Organizational Commitment of Instructors of Private Colleges in Nueva Ecija

Angelo R. Santos

Ph. DBA Candidate in Nueva Ecija University of Science and Technology
Instructor, College of Management and Business Technology, Nueva Ecija University of Science and Technology, Nueva Ecija, Philippines

Abstract— *Organizational commitment is critical since high commitment rates contribute to several desirable organizational outcomes. It is important to promote organizational commitment among college instructors as they are committed to staying longer and performing better. The study described the personal commitment, service commitment, and career commitment of instructors from private colleges towards organizational commitment. This study used the descriptive method. The researcher distributed a survey questionnaire with likert-scale responses to a total of 83 instructors composed of 49 females and 39 males who were employed as instructor with a service length of not more than 2 years. Based on the findings of this research, it is then concluded, firstly, that the commitment towards organization of the instructors from private colleges can be shown into three different aspects personal, service, and career. Secondly, personal commitment towards organization is the most shown commitment of the instructors that they understand their contributions to the organization's goals and their organizations inspire them to give their beat at work. Thirdly, in terms of service commitment towards organization, instructors from private colleges strongly agreed that their organization understands the needs of their customers for change thus they offer excellent customer service. Lastly, though resulted last in the aspects of commitment, career commitment towards organization proved that instructors from private colleges agreed that their career goals are important to their organizations. The researcher recommends that commitment towards organization must be taken into consideration of every person involved within it. Thus, not only for employees a commitment must be seen. Personal commitment is always an important aspect on how an employee will stay in an organization. However, the researcher recommends that an organization should also find other aspects of commitment towards organization aside from personal, service and career.*

Keywords— *Organizational Commitment, Service Commitment, Career Commitment, Personal Commitment*

I. INTRODUCTION

Organizational commitment is critical since high commitment rates contribute to several desirable organizational outcomes. It is important to promote organizational commitment among college instructors as they are committed to staying longer and performing better. Organizational structure and growth and development of workers depends on the commitment
of all members to the success of their organizations ' goals and objectives, while at the same time giving all members the ability to become successful in compliance with delegated roles and responsibilities, respecting their contributions and community harmony (Santos & Nocum, 2020).

To have a sustainable competitive advantage on the labor market, an organization needs strongly committed and motivated workers because attrition issue has long been a key organizational concern (Joo & Park, 2010). Employees may not necessarily increase their commitment to their organizations as the distribution of training and development rises as there may be a gap in training and career development and personal growth, which may impact employee commitment (Chew & Chan, 2008).

Thus, Identification with the organization will be less influenced by initiatives designed to make the work more fun or to make the organization a more enjoyable place to be, or by interventions designed to advocate with exchange-based interests than the organization's commitment (Van & Sleebos, 2006). Further, Faculty members are more likely to continue their relationship with their respective institutions if they believe that their credentials, teaching experience, and the amount of effort they put in and their job

performance are fairly compensated or awarded (Chughtai & Zafar, 2006). In the contrary, Supervisory loyalty seems more essential than organizational commitment in accounting for in-role and out-of-role performance of workers (Chen et al., 2002).

II.   CONCEPTUAL FRAMEWORK

Instructors who see themselves as professionals or see opportunities for professional growth can contribute more to the school as their commitment with the organization and career increases (Bogler & Somech, 2004). Thus, Growing and sustaining organizational commitment at a higher level can have a positive effect on the job conduct of workers and not just dampen their expectations for attrition (Cohen, 2007). As a result, Fully-organizationally committed workers are likely to be more satisfied with their employment, regardless of where they worked, and employees who associate with the

organization are likely to be happier than those who do not, again regardless of the job sector (Markovits et al., 2007).

OBJECTIVE OF THE STUDY

The study described the personal commitment, service commitment, and career commitment of instructors from private colleges towards organizational commitment.

III.   METHODOLOGY

This study used the descriptive method. Descriptive Method is designed for the researcher to gather information about presenting existing conditions and to describe the nature of the situation as it exists at the time of the study and to explore the causes of particular phenomena (Camic et al., 2003). The researcher distributed a survey questionnaire with likert-scale responses (Vagias, 2006) to a total of 83 instructors composed of 49 females and 39 males who were employed as instructor with a service length of not more than 2 years.

IV.   RESULTS AND DISCUSSIONS

Legend	*Verbal Interpretation (VI)*
3.25 - 4.00	**Strongly Agree**
2.50 – 3.24	**Agree**
1.75 – 2.49	**Disagree**
1.00 – 1.74	**Strongly Disagree**

Table 1. Personal Commitment Towards Organization

Statements	Mean	Verbal Interpretation
1. I recommend this organization to my family and friends.	3.55	Strongly Agree
2. I feel no loyalty towards the organization	1.95	Disagree
3. I appreciate the organization's values	2.95	Agree
4. I understand how I contribute to the organization's goals	3.77	Strongly Agree
5. I am glad I chose to work for this organization	3.00	Agree
6. This organization has high work morale	3.33	Strongly Agree
7. My organization inspires me to give my best shot at work	3.40	Strongly Agree
Overall Mean	**3.14**	**Agree**

Table 1 presents the personal commitment towards organization of instructors in private colleges in Nueva Ecija. Results show that based on personal aspect the commitment towards organization of the instructors has an overall mean of 3.14 with a verbal interpretation of 'agree'. This emphasizes private colleges instructors strongly agreed on the following: that they understand how they contribute to the organization's goal *(M = 3.77),* they recommend their organization to their family and friends *(M = 3.55)*, and their organizations inspire them to give their best shot at work *(M = 3.33).* Furthermore, instructors from private colleges disagreed that they feel no loyalty towards their organization *(M = 1.95).*

Legend	*Verbal Interpretation*

3.25 - 4.00	Strongly Agree
2.50 – 3.24	Agree
1.75 – 2.49	Disagree
1.00 – 1.74	Strongly Disagree

Table 2. Service Commitment Towards Organization

	Statements	Mean	Verbal Interpretation
1.	My organization offers excellent customer service	3.39	Strongly Agree
2.	Customer satisfaction is taken seriously here	2.77	Agree
3.	My organization understands if the customer needs change	3.54	Strongly Agree
4.	My organization has an excellent reputation	3.09	Agree
5.	I am encouraged to be creative at work	2.55	Agree
6.	I enjoy providing the best services to the customers	3.13	Agree
	Overall Mean	**3.08**	**Agree**

Table 2 shows the service commitment towards organization of instructors from private colleges in Nueva Ecija. It was found out that their service commitment got an overall mean of 3.08 with a verbal interpretation of 'agree'. Results further illustrate the service commitment towards organization of the instructors strongly agreed that may be shown to their organization's understanding of their customer's need for change *(M = 3.54)* and their organizations offer excellent customer service *(M = 3.39)*. They also agreed that they enjoy providing the best services to their customers *(M = 3.13)* and their customer satisfaction is taken seriously *(M = 2.77)*.

Legend	*Verbal Interpretation*
3.25 - 4.00	Strongly Agree
2.50 – 3.24	Agree
1.75 – 2.49	Disagree
1.00 – 1.74	Strongly Disagree

Table 3. Career Commitment Towards Organization

Statements	Mean	Verbal Interpretation
My career goals are important to my organization	3.22	Agree
I know my career path in this organization	2.59	Agree
I would strongly recommend my profession as a career	2.72	Agree
I don't think I want to work anywhere except here	2.41	Disagree
My profession is a rewarding career	3.09	Agree
Overall Mean	**2.80**	**Agree**

Table 3 presents the career commitment towards organization of the instructors of private colleges. The results indicate that the overall mean for this aspect is 2.80 and with a verbal interpretation of 'agree'. It further shows they agreed that their career goals are important to their organizations *(M = 3.22)* and their profession is a rewarding career *(M = 3.09)*.

However, they also disagreed that they don't think they want to work anywhere except their organization *(M = 2.41)*.

V. CONCLUSIONS AND DISCUSSIONS

Based on the findings of this research, it is then concluded, firstly, that the commitment towards organization of the instructors from private colleges can be shown into three

different aspects personal, service, and career. Secondly, personal commitment towards organization is the most shown commitment of the instructors that they understand their contributions to the organization's goals and their organizations inspire them to give their beat at work. Thirdly, in terms of service commitment towards organization, instructors from private colleges strongly agreed that their organization understands the needs of their customers for change thus they offer excellent customer service. Lastly, though resulted last in the aspects of commitment, career commitment towards organization proved that instructors from private colleges agreed that their career goals are important to their organizations.

The researcher recommends that commitment towards organization must be taken into consideration of every person involved within it. Thus, not only for employees a commitment must be seen. Personal commitment is always an important aspect on how an employee will stay in an organization. However, the researcher recommends that an organization should also find other aspects of commitment towards organization aside from personal, service and career.

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