

Government Employment in Public Works and Highways: Addressing the Perceived Gaps and Developing A Career Progression Model

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Abstract

A multitude of vocations provides unique work prospects in both the private and public sectors. Individuals who choose to work in the public sector, namely for the government, receive numerous advantages. Nevertheless, government employees make certain compromises for their public service obligations. This study clarifies the ramifications of government employment, outlines the benefits and drawbacks of public service, and provides recommendations for pursuing a career in this field. This study delved into the career progression of government employees in the Department of Public Works and Highways (DPWH) hoping to provide insights into the career path planning of the agency. Individual career progression is a primary motivator for employees. Numerous candidates might be inclined to accept a reduced offer for a more senior post. Professionals pursue promotions to acquire new competencies, earn the respect of their colleagues, and establish a robust personal brand. Thus, an absence of professional advancement chances may compel top talent to pursue employment options elsewhere. This study was meticulously crafted to develop a sustainable career progression model, underpinned by the examination of both quantitative and qualitative data, with the findings synthesized in the concluding section to address the requirements of government employees. This study employed a convergent parallel mixed methods research design throughout three essential phases, thoroughly addressing the aspects pertinent to the career advancement of government employees, in complete accordance with the study's conceptual framework.

Keywords: Career progression model, public works and highways, career progression model, government employment