fosters an atmosphere of fulfillment by indicating that workers' overall job satisfaction rises when they perceive their supervisors to be supportive and appreciated. In their investigation of factors affecting radiologic technologist' job satisfaction, Bujang et al. (2021) emphasize the significance of methods of leadership and supervisory assistance. Positive interactions with supervisors are linked to higher work satisfaction and improved staff morale. The study highlights the clear relationship between improved satisfaction levels in clinical settings and a supportive management style.

Table 8
Respondents' Level of Job Satisfaction: Benefits and Rewards

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1. I feel I am being paid a fair amount for the work I do.	2.78	High	3
2. I am not satisfied with the benefits I receive.	1.90	Low	5
3. I would like to work more/less hours	2.28	Low	4
4. I would like to see a social committee for lunches and special days (slipper days, tiara days, flowers in your hair day, jewelry day, ugly sweater day, etc.)	3.13	High	2
5. There are few rewards for those who work here.	3.15	High	1
Overall Weighted Mean	**2.65**	**High**	

Table 8 presents the respondents' level of work satisfaction in terms of benefits and rewards. Indicator 5 which states "There are few rewards for those who work here" got the highest weighted mean of 3.15 verbally interpreted as "High" and ranked 1. Indicator 4 which states "I would like to see a social committee for lunches and special days (slipper days, tiara days, flowers in your hair day, jewelry day, ugly sweater day, etc.)" got a weighted mean of 3.13 verbally interpreted as "High" and ranked 2. Indicator 1 which states "I feel I am being paid a fair amount for the work I do" got a weighted mean of 2.78 verbally interpreted as "High" and ranked 3. Indicator 3 which states "I would like to work more/less hours" got a weighted mean of 2.28 verbally interpreted as "High" and ranked 4. Lastly, indicator 2 "I am

not satisfied with the benefits I receive" got the lowest weighted mean of 1.90 verbally interpreted as "Low" and ranked 5.

To sum up, an overall weighted mean of 2.65, which is verbally interpreted as "High," implies that radiologic technologists working in clinics are satisfied with their benefits and compensation. This suggests that people think their pay—which includes wages, health benefits, and other incentives—is fair and commensurate with the work they do.

According to Afsar et al. (2020), job satisfaction among healthcare professionals was significantly influenced by perceived organizational support. In line with the results of high satisfaction in the workplace, the study stressed that employees' overall satisfaction with their jobs rises when they feel supported through benefits and rewards. According to a Laschinger et al. (2021), job satisfaction in healthcare environments is positively correlated with benefits offered to employees. According to the them, job satisfaction was greater among employees who thought their benefits were valued. This is consistent with the results that radiologic technologists have high job satisfaction.

Table 9
Respondents' Level of Job Satisfaction: Recognition

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1. I do not feel that the work I do is appreciated.	1.33	Very Low	4
2. My performance evaluation provides me with meaningful information about my performance	3.43	High	2.5
3. I would appreciate management recognition on my anniversary	3.43	High	2.5
4. I would like to see employee recognition and appreciation by management and my fellow employees	3.50	High	1
Overall Weighted Mean	**2.92**	**High**	

Table 9 presents the respondents' level of work satisfaction in terms of recognition. Indicator 4 which states "I would like to see employee recognition and appreciation by management and my fellow employees" got the highest weighted mean of 3.50 verbally interpreted as "High" and ranked 1. Indicators 2 which states "My performance evaluation provides me with meaningful information about my performance" and 3 which states "I would appreciate management recognition on my anniversary" got a weighted mean of 3.43 verbally interpreted as "High" and both ranked 2.5. Lastly, indicator 1 which states I do not feel that the work I do is appreciated" got the lowest weighted mean of 1.33 verbally interpreted as "Very Low" and ranked 4.

To sum up, an overall weighted mean of 2.92, which is verbally interpreted as "High" implies that radiologic technologists working in clinics that they feel valued and acknowledged for their efforts at work. This high degree of satisfaction implies that recognition—whether from colleagues and superiors or through official rewards, verbal

praise, or other forms of acknowledgment—plays a vital role in boosting motivation and work satisfaction.

In a research on healthcare workers' job satisfaction during the COVID-19 pandemic, Alshahrani et al. (2022) emphasized acknowledgment as a critical component. According to the study, healthcare professionals who were given enough credit by their superiors and colleagues expressed more job satisfaction, which can have a favorable effect on their output and longevity in the industry. This is consistent with the observation that radiologic technologists had high levels of satisfaction with regard to recognition. The study found that encouraging a culture of appreciation can improve healthcare employees' overall satisfaction with their work.

Jenkins et al. (2023) looked at the level of work satisfaction among radiologic technologists and other healthcare professionals. The study discovered that acknowledging efforts and receiving recognition from superiors has a major impact on job satisfaction. The findings validated the hypothesis that radiologic technologist working in clinics would also have high levels of satisfaction with regard to recognition in their employment, as they showed a positive correlation between increased recognition and enhanced workplace morale and job satisfaction.

Table 10
Respondents' Level of Job Satisfaction: Communication

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1. Communications seem good within this organization.	3.70	Very High	1
2. As it plans for the future, my department or agency asks for my ideas	3.00	High	4
3. I have the opportunity to give input on decisions affecting my work	3.05	High	3
4. I know how my agency measures its success	3.10	High	2
Overall Weighted Mean	**3.21**	**High**	

Table 10 presents the respondents' level of work satisfaction in terms of communication. Indicator 1 which states "Communications seem good within this organization" got the highest weighted mean of 3.70 verbally interpreted as "Very High" and ranked 1. Indicator 4 which states "I know how my agency measures its success" got a weighted mean of 3.10 verbally interpreted as "High" and ranked 2. Indicator 3 which states "I have the opportunity to give input on decisions affecting my work" 3.05 verbally interpreted as "High" and ranked 3. Lastly, indicator 2 which states "As it plans for the future, my department or agency asks for my ideas" got the lowest weighted mean of 3.00 verbally interpreted as "High" and ranked 4.

To sum up, an overall weighted mean of 3.21, which is verbally interpreted as "High" implies that clinic-based radiologic technologists are highly satisfied with the communication within the workplace. It also implies that their supervisors and coworkers are communicating

well, which is important in a healthcare setting because good patient care depends on cooperation and teamwork.

The significance of efficient communication in healthcare teams is emphasized by Norman (2024), who also highlights the role that interpersonal connections and organizational culture have in influencing team communication. The results emphasize how important it is for healthcare workers to have clear communication techniques in order to increase cooperation and job satisfaction. Heidari et al. (2022) examine a number of research papers on communication in healthcare environments, demonstrating that good communication raises staff morale and work satisfaction in addition to improving patient satisfaction. The study's results support the notion that healthcare professionals are very satisfied with their communication experiences.

Table 11
Summary Table of the Respondents' Level of Job Satisfaction

Indicators	**Weighted Mean**	**Verbal Interpretation**	**Rank**
1.Work and workplace	3.05	High	3
2.Supervisor and management	3.08	High	2
3.Benefits and rewards	2.65	High	5
4.Recognition	2.92	High	4
5.Communication	3.21	High	1
Overall Weighted Mean	**2.98**	**High**	

Table 11 presents the respondents' level of job satisfaction. Communication got the highest weighted mean of 3.21 verbally interpreted as "High" and ranked 1. Supervision and management got a weighted mean of 3.08 verbally interpreted as "High" and ranked 2. Work and workplace got a weighted mean of 3.05 verbally interpreted as "High" and ranked 3. Recognition got a weighted mean of 2.92 verbally interpreted as "High" and ranked 4. Lastly, benefits and rewards got the lowest weighted mean of 2.65 verbally interpreted as "High" and ranked 5.

To sum up, an overall weighted mean of 2.98, which is verbally interpreted as "High," implies that radiologic technologists working in clinics usually have a good work environment in terms of workplace conditions, management and supervision, perks and rewards, recognition, and communication. This may increase the work satisfaction and general morale of these professionals by indicating that they feel appreciated and supported in their jobs.

Studies by Hossain & Hossain (2021) and Karami & Hossain (2023) provide evidence supporting the findings of high satisfaction in various aspects of the workplace for clinic-based radiologic technologists. The association between the work environment, organizational support, and job satisfaction among healthcare professionals is examined by Hossain and Hossain (2021), who emphasize the benefits of a supportive management structure on job satisfaction. Furthermore, Karami and Hossain's (2023) study that examined several variables influencing healthcare employees' job satisfaction highlights the significance of these components in raising satisfaction with work. These variables include communication, recognition, and the high level of supervisor-subordinate interactions.

Table 12
Relationship between the Respondents' Level of Workplace Stress and Work Attitude

Variables	Statistical Treatment (Pearson's)	p-value	Decision	Interpretation
Workplace stress and work attitude	r=-.288 (low correlation)	.072	Failed to reject H_0	Not Significant

***Significant @ 0.05**

For the relationship between the respondents' level of workplace stress and workplace attitude, a Pearson's r value of -.288 was obtained indicating a low correlation. Meanwhile, a probability value of .072 which was higher than the test of significance at .05 showed that there is no sufficient statistical evidence to reject the null hypothesis, suggesting no significant relationship between the variables. This means that the respondents' work attitude does not depend on their level of workplace stress.

The findings of the study are supported by Keykaleh et al. (2020). Their study looked into the connection between nurses' patient safety cultures and work stress. A large negative association between job stress and many aspects of workplace attitudes was discovered in some research, although no significant relationship was observed in others. For example, although stress factors affected radiologic technologist, Keykaleh et al. (2020) found no significant association between occupational stress and attitudes toward patient safety culture. This demonstrates that contrary to popular belief, workplace stress may not always have an impact on employees' work attitudes.

Contreras and Gonzalez (2021) studied how attitudes and work stress were affected by organizational transformation. They discovered that while changes in the workplace did raise stress, they did not always result in a change in employee attitudes. Their findings suggested that there may be more variables at play when it comes to work attitudes than just stress levels and that there may be a complicated link between workplace stress and individuals' opinions toward their employment.

5.Relationship Between the Respondents' Level of Workplace Stress and Level of Job Satisfaction

Table 13
Relationship between the Respondents' Level of Workplace Stress and Level of Job Satisfaction

Variables	Statistical Treatment (Pearson's)	p-value	Decision	Interpretation
Workplace stress and job satisfaction	r=-.236 (low correlation)	.142	Failed to reject H_0	Not Significant

Significant @ 0.05

For the relationship between the respondents' level of workplace stress and level of job satisfaction, a Pearson's r value of -.236 was obtained indicating a low correlation. Meanwhile, a probability value of .142 which was higher than the test of significance at .05 showed that there is no sufficient statistical evidence to reject the null hypothesis, suggesting no significant relationship between the variables. This means that the respondents' level of job satisfaction does not depend on their level of workplace stress.

The findings are supported by Gilbert et al. (2023) studied the relationship between workplace stress and work satisfaction. The study found that although stress and work satisfaction were negatively correlated, the association was not very strong, suggesting that factors other than stress levels might also have an impact on job satisfaction. The elements impacting healthcare workers' job satisfaction were studied by Coyle et al. in 2022. Their results suggested that other factors, such as the office atmosphere and support networks, are more important in predicting overall satisfaction with work since work satisfaction does not strongly depend on workplace stress levels.

Table 14
Relationship Between the Respondents' Work Attitude and Level of Job Satisfaction

Variables	Statistical Treatment (Pearson's)	p-value	Decision	Interpretation
Work attitude and job satisfaction	r=.657 (strong correlation)	.000	H_0 rejected	Significant

Significant @ .01

For the relationship between the respondents' work attitude and level of job satisfaction, a Pearson's r value of .657 was obtained indicating a strong correlation. Meanwhile, a probability value of .000 which was lower than the test of significance at .01 showed that there is a sufficient statistical evidence to reject the null hypothesis, suggesting a significant relationship between the variables. This means that the more positive the respondents' attitude toward work, the higher the level of their job satisfaction.

The findings of the study are supported by Dabbous and Nader (2021) who looked at how workers' attitudes toward work affected their job satisfaction in the banking industry.

They identified a considerable positive association between workers' favorable attitudes towards their work and their overall job satisfaction levels. According to the study, having a positive work attitude can increase job satisfaction, which in turn can boost performance and lower the likelihood of turnover. In cross-industry research, Clemens and Greiner (2022) investigated the connection between worker attitudes and job satisfaction. Positive work attitudes are significantly correlated with better levels of job satisfaction, according to their research. The authors stated that to improve employees' attitudes and ultimately increase job satisfaction and overall organizational performance, firms should concentrate on creating a supportive atmosphere.

Table 15
Reducing Stress, Fostering Positive Work Attitude, and Increasing Job Satisfaction

Plans and Programs	Goals/ Objectives	Time Frame	Persons Involved	Budget Allocation	Success Indicator
Workshops on Stress Reduction	To organize monthly workshops on stress management techniques such as mindfulness, yoga, and meditation. These workshops could teach relaxation exercises and coping mechanisms for handling stressful situations in the workplace	12 months	Clinic administrator, supervisor, radiologic technologists	Php 3,000	95% of the radiologic technologist partcicipated
Time Management and Workflow Optimization Training	To provide training to help radiologic technologists improve their time management skills. This can reduce stress related to workload and deadlines by teaching them how to prioritize tasks effectively	12 months	Clinic administrator, supervisor, radiologic technologists	Php 3,000	95% of the radiologic technologist partcicipated
Work-Life Balace Initiatives	To encourage flexible working hours and promote the use of paid time off. Implementing shorter shifts or rotating shifts that accommodate personal schedules can reduce burnout and lower stress	12 months	Clinic administrator, supervisor, radiologic technologists	Php 3,000	95% of the radiologic technologist partcicipated
Team-Building Activity	To Plan quarterly team-building exercises that foster camaraderie and collaboration. Activities such as group problem-solving tasks or social gatherings can strengthen	3 months	Clinic administrator, supervisor, radiologic technologists	Php 15,000	90% of the radiologic technologist partcicipated

	relationships among staff and create a more positive, supportive work environment				
Mentorship and Support Program	To implement a peer mentorship program where more experienced radiologic technologists can mentor new staff members. Mentoring provides support, guidance, and encouragement, improving attitudes toward work	12 months	Clinic administrator, supervisor, radiologic technologists	Php 3,000	95% of the radiologic technologist partcicipated
Survey for Employee Feedback	To conduct regular surveys to gauge employee satisfaction and gather suggestions for workplace improvements. Implementing changes based on feedback can directly improve job satisfaction by addressing concerns	2 months	Clinic administrator, supervisor, radiologic technologists	n/a	95% of the radiologic technologist partcicipated

In the healthcare field, particularly for radiologic technologists, stress levels can be high due to the demanding nature of their work. Technologists must operate complex equipment, manage patient care, and meet organizational expectations, which can lead to burnout and reduced job satisfaction. Implementing the **"Reducing Stress, Fostering Positive Work Attitude, and Increasing Job Satisfaction"** program is critical for workplace stress reduction, improving work attitude, increasing job satisfaction, and organizational benefits. Overall, implementing this program will lead to a healthier, more positive, and more efficient work environment for radiologic technologists, resulting in improved performance and retention, as well as higher-quality patient care.

Conclusions and Recommendations

Based on the findings of the study, the following conclusions were drawn. Radiologic technologists in clinics experience less stress due to controlled work, initiative opportunities, and personal growth. Supportive environments, including peer support and leadership, significantly reduce stress levels. Among these, radiologic technologists in clinics find their jobs rewarding, driven by a moderate workload, professional advancement opportunities, and a supportive work environment, fostering a positive attitude with a highly satisfied work, by also having a good work environment in terms of workplace conditions, management and supervision, benefits and rewards, recognition, and communication.

Though the respondents experienced less workplace stress, had positive attitudes towards work, and have a high level of job satisfaction, it is concluded that there is a need to

implement the proposed plan to reduce the stress level, maintain positive attitudes, and improve the job satisfaction level of the radiologic technologists.

Furthermore. other future researchers are encouraged to replicate and improve this study by including a wider scope such as number of respondents and locale. It is also suggested that they conduct qualitative research to verify existing quantitative data.

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