
Nueva Ecija University of Science and Technology, San Antonio Off-Campus Teacher's Commitment to Organization

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Abstract

Commitment to an organization is critical since high commitment rates contribute to several desirable organizational outcomes. It is important to promote organizational commitment among college teachers as they are committed to staying longer and performing better. The study described the personal commitment, service commitment, and career commitment of teachers of Nueva Ecija University of Science and Technology, San Antonio-Off Campus towards organizational commitment. This study used the descriptive method. The researcher distributed a survey questionnaire with likert-scale responses to a total of 27 teachers composed of 19 females and eight males who were employed with a service length of not more than two years. Based on the findings of this research, it is then concluded, firstly, the commitment towards the organization of the teachers can be shown into three different aspects personal, service, and career. Secondly, personal commitment towards the organization is the most shown commitment of the teachers to understand their contributions to the organization's goals and their organizations inspire them to give their best at work. Thirdly, in terms of service commitment towards the organization, the teachers strongly agreed that their organization understands the needs of their customers for change. Thus, they offer excellent customer service. Lastly, though it resulted last in commitment, career commitment towards organization proved that teachers agreed that their career goals are essential to their organizations. The researcher recommends that commitment towards organization must be considered of every person involved within it. Thus, not only for employees, a commitment must be seen. Personal commitment is always an important aspect of how an employee will stay in an organization. However, the researcher recommends that an organization find other aspects of commitment towards the organization aside from personal, service and career.

Keywords: Commitment to organization, personal commitment, service commitment, organizational outcomes

1. Introduction

High levels of dedication in the workplace are vital because they contribute to a number of positive outcomes. It is critical to encourage college professors to become more organized, as they are more likely to remain longer and perform better. The commitment of all members to the success of their organizations' goals and objectives, as well as the ability of all members to succeed under delegated roles and responsibilities, respecting their

contributions, and ensuring community harmony, all contribute to the organization's structure and growth and development.

Because attrition has long been a fundamental organizational problem, an organization needs highly dedicated and motivated personnel to maintain a long-term competitive advantage on the labor market (Joo & Park, 2010). Increasing the distribution of training and development may not necessarily boost employee commitment to their organizations because there may be a gap between training, professional development, and personal growth, which may have an effect on employee commitment (Chew & Chan, 2008).

Initiatives aimed at making work more enjoyable or making the organization a more enjoyable place to work, or interventions aimed at advocating for exchange-based interests, will have less impact on identification with the organization than the company's commitment (Van & Sleebos, 2006). Faculty members are also more likely to stay with their institutions if they perceive that they are adequately compensated or awarded for their qualifications, teaching experience, time and effort, and work success (Chughtai & Zafar, 2006). To account for workers' in-role and out-of-role performance, supervisory loyalty appears to be more important than organizational commitment (Chen et al., 2002).

2. Methods

Research Design

The respondents' commitment to an organization was determined through descriptive research in this study. The researcher utilized the descriptive approach in this work to acquire information on the current situation, explain the nature of the situation as it was at the time of the study, and investigate the causes of specific phenomena (Camic et al., 2003).

Respondents of the Study

The respondents of this study are the twenty-seven teachers of Nueva Ecija University of Science and Technology, San Antonio Off-Campus with a service length of not more than 2 years.

Sampling Procedure

The research was based on the purposive sampling technique. The alternative used of probability sampling was not considered due to limited time and sources. The researcher contacted the respondents with the use of a questionnaire. The main goal of purposive sampling was to focus on the characteristics of a population.

Research Instrument

This paper employed survey research to incorporate scientific methodologies through critical study and evaluation of source materials, data analysis and interpretation, and generalization and prediction (Salaria, 2012). A researcher created a study tool based on a large amount of literature. The content of the instrument was checked.

Data Gathering Procedure

In determining the commitment to organization among the respondents, the researchers undertook the following steps: First, the researcher constructed a questionnaire

for the teachers to collect the necessary data. Second, the researcher ask permission from the Campus Administrator. Third, the questionnaire was distributed to the respondents after securing the permit. Copies of the approved questionnaire were distributed in order to gather the relevant data. The instruments were retrieved after they were finished answering. The data collected were scored, tallied and tabulated.

Statistical Treatment and Data Analysis

Mean was used to interpret the commitment of the respondents in an organization

3. Result

Commitment towards and Organization

Table 1. Personal Commitment towards Organization

| Statements | Mean | Verbal Interpretation |
|--|-------------|-----------------------|
| 1. I recommend this organization to my family and friends. | 3.51 | Strongly Agree |
| 2. I feel no loyalty towards the organization | 1.91 | Disagree |
| 3. I appreciate the organization's values | 2.91 | Agree |
| 4. I understand how I contribute to the organization's goals | 3.73 | Strongly Agree |
| 5. I am glad I chose to work for this organization | 2.96 | Agree |
| 6. This organization has high work morale | 3.29 | Strongly Agree |
| 7. My organization inspires me to give my best shot at work | 3.36 | Strongly Agree |
| Overall Mean | 3.10 | Agree |

Legend: 3.25 - 4.00 = Strongly Agree; 2.50 - 3.24 = Agree; 1.75 - 2.49 = Disagree; 1.00 - 1.74 = Strongly Disagree

Table 1 presents the personal commitment towards organization of teachers of Nueva Ecija University of Science and Technology San Antonio-Off Campus. Results show that based on personal aspect the commitment towards organization of the instructors has an overall mean of 3.10 with a verbal interpretation of 'agree'.

Table 2. Personal Commitment Towards Organization

| Statements | Mean | Verbal Interpretation |
|---|-------------|-----------------------|
| 1. My organization offers excellent customer service | 3.43 | Strongly Agree |
| 2. Customer satisfaction is taken seriously here | 2.81 | Agree |
| 3. My organization understands if the customer needs change | 3.58 | Strongly Agree |
| 4. My organization has an excellent reputation | 3.13 | Agree |
| 5. I am encouraged to be creative at work | 2.59 | Agree |
| 6. I enjoy providing the best services to the customers | 3.17 | Agree |
| Overall Mean | 3.12 | Agree |

Table 2 shows the service commitment towards organization of teachers of Nueva Ecija University of Science and Technology San Antonio-Off Campus. It was found out that their service commitment got an overall mean of 3.12 with a verbal interpretation of 'agree'.

Table 3. Personal Commitment towards Organization

| Statements | Mean | Verbal Interpretation |
|---|-------------|------------------------------|
| 1. My career goals are important to my organization | 3.18 | Agree |
| 2. I know my career path in this organization | 2.55 | Agree |
| 3. I would strongly recommend my profession as a career | 2.68 | Agree |
| 4. I don't think I want to work anywhere except here | 2.37 | Disagree |
| 5. My profession is a rewarding career | 3.05 | Agree |
| Overall Mean | 2.76 | Agree |

Table 3 presents the career commitment towards organization of the teachers of Nueva Ecija University of Science and Technology San Antonio-Off Campus. The results indicate that the overall mean for this aspect is 2.76 and with a verbal interpretation of 'agree'.

4. Discussion

The goal of the survey is to find out how committed the respondents are to a particular organization. The results suggest that the instructors' personal commitment to organization has an overall mean of 3.10 with a verbal interpretation of 'agree'. A strong agreement on the following: that teachers understand how their contributions to the organization's goal ($M = 3.73$), that they recommend their organization to family members and friends ($M = 3.51$), and that their organizations motivate them to do their best work ($M = 3.29$), and that their organizations inspire them to give the best effort at work ($M = 3.29$). In addition, private college professors argued that they have little commitment to their organization ($M = 1.91$).

The instructors' strong dedication to their organization can be shown in their organization's knowledge of their customers' need for change ($M = 3.58$) and their organizations' exceptional customer service ($M = 3.43$). Customer satisfaction is also regarded seriously ($M = 2.81$) and they believe that they enjoy offering the greatest services to their consumers ($M = 3.13$).

The results indicate that the overall mean for this aspect is 2.76 and with a verbal interpretation of 'agree'. It further shows they agreed that their career goals are important to their organizations ($M = 3.18$) and their profession is a rewarding career ($M = 3.05$). However, they also disagreed that they don't think they want to work anywhere except their organization ($M = 2.37$).

5. Conclusion

Based on the findings of this study, it is thus determined that the professors of Nueva Ecija University of Science and Technology San Antonio-Off Campus have three different levels of dedication to their organization: personal, service, and career. Second, teachers' personal commitment to the organization is the most visible sign that they recognize their role in the organization's aims and that their organizations motivate them to work hard. The teachers also felt that their organization understands their customers' demands for change and provides exceptional customer service as a result of their service commitment to the organization. Finally, although coming in last in terms of organizational commitment, career

commitment to the organization showed that teachers agreed that their career aspirations are important to them.

According to the researcher, every person participating in the organization's commitment should be considered. Thus, dedication must be seen not only for employees. Personal dedication is always a critical factor in how long an employee will stay with a company. However, in addition to personal, service, and career commitments, the researcher suggests that an organization look for other indicators of commitment to the company.

Acknowledgements

The researchers want to thank the Campus Administrator, Area Chairs and colleagues for their support and those who participate in completing this study. Above all, the authors would like to lift and return the recognition to the Almighty God; this success would not be possible without Him. To God be the glory.

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