

Psychology Behind Health and Sanitation Practices and Job Performance among Hotel and Restaurant Management On-the-Job Trainees

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Abstract

This survey-correlational study aimed to determine the health and sanitation practices and job performance among Hotel and Restaurant Management On-the-Job Trainees of Iloilo State College and Fisheries-San Enrique Campus in Iloilo City. During the academic year 2014-2015, the study utilized 21 randomly selected HRM OJTs from 38 HRM OJTs as participants. The researcher used two standardized and published data-gathering instruments, the Health and Sanitation Practices Questionnaire developed by Torreblanca (1990) for health and sanitation practices; and CBM Job Performance Sheet (2010) for job performance. The statistics used to analyze the study were Means, ranks, standard deviations, t-test, and Pearson's *r*. Generally, HRM OJTs had excellent job performance and practiced health and sanitation to a full extent. HRM OJTs' five most important health and sanitation practices in terms of cleanliness and grooming were: changing underwear and bath, changing blouse/shirt, changing socks, and changing skirt/pants. In terms of diet and nutrition, their preferred practices were: eating and enjoying meals with family, chewing foods well, feeling relaxed and happy while eating, eating rice, bread, and other cereals, and eating meals. Furthermore, in terms of exercise, sleep, rest, and relaxation, their chosen practices were: proper ventilation and lighting for work, having some enjoyable recreations, sleeping with a low pillow or none at all, always thinking of happy thoughts at bedtime, and participating in active outdoor exercise. In terms of medical and dental health, they practiced brushing their teeth properly, taking medicines as directed, using dental floss or thread to clean teeth, consulting the doctor promptly in case of sickness, and only taking medicines upon the doctor's advice. When classified by sex and age, there were no significant differences in health, sanitation practices, or job performance among HRM OJTs. Additionally, there was no significant relationship found between health, sanitation practices, and job performance.

Keywords: Health, Job Performance, Sanitation Practices.

1. Introduction

Background of the Study

According to Beltran & de Ocampo, 2008, the Hospitality industry is one of the economy's fastest-growing sectors. The hospitality industry alone is a multi-billion dollar enterprise. It is exciting, never dull, and offers unlimited opportunities. Hotels must prioritize guest safety and standardize housekeeping practices. Visual assessments of room cleanliness should be improved for better sanitation measurement. Consumer concerns over public health make hotel cleanliness and sanitation important factors in room selection.(Kirsch, 2012). Proper, healthy, sanitary practices protect people from infectious and harmful diseases. Hence, the guest's health must be the top priority of the hotel employee and management, for they are considered the blood of the business and ensure return on investment. Good health results from good hygiene, food handling, and proper sanitary measures (beltran & De Ocampo, 2008). From this perspective, the researcher wants to find out Hotel and restaurant Management On-the-Job Trainees' health and sanitation practices related to their work performance; hence, this study was conducted.

Statement of the Problem

This correlational survey aimed to assess the health, sanitation practices, and job performance of HRM OJTs in Iloilo City.

The primary purpose of this study is to provide answers to the following inquiries:

1. What is the extent of health and sanitation practices among HRM OJTs when they are taken as a group and classified according to sex and age?
2. What are the health and sanitation practices among HRM OJTs in terms of cleanliness and grooming, diet and nutrition, exercise, rest, sleep and relaxation, and medical and dental health? How do these practices rank according to HRM OJT's preference?
3. What is the job performance level of HRM OJTs when classified by gender and age and taken as a group?
4. Is there significant differences in the extent of health and sanitation practices among HRM OJTs classified according to sex and age?
5. Is there significant differences in the HRM OJTs' job performance according to sex and age?
6. Is there a significant relationship between health and sanitation practices and the job performance of HRM OJTs?

Hypothesis

After careful consideration of the issues presented, a number of hypotheses were put forward.

1. There are no significant differences in the health and sanitation practices among HRM OJTs classified according to sex and age.
2. There are no significant differences in HRM OJTs' level of job performance as to sex and age.
3. There is no significant correlation between the two variables, such as health and sanitation practices and the level of job performance of HRM OJTs.

Scope and Limitations of the Study

This survey-correlational study aimed to determine the health and sanitation practices and job performance among HRM OJTs in Iloilo City. The study will be conducted on December 2014. The participants will be the 40 randomly selected HRM OJT students from different hotels in Iloilo City.

To collect study data, we will use three standardized instruments, which include the Health and Sanitation Practices Questionnaire. (Torreblanca, 1990) for health; DOH Sanitation Practices Questionnaire for sanitation practices; and the CBM Job Performance Sheet (2010) for job performance. These data-gathering instruments were taken at face value.

The study utilized descriptive and inferential statistical analysis, including mean, standard deviation, frequency count, percentage analysis, *t*-test, and Pearson's *r*. Statistical computations were processed via SPSS software with a .05 alpha level for hypothesis testing.

2. Methodology

Research Design

The study aimed to investigate the health and sanitation practices as well as the job performance of HRM OJTs in Iloilo City.

Participants

The study involved forty (40) 2nd Year HRM students from ISCOF-SEC who were assigned to various hotels in Iloilo City. The participants were classified based on their sex and age, with male and female categories for sex and younger (15-18 years old) and older (over 18 years old) categories for age.

This categorization allowed for a more accurate analysis of the participant's compliance with health and sanitation protocols, which are essential elements of job performance in the field of human resource management.

Procedure

The study participants were chosen using simple random sampling. Their names were written on slips of paper, rolled, and put in a box. Names drawn were included as participants and asked to complete data-gathering instruments.

Data analysis

The data obtained for this study underwent the following statistical analysis tools:

Frequency counts. Frequency counts were used to determine the number of participants in each class or category of antecedent variables.

Rank. Rank was utilized to determine each item's relative position based on the participants' responses.

Mean. Means were used to find out the respondent's health and sanitation practices.

Percentage analyses. were utilized to ascertain the proportion of respondents belonging to a specific class or category, including gender, age, job status, and tenure.

Standard deviation. Standard deviations were used to measure the consistency and variability of the respondents' answers.

T-test. The *t*-test for independent samples was used to determine significant differences in health and sanitation practices and job performance based on gender and age.

Pearson's product-moment coefficient of correlation Pearson's product-moment correlation coefficient was used to assess the correlation between the health and sanitation practices of HRM OJTs and their job performance.

The criterion for accepting or rejecting the null hypothesis was set at the .05 alpha level.

3. RESULTS AND DISCUSSION

Health and sanitation practices among hotel employees. The data revealed that, generally, HRM OJTs *practiced full extent* health and sanitation when they were taken as an entire group. The mean scores that were obtained fell within the scale of 3.41-4.20, indicating confirmation.

In terms of sex, HRM OJTs *practiced to a full extent* health and sanitation practices. The mean scores obtained were within the range of 4.21-5.00, confirming the results.

Furthermore, in terms of age, younger (15-18 years old) HRM OJTs *practiced to a full extent* health and sanitation practices, which was confirmed by the obtained mean scores, which fell within the 4.21-5.00 scale, while more than 18 years old HRM OJTs *practiced a high extent* health and sanitation practices. The mean scores that were obtained fell within the 3.41-4.20 scale, confirming the result.

The narrow dispersion of means (SD 0.39-0.77) indicated participant homogeneity in health and sanitation.

The hotel employees' job performance was *excellent* based on specific categories. The mean scores ranged from 4.21 to 5.0, and the standard deviations indicated a narrow dispersion of means (0.21-0.58).

Generally, the hotel employees had excellent job performance, with scores ranging from 4.21 to 5.0 and standard deviations from 0.21 to 0.58, indicating homogeneity.

Differences in health and sanitation practices among HRM OJT are classified by sex and age. The results show *t*-test results indicating no significant differences in respondents' practices by sex or age. Obtained *ts* were 12.354 and 1.354 (respectively) and obtained *ps* were .002 and .252 (respectively), higher than .05.

Differences in job performance among HRM OJT participants were analyzed by specific categories. The results of the *t*-test showed that there were no significant differences in job performance based on sex or age. The obtained *ts* were 2.014 and 2.201, respectively, and obtained *ps* were .172 and .154, respectively, higher than .05.

Relationship Between health and sanitation practices and job performance of HRM OJT. The data revealed that negative but insignificant relationships existed between health and sanitation practices and work performance ($r = .188, p = .414$). $p > .05$) of hotel employees.

4. CONCLUSIONS

Based on the results, the following conclusions were made:

1. HRM OJTs have excellent health and sanitation practices. They may perform healthy and hygienic practices such as personal cleanliness and grooming, regular exercise, and enough rest, sleep, and relaxation.
2. Likewise, the results indicate that HRM OJTs in this research accomplish the job-related tasks or skills assigned to them. Moreover, they know their job well, have a good quality of work, make sure work outputs meet established targets, observe cleanliness and sanitation, arrive in the workplace before the appointed time, have initiative and resourcefulness, have good relationships with other employees, are flexible, and establish credibility. The excellent job performance of HRM OJTs implies that they have mastered the intricacies of their duties and responsibilities related to their jobs.
3. The study revealed that sex and age did not influence one's health and sanitation practices significantly. In this regard, whether one is a male or a female, younger (15-18 years old) or older (over 18 years), one's health and sanitation practices remain comparable.
4. Job performance remains comparable regardless of sex or age.
5. as exemplified by HRM OJTs in this research, a person's health and sanitation practices could not affect his or her job performance. In other words, working in a hotel or similar venues or related establishments requires personal and workplace cleanliness and sanitation. However, these practices could not affect a person's job performance.

5. RECOMMENDATIONS

After analyzing the data and drawing conclusions, I suggest the following recommendations:

1. It is important to recognize and commend HRM OJTs for their exceptional job performance. These are the very future employees that any hotel organization aspires for. These OJTs have mastered the intricacies of their duties and responsibilities related to their jobs.
2. Regular monitoring requires strict compliance and adherence to health and sanitation standards. Monitoring through surprise visits should be done.
3. Other researchers interested in hospitality industry studies should replicate this research more broadly. Other variables affecting the hospitality industry may include managerial practices, work habits, and regulatory standards

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