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Abstract

This study determined the extent of the manifestation and relationship between and among the four dimensions of organizational climate which are: (1) Institutional vulnerability, (2) Collegial leadership, (3) Professional teacher behavior, and (4) Achievement press and organizational commitment among the 188 faculty members of the six Higher Educational Institutions of Nursing in Baguio City. The method used in the study was Descriptive Correlation using questionnaires which were adopted from the Organizational Climate Index (OCI) of Hoy and Organizational Commitment Questionnaire (OCQ) of Mowday. The data gathered was statistically treated using the Pearson Product Moment Correlation (PPMC) and Pearson's r Correlation, weighted mean and SPSS.

Findings revealed that there is a moderate extent of manifestation of organizational climate in terms of institutional vulnerability, while there is a high extent of manifestation along collegial leadership, professional teacher behavior and achievement press dimensions.

There is also a moderate positive level of commitment among the faculty members and the relationship between and among the four dimensions of organizational climate with organizational commitment showed a significant relationship along institutional vulnerability, collegial leadership, professional teacher behavior and achievement press.

Organizational climate capabilities and constraints were found to exist in the six colleges of nursing in Baguio City. The capabilities along organizational climate were proven to exist in all the four dimensions in the six Higher Educational Institutions of Nursing in Baguio city, whereas organizational constraints exist only on the dimensions of institutional vulnerability and professional teacher behavior.

Proposed measures were made to address issues along Organizational Climate and Faculty Commitment to enhance and strengthen the faculty members capabilities and to help the Deans in eliminating the constraints for a successful organization.