

ABSTRACT

This research study used a quantitative descriptive comparative research design since the responses to the questionnaire could be analyzed in numerical data. This research used a simple random sampling technique to identify the respondents. The researchers used Google Form to gather the data. This study was conducted to answer the following: What is the demographic profile of the respondents in terms of: Sex, Age, Marital Status, Educational attainment, Monthly salary, Designation, Department; What is the Level of Proactive work behavior of among employees in Capiz State University Pontevedra Campus?; Is there any significant difference in the level of proactive behavior among employees when grouped according to demographic profile?; Is there any significant relationship between the proactive work behavior and demographic profile of the respondent?; Is there a significant factor that can predict proactive work behavior? When grouped as a whole, the level of proactive work behaviour among employees at Capiz State University is “strongly agree”. This means that Capiz State University-Pontevedra Campus employees are Proactive in their work. When classified according to age, those below 30 and 31-45 are more proactive. There is a significant difference in the level of proactive work behavior among employees when grouped according to demographic profile according to their age. According to the result, there is a significant difference in the level of Proactive work Behaviour among employees aged 46 and above and 31 to 45. In terms of the respondent's demographic profile and the respondent's proactive work behavior level, there is a significant relationship according to the respondent's age. Regarding factors that predict proactive work behavior, the result shows that younger individuals have a higher chance of being proactive than older individuals. Also, for monthly income, it indicates that individuals with a higher salary rate have a higher chance of becoming proactive.