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Kamla-Raj IJES 2026

PRINT: ISSN 0975-1122 ONLINE: ISSN 2456-6322

Int J Edu Sci, 53(1): 44-61 (2026)

DOI: 10.31901/24566322.2026/53.1.1440

Organisational Commitment: Input to a College's Vision of a University Status

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KEYWORDS Affective. Continuance. Descriptive-Correlational. Normative. Philippines

ABSTRACT This study examined the organisational commitment of employees at Camarines Sur Polytechnic Colleges (CSPC) as a key driver of its transition toward university status under Republic Act No. 11283 (2019). Using a descriptive–correlational research design, the study assessed the affective, continuance, and normative commitment of 220 teaching and non-teaching personnel selected through Slovin's formula. Data were collected using a structured questionnaire adapted from Meyer and Allen's Three-Component Model of Organisational Commitment, supplemented by unstructured interviews for qualitative validation. Descriptive statistics and chi-square tests were employed for data analysis. Findings revealed high affective commitment, indicating strong emotional attachment, pride, and willingness to remain in the institution. Continuance and normative commitment levels were moderate, reflecting employees' recognition of personal investment, institutional growth, and moral obligation to serve. Significant relationships were observed between commitment dimensions and selected demographic variables, particularly tenure and employment status. Overall, the results indicate a stable and value-driven workforce capable of supporting institutional reforms, highlighting the importance of strengthening participatory governance, recognition systems, and professional development to sustain CSPC's readiness for universityhood.