

**STATUS OF WORKING CONDITION AND HAZARDS OF BUDGET  
HOTELS IN CARMEN**

**College of Technology and Allied Sciences  
BOHOL ISLAND STATE UNIVERSITY  
Zamora, Bilar, Bohol**

**RENE L. ANUB  
JOHN ERICK P. FLORES  
ROY M. MANGCO**

**February 2022**

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Zamora, Bilar, Bohol**

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**In Partial Fulfillment  
Of the Requirements for the Degree of  
Bachelor of Science in Hospitality Management**

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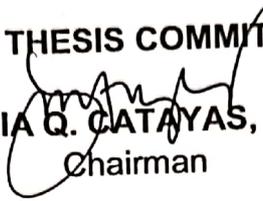
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**February 2022**

## APPROVAL SHEET

This thesis entitled "**STATUS OF WORKING CONDITION AND HAZARDS OF BUDGET HOTELS IN CARMEN,**" prepared and submitted by Rene L. Anub, John Erick P. Flores and Roy M. Mangco in partial fulfillment of the requirements for the Degree of Bachelor of Science in Hospitality Management has been examined and recommended for acceptance and approval for oral defense.

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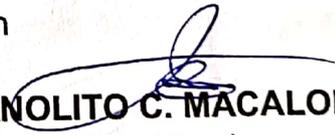
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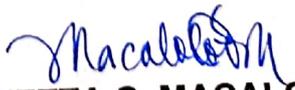
  
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## ABSTRACT

The main thrust of the study is to evaluate the status of working condition and hazards of budget hotel in Carmen in terms of state of the building, maintenance of utility spaces, firefighting measures, technical rules and regulations and preventive measures, health, physical, ergonomic and chemical hazards and as well as the demographic profile of the participants in terms of age, gender, civil status and year of service. The participants of the study were the 15 Housekeeping staffs of budget hotels in Carmen Bohol. The researchers used a descriptive type of research through the use of self-made survey questionnaire as an instrument. The result showed that majority of the respondents belongs to age 31 above with the percentage of 53.34%. With regards to the civil status, single got the highest percentage 53.33%. Out of the 15 respondents a highest percentage of 73.34% were the females and as for the year of service, 1-3 years got the highest percentage of 73.33%. Moreover, the data shows the result of the survey to the housekeeping staffs of budget hotels in Carmen, Bohol in terms of state of the building, maintenance of utility spaces, firefighting measures, technical rules and regulations, preventive measures gathered an overall weighted mean of 3.50 which is interpreted as very good.

On the other hand, the status of working hazards in the housekeeping area of budget hotels in Carmen Bohol in terms of health hazards, physical hazards, ergonomic hazards, and in terms of chemical hazards gathered an overall weighted mean of 3.11 which is interpreted as good. The researchers conclude that the management should conduct trainings and should establish new facilities to ensure that the staffs can work safely.

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## Chapter 1

### THE PROBLEM AND ITS SCOPE

#### Rationale

Working condition is characterized by the quality of work that can be modified and be improved through under certain condition. Current conceptions of working conditions incorporate considerations of wider factors, which may affect the employee psychosomatically. Thus, a broader definition of the term includes the economic dimension of work and effects on living conditions. Working conditions are subject to labor law and are regulate by: legislation, collective agreements, works rules, the employment contract, as well as custom and practice.

On the other hand, working conditions and employment have been recognized as central to the reflection and determinants of an individual's life changes. Working condition and employment are linked to health in a positive way, both as a predominant mode of earning income and other material benefits, and as a source of social integration, prestige and meaning. However, employment and working conditions also expose workers to potentially health threatening physical psychosocial stressors.

Working conditions affecting the safety of housekeepers need to be investigated as good working practices that help reduce health hazard. According to the 2013 Fatality Report of US Department Labor Statistics, no one should sacrifice his or her life for his or her livelihood since a nation build on the dignity of

work must provide safe working condition for its people. Some studies found that housekeeping jobs are often categorized as a low status job and sufficient research attention has not been given to this group of employees.

Economically active people spend on an average about one third of their time at the workplace. Employment and working conditions have powerful effects on health equity. Good working conditions can provide social protection and status, personal development opportunities, and protection from physical and psychosocial hazards. They can also improve social relations and self-esteem of employees and lead to positive health effects.

The health of workers is an essential prerequisite for household income, productivity and economic development. Therefore, restoring and maintaining working capacity is an important function of the health services.

Health risks at the workplace, such as heat, noise, dust, hazardous chemicals, unsafe machines and psychological stress, cause occupational diseases and can aggravate other health problems. Conditions of employment, occupation and the position in the workplace hierarchy also affect health. People working under stress or with precarious employment conditions are likely to smoke more, exercise less and have an unhealthy diet.

Hospitality operates 24 hours a day, 365 days a year. This means that no matter in what area of the industry you work. Shifts and staff times for every vary widely. The working condition in the industry are as diverse as there as different kinds of establishments. However, there are now control existing to ensure consistency and fairness, and lack of any kinds of discrimination, in relation to minimum wages, occupational health and safety, hours work, leave entitlements.

All such things are usually covered by industry award, enterprise or individual agreement. Working conditions can have a great impact on the performance of the staff especially when it comes to their safety which can lead to poor productivity.

In connection with this, the researchers proposed to conduct the study on the working condition that affects the safety of the housekeeping staff and also to determine the safety measures that are addressed and implemented by the different budget hotel in the municipality of Carmen Bohol and proposed an action plan based on the result of the study.

### **Literature Background**

Haddon's work clearly was informed by at least two predecessors, Drs. John E. Gordon and James J. Gibson. Gordon, in a 1949 paper in the American Journal of Public Health entitled "The Epidemiology of Accidents," firmly placed injury control within the public health framework in which health problems are conceptualized to result from interactions among the host, agent, and environment. Gibson, a psychologist, in 1961 elaborated on this notion by classifying agents of injury in terms of various forms of energy including thermal, radiant, chemical, electrical, and mechanical. In addition to drawing on the agent host-environment concepts in defining the columns of his matrix, Haddon relied on examples from public health efforts to address polio as he conceptualized countermeasures within phases of influence. For example, he described the first phase in combating polio as one of "preventing the etiologic agent from reaching the susceptible host"; the second phase as the "interaction of the etiologic agents and the susceptible structures"; and the third phase as "maximizing salvage, once damage has been

done to the susceptible structures". He expanded upon this by depicting the phases in the crash and injury process as pre-crash, crash, and post-crash to define the rows of his matrix.

Another theory is the Human relations theory who was developed by Elton Mayo, who conducted experiments designed to improve productivity that laid the foundation for the human relations movement. His focus was on changing working conditions like lighting, break times and the length of the workday. Every change he tested was met with an improvement in performance.

Ultimately, he concluded that the improvements weren't due to the changes but the result of the researchers paying attention to the employees and making them feel valued. These experiments gave rise to the theory that employees are more motivated by personal attention and being part of a group than they are by money.

Social influence theory, as proposed by Kelman (1958) states that an individual's attitudes, beliefs, and subsequent actions or behaviors are influenced by referent others through three processes: compliance, identification, and internalization. Kelman (1958) posited that social influence brings about changes in attitude and actions, and that changes may occur at different "levels." This difference in the level of changes can be attributed by the differences in the processes through which individuals accept influence. Working conditions are defined as the circumstances such as working hours, stress, degree of safety, the Atmosphere, the environment, the circumstances, the surroundings in which people work, labor or danger that affect the workplace.

The types of workplace hazards that can influence the working conditions of the employee are Biological hazards commonly known as biohazards, It can be

any biological substance that could cause harm to humans. Biological hazards exposure to harm or disease from working with animals, people, or infectious plant materials, physical hazards which can be any factors within the environment that can harm the body without necessarily touching it. This hazard can affect workers in extreme weather conditions or harmful working environments, Ergonomic hazards occur when the type of work, body positions, and working conditions put a strain on your body. They are the hardest to spot since you don't always immediately notice the strain on your body or the harm that these hazards pose, and chemical hazards which are present when a worker is exposed to any chemical preparation in the workplace in any form (solid, liquid or gas). Some are safer than others, but to some workers who are more sensitive to chemicals, even common solutions can cause illness, skin irritation, or breathing problems.

Republic Act No. 11058, Article 162 of the Safety and health standards stated that the Secretary of Labor and Employment shall, by appropriate orders, set and enforce mandatory occupational safety and health standards to eliminate or reduce occupational safety and health hazards in all workplaces and institute new, and update existing, programs to ensure safe and healthful working conditions in all places of employment.

The country shall ensure a safe and healthful workplace for all working people by affording them full protection against all hazards in their work environment. It shall ensure that the provisions of the Labor Code of the Philippines, all domestic laws, and internationally-recognized standards on occupational safety and health are being fully enforced and complied with by the employers, and it shall provide penalties for any violation thereof. The State shall

protect every worker against injury, sickness or death through safe and healthful working conditions thereby assuring the conservation of valuable manpower resources and prevention of loss or damage to lives and properties consistent with national development goals, and with the State's commitment to the total development of every worker as a complete human being. The State, in protecting the safety and health of the workers, shall promote strict but dynamic, inclusive, and gender-sensitive measures in the formulation and implementation of policies and programs related to occupational safety and health.

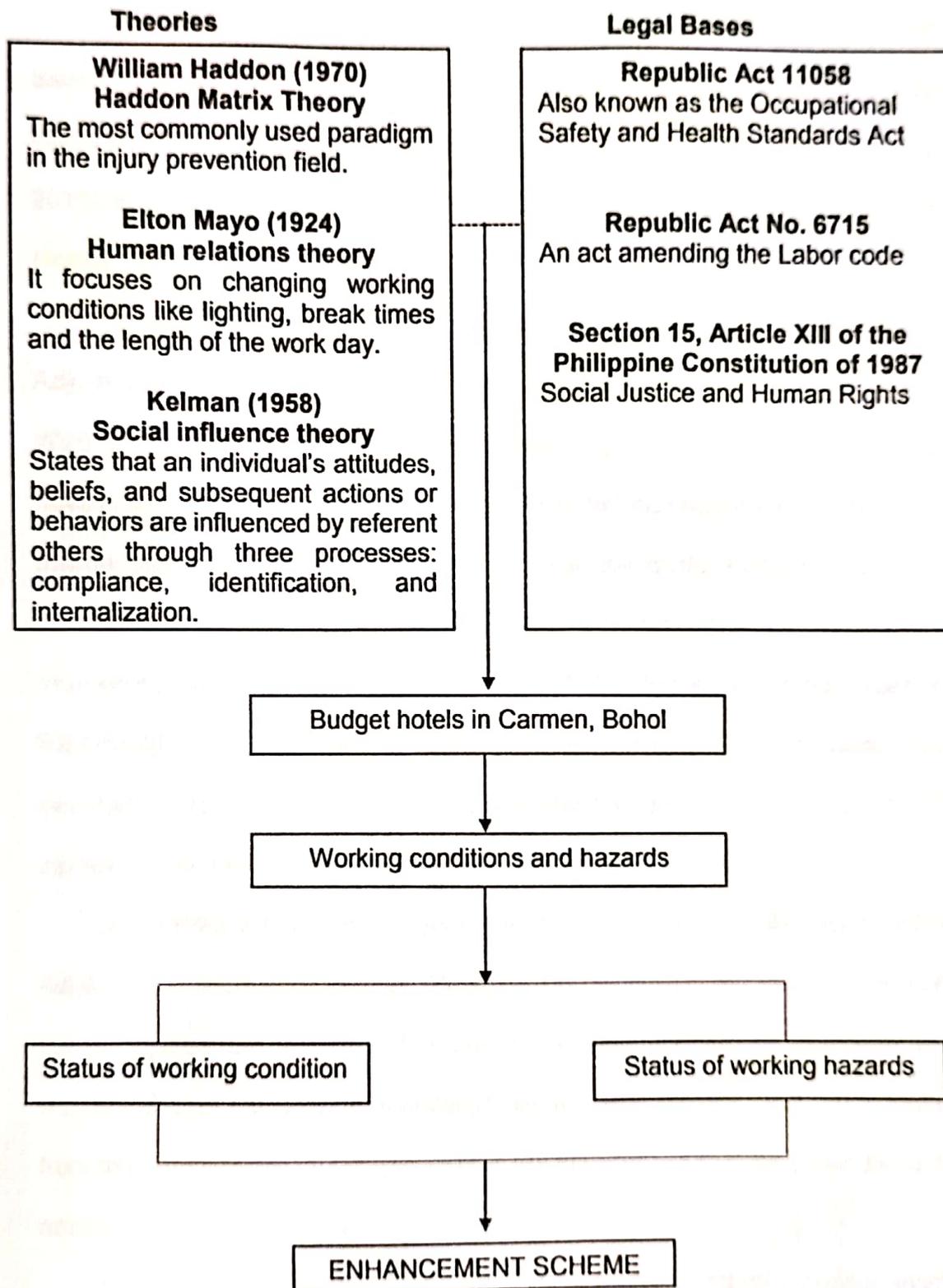
According to the Philippine Statistics Authority, the total cases of occupational diseases in workplaces reached over 125,000 in 2015. Back pain is the most common type of occupational disease, making up 32.8% of the reported cases. This is followed by essential hypertension (11.5%) and neck and shoulder pain (11.4%). Meanwhile, the riskiest industry for workers was found to be in administrative and support service activities (34.3%) and manufacturing industry (31.1%), jointly comprising almost two thirds of the total cases of occupational diseases in 2015.

With the RA 11058 also known as the Occupational safety and health standards employees are now required to comply with occupational safety and health standards including informing workers on all types of hazards in the workplace and having the right to refuse unsafe work, as well as providing facilities and personal protective equipment for the workers, among others. With this law, the Philippines comes closer to achieving the Sustainable Development Goal 8.8 to protect the labor rights and promote safe and secure working environments for all workers. It is also boosting the implementation of the WHO- Supported

Occupational Health and Safety Sector Plan under the National Environmental Health Action Plan (2017-2022). WHO commends the efforts of all stakeholders who supported the passage of this law to protect the health of workers in the Philippines.

Republic Act No. 6715 an Act to extend protection to labor, strengthen the constitutional rights of workers to self-organization, collective bargaining and peaceful concerted activities, foster industrial peace and harmony, promote the preferential use of voluntary modes of settling labor disputes, and reorganize the national labor relations commission, amending for these purposes' certain provisions of Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the Philippines.

Section 15, Article II of the Philippine Constitution of 1987 provides that the State shall protect and promote the right to health of the people and instill health consciousness among them. Article XIII, Section 3 provides further that the state shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.



**Figure 1. Theoretical and Conceptual Framework**

Occupational health and safety concerns are major global public health issues as they relate to morbidity and mortality associated with work-related injuries and diseases on a large scale (International Labor Organization [ILO], 2015). Work related injuries account for at least 9% of the global mortality (World Health

Organization [WHO]. 2013). It accounted for 15% of the global Disability Adjusted Life Years (DALYs) lost in 1990 and it is projected to increase to 20% by 2020 (Lyons, Towner, Kendrick, Christie & Brophy, 2011). Injuries and diseases have much felt consequences on the individual, family, society and the economy (Baron, Steege & Marsh, 2013). In terms of the burden on the economy, employers often face costly early retirements, loss of skilled staff, absenteeism and high insurance premiums (Buron, Steege, & Marsh, 2013). In the case of the burden on the employee and the immediate family, there are high costs of hospitalization and treatment, long periods of recovery, pains and the fact that many are left with permanent disabilities (WHO, 2013).

Decreasing the burden of injuries is among the main challenges in public health in the twenty-first century (WHO, 2013). In curbing the high rate of work related injuries and diseases, ILO constitution was promulgated to ensure that workers all-over the world is protected from sickness, disease, and injury arising from their employment and governments are encouraged to draw action plans to address such concerns (ILO, 2015).

The hospitality industry is a major employer and source of potential health hazards (Bureau of Labor Statistics, 2013). Housekeepers are the most vulnerable as their injuries and illnesses surpass the national average of other workers in

other service industries (Buchanan, Vossenas & Krause, 2010; Bureau of Labor Statistics, 2013). The housekeepers experience unique workplace hazards and characteristics that increase their risk for poor health outcomes (Sanon, 2014). For instance, their workload involves constant repositioning, changing of postures including kneeling, lifting, stooping, squatting, twisting and pushing, and all these can potentially lead to sprains and back injuries (Canadian Centre for Occupational Health and Safety [CCOHS], 2007). In terms of work characteristics, hotel housekeepers are predominantly female staff who are engaged in repetitive physical task, have low job control, low wages, increased use of casual workers, and few opportunities for career development (Krause & Lee, 2014; National Institute for Occupational Safety and Health [NIOSH], 2011).

As a result of the high injuries and diseases in the housekeeping department (Buchanan et al., 2010; Cheron, 2011), strict health and safety standards of operation have been outlined and it is a prerequisite for licensing (ILO, 2015). The legal requirements are that employers must identify hazards, carry out risk assessment. prepare a written safety statement and communicate risk and controls to their staff (Health and Safety Authority, 2015).

Despite the strict safety standards backed by the legal requirements, hotel housekeepers are exposed not only to high physical hazards, but also to chemical, biological, and psychosocial hazards (Hsieh, Apostolopoulos & Sonmez, 2013). Studies have established high risks for these workers. For example, Buchanan et al. (2010) analyzed the Occupational Safety and Health Administration (OSHA) logs of five hotel companies. They found that the reported injury rate for hotel housekeepers 7.9% was higher than for other jobs within these companies. They

also determined that the housekeepers have the highest rate of musculoskeletal disorders (3.2 in 100) among all other groups (Buchanan et al., 2010). In addition, Krause, Scherzer and Rugulies (2005) explored the prevalence of back and neck pain among 941 hotel housekeepers. Participants reported severe body pain (47%), neck pain (43%), upper back pain (59%), and lower back pain (63%). These findings on the health hazards are mainly from developed countries suggesting that such studies remain unexplored among developing countries. Since the physical as well as the socio-economic environments are not the same for both developing and developed countries, it is imperative to have a holistic view on causes and nature of health hazards among housekeepers.

State-building as a specific term in social sciences and humanities, refers to political and historical processes of creation, institutional consolidation, stabilization and sustainable development of states, from the earliest emergence of statehood up to the modern times. Utility Maintenance Worker Careers. The principal duty of a utility maintenance worker is to maintain facility premises and equipment. They perform basic maintenance tasks such as cleaning assigned work areas, repairing equipment, landscaping, and inspecting finished utility projects. Fire protection refers to measures taken to prevent fire from becoming destructive, reduce the impact of an uncontrolled fire, and save lives and property. Fire protection measures can include. fire-resistant building construction materials and practices. Safe operations, Training and testing of mitigating systems rules and regulations mean a set of written policies made by the Company's higher level of authority and bound to follow all employees and stakeholders. Rules and regulations help the organization protect from legal claims and establish a positive

work environment in the workplace. Preventative measure includes the measures or steps taken for prevention of disease as opposed to disease treatment. Preventive Health Measures encompass a variety of interventions that can be undertaken to prevent or delay the occurrence of disease or reduce further transmission or exposure to disease.

A hazard is a potential source of harm. Substances, events, or circumstances can constitute hazards when their nature would allow them, even just theoretically, to cause damage to health, life, property, or any other interest of value. A physical hazard is an agent, factor or circumstance that can cause harm with contact. They can be classified as type of occupational hazard or environmental hazard. Physical hazards include ergonomic hazards, radiation, heat and cold stress, vibration hazards, and noise hazards. Ergonomic hazards are physical conditions that may pose risk of injury to the musculoskeletal system, such as the muscles or ligaments of the lower back, tendons or nerves of the hands/wrists, or bones surrounding the knees, resulting in a musculoskeletal disorder. A chemical hazard is a (non-biological) substance that has the potential to cause harm to life or health. Chemicals are widely used in the home and in many other places. Exposure to chemicals can cause acute or long-term detrimental health effects.

Many studies on work-related injuries and their impact on the health status of hotel staff are very general, that is, covering all work forces in the hotel. Such studies often compare vulnerabilities in the hotel to other institutions (Baron et al., 2013; Sanon, 2014). The determination of the health status in the various departments in the hospitality industry is very essential for a targeted intervention

since the level of susceptibility to injuries is not the same in all departments. To this end, the housekeeping department and the kitchen which are known to be the most hazardous places in the hotel need to be studied to determine the extent of the health hazards in such marginalized and underserved departments. Ergonomic risk factors are the aspects of a job or task that impose biomechanical stress and health hazards on employees on the worker.

Housekeeping is the act of maintaining clean, pleasant, safe, orderly and comfortable environment to enhance high patronage and profitability in the industry. The role of the housekeeper is thus critical to service provision and hotel profitability and return patronage by customers (Faulkner & Patiar, 1997). All establishments in the lodging industry require hotel housekeeper cleaning services. This service varies depending on the type of lodging establishment in question (Raghubalan & Raghubalan, 2009). For example, in five-star hotels housekeeping services are required every hour of every day of every year (Jones, 2007). In most hotels, the cleanliness of guestrooms is one of the most important service standards expected by customers. The role of the housekeeper is thus critical to service provision and hotel profitability (Faulkner & Patiar, 1997). As an occupation, housekeepers are the largest workforce in the hotel industry and constitute 26% of all hotel employees (Bureau of Labor Statistics, 2003). The hospitality industry is a major recruiter of low wage workers with the majority working in housekeeping departments (Krause, Rugulies & Scherzer, 2005). The hourly pay for hotel housekeepers varies among different states in the US, although the average pay for hotel housekeepers is above the national minimum wage in the majority of states in the country. That said, housekeepers have very

little chance of advancement through their careers (Shankman, 2014). With regard to the work shifts of housekeepers, corporate hotels like Marriott have a specific housekeeping work schedule of eight-hour shifts and five-day workweeks. However, these schedules are subject to change based on season, room occupancy and customer's cleanliness actions within the hotels (Shankman, 2014). Front-line employees can help improve the quality standards of the hotel (Jones, 2007). However, and on the other hand, housekeeping staff are not included in setting these standards as they have very low command over their job and there is a lack of constructive communication with management (Woods & Viehland, 2000). Regarding communication with managers, studies have revealed that managers were found to be disrespectful to female housekeepers, with many of them failing to respect women's work roles (Kensbock, Jennings, Bailey & Patiar, 2013; Sonmez et al., 2013). Similar studies also found inequitable rewards distributed among housekeepers for their contribution. Their concerns may be well founded as several studies have documented that oppressive supervisory behavior quietened the concerns of housekeepers regarding work performance. These concerns, if noticed, could have helped improve hotel operations (Kensbock, Jennings, Bailey & Patiar, 2013; Krause, Rugulies & Maslach, 2010). Marginalization and oppression are the supervisory behaviors towards housekeepers work in hotel.

## THE PROBLEM

### Statement of the Problem

This study aimed to evaluate status of working condition and hazards of budget hotels in Carmen.

Specifically, the study sought to determine the following:

1. What is the respondents' profile in terms of:
  - 1.1 age;
  - 1.2 gender;
  - 1.3 civil status; and
  - 1.4 year of service?
2. What is the status of working condition of the budget hotels in terms of :
  - 2.1 state of building;
  - 2.2 maintenance of utility spaces;
  - 2.3 firefighting measures;
  - 2.4 benefits;
  - 2.5 prevention Measures?
3. What is the status of working hazards in housekeeping area of budget hotels in terms of;
  - 3.1 health hazards;
  - 3.2 physical hazards;
  - 3.3 ergonomic hazards; and
  - 3.4 chemical hazards?
4. What enhancement scheme can be proposed based on the results of the study?

## **Significance of the Study**

The results of study would be beneficial to the following:

**Housekeeping Staff** - This would give satisfaction to ensure right and responsibilities to occupational health and safety.

**Hotel Management** - The finding could offer insights to hotel management of budget hotels on the high-risk factor associated with working condition in the housekeeping departments.

**Hospitality Industry** - To enforce working condition and occupational health and safety of housekeeping staff in Municipality of Carmen.

**Future researchers** - This study could help identify the research gaps that need to be filled by the other researcher with the aim of promoting occupational health and safety.

## **RESEARCH METHODOLOY**

### **Designs**

The researchers used the descriptive survey design with the aid of modified questionnaire in conducting the study. The researchers conducted a pilot testing to ensure the reliability of the questionnaire. In gathering data, the researchers distributed the questionnaires to the respondents and used as a reference point for data analysis, classification, interpretation and evaluation.

### **Environment and Participants**

The study was conducted in the Municipality of Carmen. Carmen is interior



## **Instrument**

To arrive at the accurate finding and conclusions, the researchers used a questionnaire in getting the data needed for the study. The questionnaire used check scales ranging from (5) Excellent (4) Very Good (3) Good (2) Fair (1) Poor for the employees' perception towards the status of working conditions and hazards of budget hotels in Carmen Bohol. The questionnaire is composed of three parts. The first part of the questionnaire is the profile of the respondents. The second part of the questionnaire is the status of working condition of the budget hotels in Carmen Bohol in terms of the state of the building, maintenance of utility spaces, firefighting measures, technical rules and regulations and the prevention measures.

The last part of the of the questionnaire is the status of working hazards in housekeeping area of budget hotels in terms of health hazards, physical hazards, ergonomic hazards and chemical hazards.

## **Research Procedure**

The researchers sent a letter of permission for the conduct the study to the Campus Director with the recommendation of the Dean of the College of Technology and Allied Sciences. Upon the approval the researchers conducted the survey in the Municipality of Carmen. The questionnaires were then given to the respondents. Each of the questionnaire contained instructions on how to answer the questions. During the conduct of the study, strict observance and health protocols must be implemented.

## Statistical Treatment

In interpreting the data, the researchers used the following statistical formulas: Frequency and percentage were used to organize and summarize the profile of the respondents using the formula:

$$P = \frac{f}{n} \times 100$$

Where:

P= is the percent

f = is the response frequency

n = is the no. of respondents

In order to determine the status of working conditions and hazards of budget hotels in Carmen Bohol, the researchers will be use weighted mean formula.

$$WMS = \frac{5(f_5) + 4(f_4) + 3(f_3) + 2(f_2) + 1(f_1)}{n}$$

Where:

WMS = Weighted Mean

f<sub>5</sub> = frequency of response for excellent

f<sub>4</sub> = frequency of response for very good

f<sub>3</sub> = frequency of response for good

f<sub>2</sub> = frequency of response for fair

f<sub>1</sub> = frequency of response for poor

n = no. of respondents

After getting the average weighted mean, the researchers interpreted the result using the following scale:

Range/scale	Description	Score
4.21-5.00	Excellent	5
3.41-4.20	Very Good	4
2.61-3.40	Good	3
1.81-2.60	Fair	2
1.00-1.80	Poor	1

### Definition of Terms and words

For better understanding of the study the following terms are defined in the context of this research.

**Budget Hotel.** A hotel that provides minimum amenities and service for a lower price than a regular hotel in the area. This type of hotel provider's clean rooms that are safe and meet the basic needs of a guest. Extra amenities may be available, but for an extra cost.

**Health hazard.** Are chemical, physical or biological factors in our environment that can have negative impact.

**Housekeeping Industry.** Is a broad category of fields within the service industry that includes lodging, restaurants, event planning, theme parks, transportation, cruise line, and additional fields within the tourism industry.

**Housekeeping.** The department of a hotel that is responsible for cleaning guest's bedrooms.

**Working conditions.** Refers to the working environment and aspects of an employee's terms and conditions of employment. This covers such matters as: the

organization of work and work activities; training, skills and employability; health, safety and well-being; and working time and work-life balance.

**Salary.** A fixed regular payment, typically paid on a monthly or biweekly basis but often expressed as an annual sum, made by an employer to an employee, especially a professional or white-collar worker.

**Safety Precaution.** Once safety measures have been decided upon, health and safety officers must ensure that safety precautions are adhered to on a daily basis.

**Ergonomic hazards.** These hazards are physical conditions that may pose risk of injury to the muscular system.

## CHAPTER 2

### PRESENTATION OF DATA AND ANALYSIS OF FINDINGS

This chapter deals with the presentation, analysis, and interpretation of data collected through the questionnaire answered by the 15 respondents who are the house keeping staff of budget hotel in Municipality of Carmen, Bohol. The table illustrates the response on the problem of the study which determine the profile of the respondents in terms of age, civil status, gender, and year of service. Moreover, the table also illustrates the status of working conditions and hazards of budget hotels in Carmen Bohol.

Table 1 shows the demographic profile respondents in terms of age, civil status, gender and year of service. Majority of the respondents belongs to 31 above (53.34%) age bracket and the lowest belong to the (22-26) 13.33% age bracket. With regards to the civil status, single got the highest percentage (8) 53.33%. Out of 15 respondents (11) 73.34% were females and (4) 26.67% were males. As for the year of service, 1-3 years got highest percentage (11) 73.33%. It implies that most of the respondents are 31 years old and above, female, single, and 1-3 years of service.

Table 2 shows the result of the survey to the housekeeping staffs of budget hotels in Municipality Carmen, Bohol. The item 'The building is made of high-quality materials' got the highest mean of 3.73 while the item "poor air quality/ventilation" got the lowest mean of 2.73. In terms of maintenance of utility spaces. The latter were assessed as the working condition of housekeeping staffs in terms of maintenance of utility spaces. The item 'Regular cleaning of bathroom'

got the highest mean of 4.27 while the items "Ventilation system are in good condition" and "the security cameras are placed in the hallway of the hotel" got the lowest mean of 3.73. In terms of firefighting measures. The item 'Fire exit sign is placed properly' got the highest mean of 4.13 while 'Fire alarm/smoke detectors are placed around areas where emergency occur for confident security" got the lowest mean of 3.60. In terms of their technical rules and regulations. The item long hours of works got the highest mean of 3.80 while the items "low salary" and "sick leave is rendered to all employees in case of medical emergency got the lowest mean of 3.20. In terms of preventive measures. The item Immunization against infectious diseases highest mean of 3.47 while the items no training on safety precaution got the lowest mean of 2.80. Generally, the table revealed that the status of working conditions of budget hotels in Carmen Bohol gathered an overall weighted mean of 3.50 which is interpreted as very good.

**Table 1**  
**Demographic Profile of the Respondents**  
**n=15**

<b>Socio Demographic</b>	<b>Characteristics</b>	<b>Frequency</b>	<b>Percentage (%)</b>
<b>Age</b>	18-21	5	33.33%
	22-26	2	13.33%
	27-30	0	0
	31 above	8	53.34%
<b>Civil Status</b>	Single	8	53.33%
	Married	6	40%
	Widowed	1	6.67%
	Divorce	0	0
	Separated	0	0
<b>Gender</b>	Male	4	26.67%
	Female	11	73.33%
<b>Years of Service</b>	1-3 Years	11	73.33%
	4-6 Years	4	26.67%
	7-9 Years	0	0
	10 years and above	0	0

**Table 2**  
**STATUS OF WORKING CONDITION OF THE BUDGET HOTELS IN TERMS OF:**  
**n=15**

State of the building	Weighted Mean	Descriptive Interpretation	Rank
Poor air quality ventilation	2.73	Good	4
The building is fragile to any natural disaster	3.33	Good	2.5
Floors are safe and has no signs of cracks	3.33	Good	2.5
The building is made of high-quality materials	3.73	Very Good	1
<b>Maintenance of utility space</b>			
Comfort rooms are clean and sanitized	4.0	Very Good	2
Ventilation system are in good condition	3.73	Very Good	3.5
Regular cleaning of bathroom	4.27	Very Good	1
Security cameras are place in the hallway of the hotel	3.73	Very Good	3.5
<b>Firefighting measures</b>			
Fire equipment are provided.	4.0	Very Good	2
Constant conduct of fire drill exercises.	3.73	Very Good	3
Fire exit sign is placed properly.	4.13	Very Good	1
Fire alarms/smoke detectors are placed around areas where emergency occur for confident security.	3.60	Very Good	4
<b>Technical rules and regulations</b>			
Low Salary	3.20	Good	3.5
Long hours of work	3.80	Very Good	1
Sick leave is rendered to all employees in case of medical emergency	3.20	Good	3.5
Company should ensure the employees' safety and security	3.33	Good	2
<b>Preventive measures</b>			
Provision of Adequate personal protective gear.	2.87	Good	3
Lack of medical equipment and supply	2.93	Good	2
Training on safety precaution	2.80	Good	4
Immunization against infectious diseases	3.47	Good	1
<b>Overall average weighted mean</b>	<b>3.50</b>	<b>Very Good</b>	

**Legend:**  
4.21-5.00  
3.41-4.20  
2.61-3.40  
1.81-2.60  
1.00-1.80

**Description**  
Excellent  
Very Good  
Good  
Fair  
Poor

Table 3 reveals the status of working hazards in housekeeping area of budget hotels in terms of health hazards. The item while the item "unpredicted injury happened in the workplace" got the highest mean of 3.47 while "bacterial infection" got the lowest mean of 3.20. In terms of physical hazards. The item constant loud noise got the highest mean of 3.53 while the items 'High exposure to sunlight/ultraviolet rays' got the lowest mean of 2.80. In terms of ergonomic hazards. The item "Awkward movements, especially if they are repetitive" got the highest mean of 3.27 while the items "Improperly adjusted workstations and chairs" got the lowest mean of 3.07. In terms of chemical hazards. The item "Disinfection of pesticides" got the highest mean of 3.33 while the items 'Liquids like cleaning products, paints, acids, solvents – particularly if chemicals are in an unlabeled container" got the lowest mean of 2.67. Generally, the table reveals that status of working hazards in housekeeping area of budget hotels in Carmen Bohol got the overall weighted mean of 3.11 which is interpreted as good.

In connection with this, hazards (Hsieh, Apostolopoulos & Sonmez, 2013) stated that despite the strict safety standards backed by the legal requirements, hotel housekeepers are exposed not only to high physical hazards, but also to chemical, biological, and psychosocial. Studies have established high risks for these workers. For example, Buchanan et al. (2010) analyzed the Occupational Safety and Health Administration (OSHA). These findings on the health hazards are mainly from developed countries suggesting that such studies remain unexplored. Since the physical as well as the socio-economic environments are not the same for both developing and developed countries, it is imperative to have a holistic view on causes and nature of health hazards among housekeepers.

**Table 3**  
**STATUS OF WORKING HAZARDS IN HOUSEKEEPING AREA OF BUDGET HOTELS**  
**IN TERMS OF:**  
**n=15**

<b>Health hazards</b>	<b>Weighted Mean</b>	<b>Descriptive Interpretation</b>	<b>Rank</b>
No access to medical services.	2.87	Good	4
Bacterial Infection.	3.07	Good	3
Unexpected illness.	3.40	Good	2
Unpredicted injury happened in the workplace.	3.47	Good	1
<b>Physical hazards</b>			
Radiation: including ionizing and non-ionizing (EMF's, microwaves, radio waves, etc.) materials.	3.20	Good	2
High exposure to sunlight/ultraviolet rays	2.80	Good	4
Temperature extremes (extremely hot and cold temperature)	2.87	Good	3
Constant loud noise	3.53	Very Good	1
<b>Ergonomic hazards</b>			
Improperly adjusted workstations and chairs.	3.07	Good	4
Frequent lifting	3.20	Good	2
Poor posture	3.13	Good	3
Awkward/unnecessary movements, especially if they are repetitive.	3.27	Good	1
<b>Chemical hazards</b>			
Liquids like cleaning products, paints, acids, solvents – particularly if chemicals are in an unlabeled container.	2.67	Good	4
Disinfection of pesticides.	3.33	Good	1
Flammable materials like gasoline, solvents, and explosive chemicals are present in the workplace.	3.00	Good	2
Poisonous gases are present in the workplace.	2.86	Good	3
<b>Overall weighted Mean</b>	<b>3.11</b>	<b>Good</b>	

**Legend:**  
4.20-5.00  
3.40-4.19  
2.60-3.39  
1.80-2.59  
1.00-1.79

**Description**  
Excellent  
Very Good  
Good  
Fair  
Poor

## **Chapter 3**

### **SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS**

This chapter presents the summary of this study, the findings, the conclusions formulated and recommendations offered based on the findings of the study.

#### **Summary of Findings**

The data of this study were taken from the result of the inquiry that were made to determine the Working Conditions & Their influence on the Safety of Housekeeping Staff in Carmen, Bohol. It aimed to find out the demographic profile of the housekeeping staffs in terms of age, civil status, gender and year of service; the working condition of the housekeeping staffs in terms of state of the building, maintenance of utility spaces, firefighting measures and technical rules and regulations, preventive measures and action plan that can be proposed to ensure the safety and working conditions of housekeeping staffs of Carmen Bohol.

The subjects of this study were the 15 housekeeping staffs of Carmen Bohol. The descriptive survey method was employed with an aid of the questionnaire. The questionnaires were designed to determine the working condition & their influence on the safety of housekeeping staff in terms of state of the building, maintenance of utility spaces, firefighting measures and technical rules and regulations and in order to formulate and propose an action plan to maximize the influence of working conditions to the safety of housekeeping staffs.

After the data were analyzed and interpreted the researchers came up with

the following findings:

This study revealed that the 15 respondents of budgets hotel in the municipality of Carmen were mostly belonged to 31 above. Majority of the respondents are single and female. In terms of the years of service, most of the respondents are 1-3 years in service.

The data showed that the the status of working condition of the budget hotels in Carmen Bohol gathered an overall weighted mean of 3.50 which is interpreted as very good.

The responses of the working conditions of the housekeeping staff in terms of health hazards gathered an overall average weighted mean overall of 3.11 which is interpretation as good.

## **Conclusion**

Based on the findings of the study, the researchers come up with the following conclusions:

The researchers concluded that most of the respondents were aged 31 above. With regards to the civil status, most of the respondents are single and are female. The respondents were on the working conditions of the housekeeping staff in terms of state of the building. Moreover, the respondent's responses very good on the working conditions of the housekeeping staff in terms of maintenance and utility spaces. On the working conditions of the housekeeping staff in terms of firefighting measures the respondent's responses very good. Hence, the respondents answered good on the working conditions of the housekeeping staff in terms of technical rules and regulations and in terms of preventive measures.

Furthermore, the respondents answered good on the working conditions of the housekeeping staff in terms of health hazards, in terms of physical hazards, ergonomic hazards and then the working conditions of the housekeeping staff in terms of chemical hazards got the same interpretation of good. Since most of the housekeeping staffs answered good, the researchers conclude that the housekeeping staffs are unknowledgeable on the influence of working condition to their safety.

### **Recommendations**

Based on the data analysis and findings, the researchers arrived with the following recommendations.

The budget hotel of Carmen Bohol may:

1. The management should provide medical assistance like first aid kit.
2. The management must conduct timely seminars and trainings to housekeeping staffs.
3. Containers that contains chemical and cleaning products must be labeled and should be arranged in safe storage area.
4. Provide effective fans that is quiet and durable for a better ventilation.
5. Security cameras should strictly be monitor and placed especially in blind spot areas.
6. Management should implement DOLE (Department of Labor) guidelines according to the law and approach the BFP (Bureau of Fire Protection) to conduct additional orientations in order to educate employees on their rights and workplace safety.
7. The management should provide Firefighting equipment like fire extinguisher.

## **STATUS OF WORKING CONDITION AND HAZARDS OF BUDGET HOTELS IN CARMEN**

### **Rationale**

Working condition is characterized by the quality of work that can be modified and be improved through under certain condition. Current conceptions of working conditions incorporate considerations of wider factors, which may affect the employee psychosomatically.

On the other hand, working conditions and employment have been recognized as central to the reflection and determinants of an individual's life changes. Working condition and employment are linked to health in a positive way, both as a predominant mode of earning income and other material benefits, and as a source of social integration, prestige and meaning. However, employment and working conditions also expose workers to potentially health threatening physical psychosocial stressors. Working conditions affecting the safety of housekeepers need to be investigated as good working practices that help reduce health hazard

### **General Objectives**

This proposed enhancement scheme aims to enhance the working condition of budget hotels in Carmen, Bohol.

1. to ensure housekeeping staffs safety;
2. to enhance the facilities of budget hotels in Carmen, Bohol.

### **Mechanic of Implementation**

The proposed strategies will be presented to the budget hotels of Carmen,

Bohol as well as the Municipal mayor for further analysis and approval of implementation. The comments and suggestions of those authorities will be taken into consideration for improvement.

### **Schedule of Implementation**

The researchers strongly advice that these strategies be implemented between July and December 2022.

### **Person's involved**

To achieve the goals of this enhancement scheme, the Carmen LGU's, Municipal Mayor, Budget hotels of Carmen, Bohol and staffs must all be involved.

### **Evaluation Measure**

With the assistance of Budget hotels of Carmen, Bohol, proposed enhancement scheme will be implemented through the scheduled time frame and even continuously after by the managements in charge. The researchers may conduct follow-up and monitoring the proposed action plan, as well as proper evaluation and investigation.

**Bohol Island State University-Bilar Campus  
Zamora, Bilar, Bohol**

**ENHANCEMENT SCHEME TO IMPROVE THE WORKING CONDITION OF  
BUDGET HOTELS IN CARMEN**

**ENHANCEMENT SCHEME PLAN**

Based on the result of the study the researchers proposed scheme plan to improve facilities and services of budget hotels in Carmen Bohol.

Areas of concern	Objectives	Activities	Person Responsible
Facilities	To enhance the facilities in the budget hotels.	Buy adequate	Owner
Services		medical equipment	Employees Management
	Ensure the housekeeping staffs safety.	Conduct weekly seminars to employees	
		Hire personnel to access security cameras.	

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**APPENDIX A  
QUESTIONNAIRE**

Republic of the Philippines  
Bohol Island State University  
Zamora Bilar, Bohol

**1. Respondents Profile:**

**Name (Optional):** \_\_\_\_\_

**1.1 Age:**

- 18-21 yrs. Old  
 22-26 yrs. Old  
 27-30 yrs. Old  
 31 & above

**1.3 Civil Status:**

- Single  
 Married  
 Widowed  
 Divorced  
 Separated

**1.2 Gender**

- Male  
 Female

**1.4 Years of service?**

- 1-3 years     4-6 years  
 7-9 years     10 yrs. Above

Instruction. Kindly put check (✓) on your chosen answer.

**LEGEND:**

**RATING SCALE:**

**DESCRIPTION**

- |               |   |
|---------------|---|
| 1 = Poor      | - You are in disagreement with the statement to a very high extent. |
| 2 = Fair      | - You believe that statement is false to some extent.               |
| 3 = Good      | - You believe that the statement is true to some extent.            |
| 4 = Very Good | -You are in agreement with the statement to a high extent.          |
| 5 = Excellent | -You are in agreement with the statement to a very high extent      |

<b>Status of working condition of the budget hotels in terms of;</b>					
<b>2.1 State of building</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Poor air quality/ventilation					
The building is fragile to any natural disaster.					
Floors are safe and has no signs of cracks.					
The building is made of high-quality materials.					
<b>2.2 Maintenance of utility spaces</b>					
Comfort rooms are clean and sanitized					
Ventilation system are in good condition					
Regular cleaning of bathrooms					
Security cameras are placed in the hallway of the hotel.					
<b>2.3 Firefighting measures</b>					
Fire equipment are provided.					
Constant conduct of fire drill exercises.					
Fire exit sign is placed properly.					

Fire alarms/smoke detectors are placed around areas where emergency occur for confident security.					
<b>2.4 Technical rules and regulations</b>					
Low salary					
Long hours of work					
Sick leave is rendered to all employees in case of medical emergency					
Company should ensure the employees' safety and security					
<b>2.5 Prevention measures</b>					
No provision of Adequate personal protective gear					
Lack of medical equipment and supply					
No training on safety precaution					
Immunization against infectious diseases					

<b>STATUS OF WORKING HAZARDS IN HOUSEKEEPING AREA OF BUDGET HOTELS IN TERMS OF:</b>					
<b>3.1 Health hazards</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
No access to medical services					
Bacterial Infection					

Unexpected illness					
Unpredicted injury happened in the workplace.					
<b>3.2 Physical hazards</b>					
Radiation: including ionizing and non-ionizing (EMF's, microwaves, radio waves, etc.) materials					
High exposure to sunlight/ultraviolet rays					
Temperature extremes – hot and cold					
Constant loud noise					
<b>3.3 Ergonomic hazards</b>					
Improperly adjusted workstations and chairs					
Frequent lifting					
Poor posture					
Awkward movements, especially if they are repetitive					
<b>3.4 Chemical hazards</b>					
Liquids like cleaning products, paints, acids, solvents – particularly if chemicals are in an unlabeled container					

Disinfection of pesticides					
Flammable materials like gasoline, solvents, and explosive chemicals are present in the workplace.					
Poisonous gases are present in the workplace.					



**APPENDIX B  
LETTERS**

Republic of the Philippines  
**BOHOL ISLAND STATE UNIVERSITY**  
Zamora, Bilar, Bohol



*Vision: A premier S & T university for the formation of a world – class and virtuous human resource for the sustainable development in Bohol and the country.*

*Mission: BISU is committed to provide quality higher education in the arts and sciences, as well as in the professional and technological fields; undertake research and development of Bohol and the country.*

**COLLEGE OF TECHNOLOGY AND ALLIED SCIENCES (CTAS)**

October 13, 2021

**MARIETTA C. MACALOLOT, Ph. D.**  
Campus Director

Madam:

Good day!

The undersigned are fourth year college student taking up Bachelor of Science in Hospitality Management at Bohol Island State University, Bilar Campus, Zamora, Bilar, Bohol presently conducting the thesis entitled, **“STATUS OF WORKING CONDITION AND HAZARDS OF BUDGET HOTELS IN CARMEN”** as a requirement for graduation.

In this connection, we would like to request permit from your office to conduct this study. Thank you and more power.

Respectfully yours,

(Sgd.) **RENE L. ANUB**  
(Sgd.) **JOHN ERICK P. FLORES**  
(Sgd.) **ROY M. MANGCO**

Noted By:

**VAL VINCENT M. LOSARIA**

Thesis Adviser

Recommending Approval:

**ARLEN B. GUDMALIN, Ph.D.**

Dean

Approved By:

**MARIETTA C. MACALOLOT, Ph.D.**

Campus Director



Republic of the Philippines  
**BOHOL ISLAND STATE UNIVERSITY**  
 College of Technology and Allied Sciences  
 Zamora, Bilar, Bohol



Date: October 13, 2021

**Thesis Committee Member**

Madam/Sir:

The undersigned has the honor to request your approval as member of the committee for the thesis of the undergraduate students as their requirements of the degree BACHELOR OF SCIENCE IN HOSPITALITY MANAGEMENT.

**TITLE**

**STATUS OF WORKING CONDITION AND HAZARDS OF BUDGET HOTELS IN CARMEN**

The candidate has been instructed to have consultation with you about the above title. Kindly make the necessary recommendations to have a successful research output.

Thank you for your assistance on this matter.

Very truly yours,

NELIA Q. CATAYAS  
 Chairperson, DHMIT

CONFORM:

Name of Faculty	Committee	Signature
1. VAL VINCENT M. LOSARIA	Adviser	_____
2. KEVIN GASATAN	Statistician	_____
3. JERVILIZA ITEM	Internal Expert	_____
4. CHLEA MARIE ABUCEJO	Editor	_____

**COVER LETTER OF THE QUESTIONNAIRE**

Republic of the Philippines  
**BOHOL ISLAND STATE UNIVERSITY**  
Bilar Campus  
Zamora, Bilar, Bohol

Dear Respondents,

Greetings!

The undersigned students of Bohol Island State University (BISU) Bilar Campus with the course of Bachelor of Science in Hospitality Management is conducting an action research entitled "Status of Working Condition and Hazard of Budget Hotels in Carmen"

Any information and idea that you will share through this questionnaire is a valuable input in achieving the objectives of this research. As your answers shall be handled with outmost confidentiality.

We sincerely request your cooperation by answering the questionnaires honestly.

Thank you very much.

Respectfully Yours,

RENE L. ANUB

JOHN ERICK P. FLORES

ROY M. MANGCO

## APPENDIX C

## Raw Data

## Demographic Profile of the housekeeping staff

Respondent No.	Age	Gender	Civil Status	Years of service
1	4	2	2	1
2	4	2	3	2
3	4	2	2	1
4	2	1	1	1
5	4	2	2	2
6	4	2	1	2
7	1	1	1	1
8	1	2	1	1
9	1	2	1	1
10	1	2	1	1
11	4	2	1	1
12	2	1	2	1
13	4	1	2	1
14	1	2	1	2
15	4	2	2	1

## Legend: 2

## AGE

1= 18-21 years old

2= 21-26 years old

3= 27-30 years old

4= = 31 &amp; above

## YEARS OF SERVICE

1= 1-3 years

2= 4-6 years

3= 7-9 years

4-= 10 years and above

## GENDER

1= Male

2= Female

## CIVIL STATUS

1= Single

2= Married

3= Widowed

4= Divorced

5= Separated

### Status of working condition of the budget hotels

Status of working condition of the budget hotels in terms of;					
2.1 State of building	1 P	2 F	3 G	4 VG	5 E
Poor air quality/ventilation	1	7	2	5	0
The building is fragile to any natural disaster.	0	3	4	8	0
Floors are safe and has no signs of cracks.	0	3	4	8	0
The building is made of high-quality materials.	0	1	2	12	0

Status of working condition of the budget hotels in terms of;					
2.2 Maintenance of utility spaces	1 P	2 F	3 G	4 VG	5 E
Comfort rooms are clean and sanitized.	0	1	1	10	3
Ventilation system are in good condition	1	1	0	12	1
Regular cleaning of bathrooms	0	1	2	4	8
Security cameras are placed in the hallway of the hotel.	2	1	3	3	6

Status of working condition of the budget hotels in terms of;					
2.3 Firefighting measures	1 P	2 F	3 G	4 VG	5 E
Fire equipment are provided.	0	2	2	5	6
Constant conduct of fire drill exercises.	0	1	6	4	4
Fire exit sign is placed properly.	0	1	2	6	6
Fire alarms/smoke detectors are placed around areas where emergency occur for confident security.	0	4	2	5	4

Status of working condition of the budget hotels in terms of;					
2.4 Technical rules and regulations	1 P	2 F	3 G	4 VG	5 E
Low salary	2	2	4	5	2
Long hours of work	1	0	4	6	4
Sick leave is rendered to all employees in case of medical emergency.	1	2	6	5	1
Company should ensure the employees' safety and security	0	3	5	6	1

Status of working condition of the budget hotels in terms of;					
2.5 Prevention measures	1	2	3	4	5

	P	F	G	VG	E
Provision of Adequate personal protective gear	0	5	3	7	0
Lack of medical equipment and supply	1	5	3	6	0
Training on safety precaution	0	6	6	3	0
Immunization against infectious diseases	0	1	6	8	0

<b>Status of working hazards in housekeeping area of budget hotels in terms of;</b>					
<b>3.1 Health hazards</b>	1	2	3	4	5
	P	F	G	VG	E
No access to medical services	0	7	3	5	0
Bacterial Infection	0	5	5	4	1
Unexpected illness	0	2	7	4	2
Unpredicted injury happened in the workplace.	0	3	5	4	3

<b>Status of working hazards in housekeeping area of budget hotels in terms of;</b>					
<b>3.2 Physical hazards</b>	1	2	3	4	5
	P	F	G	VG	E
Radiation: including ionizing and non-ionizing (EMF's, microwaves, radio waves, etc.) materials	0	3	6	6	0
High exposure to sunlight/ultraviolet rays	0	7	4	4	0
Temperature extremes – hot and cold	0	6	5	4	0
Constant loud noise	0	2	5	6	2

<b>Status of working hazards in housekeeping area of budget hotels in terms of;</b>					
<b>3.3 Ergonomic hazards</b>	1	2	3	4	5
	P	F	G	VG	E
Improperly adjusted workstations and chairs	1	4	4	5	1
Frequent lifting	0	5	4	4	2
Poor posture	0	4	4	4	2
Awkward movements, especially if they are repetitive	0	5	3	5	2

<b>Status of working hazards in housekeeping area of budget hotels in terms of;</b>					
<b>3.4 Chemical hazards</b>	<b>1 P</b>	<b>2 F</b>	<b>3 G</b>	<b>4 VG</b>	<b>5 E</b>
Liquids like cleaning products, paints, acids, solvents particularly if chemicals are in an unlabeled container	1	6	5	3	0
Disinfection of pesticides	0	2	6	7	0
Flammable materials like gasoline, solvents, and explosive chemicals are present in the workplace.	0	7	2	5	1
Poisonous gases are present in the workplace.	3	4	2	4	2

**Legend:****Description**

Excellent

5

Very Good

4

Good

3

Fair

2

Poor

1

# APPENDIX D DOCUMENTATION



## CURRICULUM VITAE

### I. PERSONAL BACKGROUND

Name : Rene L. Anub  
 Address : Bugang Norte, Bilar, Bohol  
 Birthdate : July 15, 1998  
 Birthplace : Bilar, Bohol  
 Civil Status : Single  
 Age : 23  
 Father's Name : Mr. Uldarico L. Anub  
 Mother's Name : Mrs. Saturnina A. Anub



### II. EDUCATIONAL BACKGROUND

Elementary : Arwas Elementary School  
                   : Arwas, Bani, Pangasinan  
                   : S.Y. 2011-2012  
 Secondary Junior : Quezon High School  
                           : Quezon, Batuan, Bohol  
                           : S.Y. 2015-2016  
 Secondary Senior : Quezon High School  
                           : Quezon, Batuan, Bohol  
                           : S.Y. 2017-2018  
 College : Bohol Island State University Bilar Campus  
                   : Zamora, Bilar, Bohol

### I. ACHIEVEMENT

: Cookery NCII holder  
 : Housekeeping NCII holder

## CURRICULUM VITAE

### I. PERSONAL BACKGROUND

Name : John Erick P. Flores  
Address : Poblacion Sur, Carmen, Bohol  
Birthdate : July 27, 1997  
Birthplace : Signal Village, Taguig, Metro  
Manila  
Civil Status : Single  
Age : 24  
Father's Name : Jose B. Flores Jr.  
Mother's Name : Marcelina P. Flores



### II. EDUCATIONAL BACKGROUND

Elementary : Carmen West Elementary School  
: Poblacion Norte Carmen, Bohol  
: S.Y. 2008-2009  
Secondary : Katipunan National High School  
: Katipunan, Carmen Bohol  
: S.Y. 2012-2013  
College : Bohol Island State University Bilar Campus  
: Zamora, Bilar, Bohol

### III. ACHIEVEMENT

: Cookery NCII holder  
: Housekeeping NCII holder



