



Think Ahead

Comparative Analysis of Job Satisfaction of CPAs in Both Public & Private Sectors

Assoc. Prof. Angelito C. Descalzo, et al
University of the East
angelito.descalzo@ue.edu.ph

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ACCOUNTING TEACHERS CONFERENCE

Vince Canlas, CPA

Jan Alexandre Obedencio, CPA

Juan Philippe Salvador Diuco



Shekina Loraine Viloría

Katrina Joy Naa

Kimberly Edlen Rapada, CPA



Introduction

- ❑ Accounting is an ever-growing profession that diversified over time.
- ❑ A CPA can choose a career in any of the four areas of practice –
 - Private
 - Public
 - Government
 - Academe

Introduction (continued)

- ❑ Variety of factors influences both the performance at work and job satisfaction.
- ❑ Center of the study:
Analysis of factors affecting job satisfaction of CPAs in the public and private sectors

Statement of the Problem

1. What factors do CPAs consider to be the significant contributor for attaining job satisfaction between public and private sectors?
2. Which among the job satisfaction factors presented are being manifested in the field's actual practice for both public and private sectors?
3. In what sector (public or private) would a CPA with a particular preference fit in?

Contribution of the Study

To aid CPAs

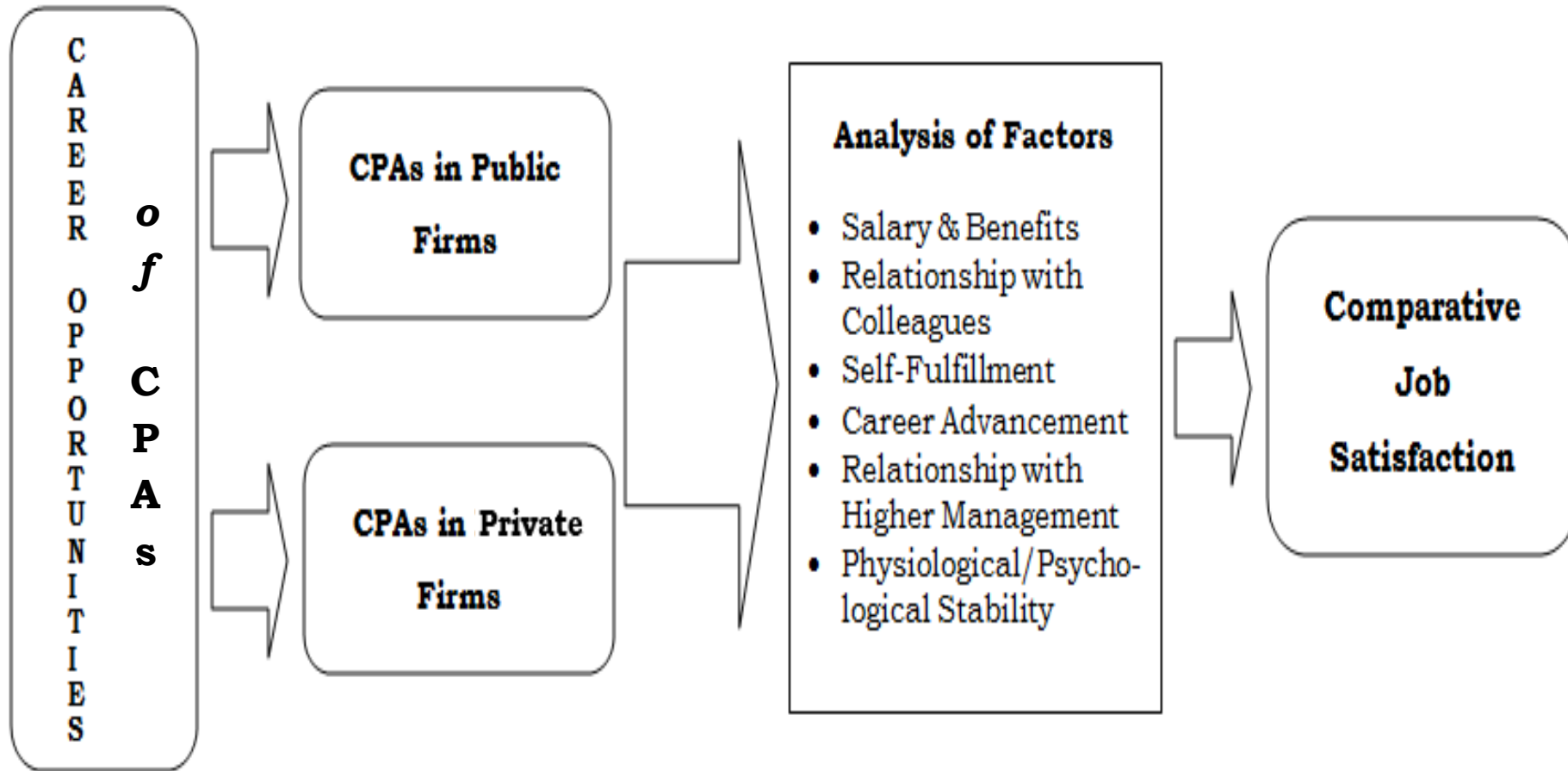
- in deciding which field of accounting to pursue (*whether in public or private sector*) and
- in identifying factors affecting job satisfaction that are present and being manifested by CPAs in the public and private sectors.

Theoretical Framework



These theories will help in analyzing the relationship between factors and job satisfaction of CPAs employed in private companies and audit firms.

Conceptual Framework



Review of Related Literature

Prior studies provide evidence:

- that one must look at the job he is aspiring from every angle to see if it is really satisfying.
- that job satisfaction is the correlation of all the factors present and not only being manifested by one factor.
- that choosing a career path greatly depends on career acquisitions, strengths and personality of the individual.

Methodology

□ Research Design

- Quantitative research design examining six factors

□ Survey Instrument

- Four parts

- Personal profile
- Work information
- Preference ➔ Mean values
- Manifestation ➔ Likert 5-point system

Methodology

❑ Statistical Treatment

- Job Satisfaction Preference
 - Rank (1 - 6)
- Job Satisfaction Manifestation
 - Two Independent Sample *t*-Test

Methodology

□ Participants

- CPAs in public practice are those working with SyCip, Gorres, Velayo & Co., R.G. Manabat & Co., Navarro Amper & Co., and Isla Lipana & Co. (*Big 4 Audit Firms*)
- CPAs in private practice are those working with Chinabank, SM Prime Holdings, Inc., PLDT, and JG Summit Holdings, Inc. (*based on SEC's record of companies with high net assets as of 2015*)

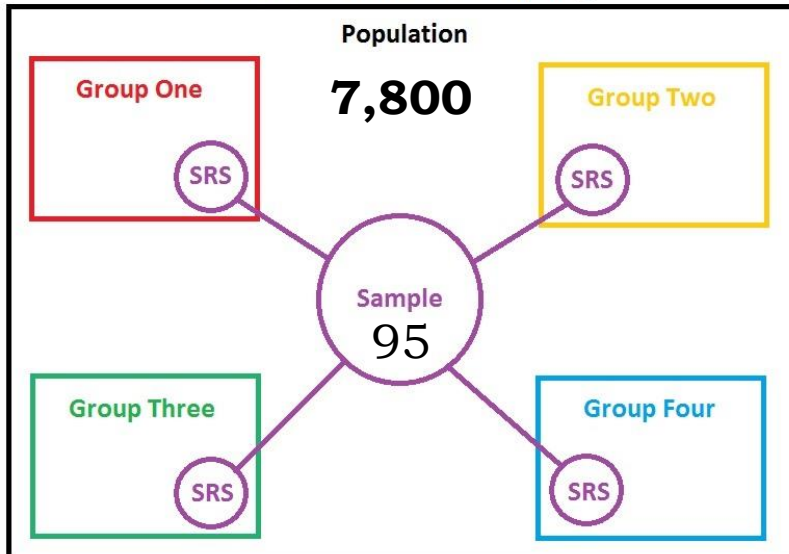
Methodology

□ Sampling Design and Sample Size

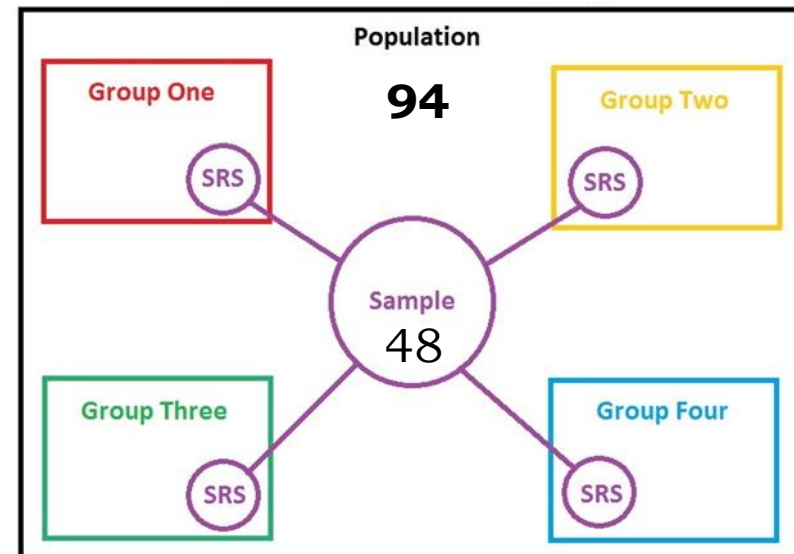
- Data about number of CPAs
- Sample size computation using *confidence level* of 95% with a *confidence interval* of $\pm 10\%$.
- Stratified Sampling and Systematic Sampling

Sample Size

PUBLIC SECTOR



PRIVATE SECTOR



TOTAL SAMPLE SIZE - 143

Results and Discussions

- Participants from the public sector:
 - ranked the **Career Advancement** and **Self-Fulfillment** as the most important factors in attaining job satisfaction
 - **Physiological and Psychological Stability** as the least

Results and Discussions

- ❑ Participants from the private sector:
 - ranked **Salary/Benefits** as the most important job satisfaction factor
 - **Relationship with High-level Management** as least
 - female participants mostly preferred **Relationship with Colleagues** followed by **Salary/Benefits**

Results and Discussions

- ❑ Participants from the private sector:
 - ***Relationship with Colleagues*** is most important to single participants
 - ***Salary Benefits*** by those who are married
 - ***Relationship with High-level Management*** ranked as the least important by both genders.

Conclusions

- **Career advancement** is the most preferred factor in the public sector among the job satisfaction factors and salary/benefits in the private sector under majority of categories.
- **Career advancement** and **self-fulfillment** are significantly manifested in the public compared to private sector.

Conclusions (continued)

- Salary/benefits and physiological/psychological stability are more evident in the private than in public sector.
- There is a **significant difference** between CPAs working in the public and private sectors concerning salary/benefits in the entry level.

Conclusions (continued)

- **Relationships with colleagues and higher-level management** show **no significant differences** between CPAs working in the public and private sectors.
- **Career advancement** – there is a **significant difference** between CPAs in the public sector compared with those in the private.

Recommendations

A CPA who wants to have a **better professional development opportunity**

- may pursue a path in the public sector
- experience and trainings provided by audit firms serve as a great foundation to advance one's professional career.

Recommendations (continued)

A CPA who wants to have **better salary/benefits** and **stable physiological / psychological working conditions**

- may go to the private sector where the pay is relatively high
- private accounting is often the more preferred choice as far as day-to-day working condition is concerned.

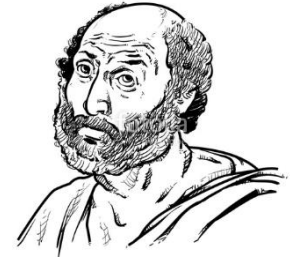
Recommendations (continued)

- A further study on the assessment and comparison of job satisfaction of CPAs from other sectors → government, academe, and not-for-profit organizations.
- Comparison of results from all sectors for better appreciation and guidance of accountancy students and CPAs as regards their future career paths.

Quotes on Job Satisfaction

*“Pleasure in the job
puts perfection in the work.”*

- Aristotle



*“Don’t pick a job with great vacation time.
Pick a career that doesn’t need
escaping from.”*

- Anonymous



The image features a 3D rendering of the University of the East logo. The logo is circular with a metallic, reflective surface. The words "UNIVERSITY OF THE EAST" are written in a bold, sans-serif font around the top inner edge of the circle. At the bottom, the year "1946" is visible. In the center of the logo is a stylized torch with a bright, glowing flame. The background is dark with some lens flare effects.

THANK YOU



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