

ORGANIZATIONAL COMMITMENT OF LOCAL GOVERNMENT UNIT (LGU) EMPLOYEES IN THE MUNICIPALITY OF BAROTAC NUEVO, ILOILO, PHILIPPINES

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Abstract: The quantitative method of research employing the descriptive survey was the method used. The demographic profile of the respondents showed that most of the respondents are males. As to age, the majority of the respondents are 26-35 years old. In terms of educational qualification, most of the employees are college graduates. The level of organizational commitment of LGU employees in the Municipality of Barotac Nuevo, Iloilo was strongly agreed in all categories, except in the high school graduate respondents were rated agree. Significant differences were noted in all categories. The level of commitment among employees is strongly committed. The significant differences show that employees' demographic profile greatly influences the level of commitment to the organization. It should be recommended to explore other profiles that are related to the determination of organizational commitment.

Keywords: Organizational Commitment, Local Government Unit, Barotac Nuevo, Iloilo

Introduction

It is the commitment that gets the job done. This intense dedication is more powerful than our best intentions, willpower, or circumstances. Without commitment, influence is minimal; barriers are unbreachable; and passion, impact, and opportunities may be lost (Maxwell, 1999).

In addition, it is not unreasonable to suppose that the strength and nature of the commitment someone experiences in a personal relationship inform how that same person commits to an organization or workgroup. If an organization were to request that employees direct their efforts toward long-term goals, the message may be better understood by workers who have been engaged in strongly committed relationships over a long period.

This present study dealt with the commitment among employees of the Local Government Unit (LGU) in the Municipality of Barotac Nuevo, Iloilo. The above-mentioned statements compelled the researcher to conduct the study for the improvement of the operation of the said office since it is mandated to provide better service to the community and its people.

Statement of the Problem

This study aimed to determine the organizational commitment of employees in the Local Government Unit (LGU) in the Municipality Barotac Nuevo, Iloilo as to sex, age, position, and highest educational attainment.

Materials and Methods

The quantitative method of research employing the descriptive survey was used to determine the organizational commitment among local government employees in the Municipality of Barotac Nuevo. The purposive sampling technique to select the eighty (80), local government employees of the Municipality of Barotac Nuevo, Iloilo assigned to the different offices. The instruments in this study consisted of two (2) parts: Part 1 gathered personal information from the respondents, and Part 2 is the organizational commitment questionnaire used for employees. After the distribution, the questionnaires were gathered and data were subjected to appropriate statistical analysis. Significance was set at the .05 alpha level.

Results

Demographic Profile of the Respondents

The demographic profile of the respondents shows that as regards sex, fifty- two (52) or 65% are males, and twenty (28) or 35% are females. As to age, fifteen (15) or 19.00% are aged 16-25 years old, (32) thirty-two or 40% are aged 26-35 years old, fourteen (14) or 17% are aged 36-45 years old, twelve (12) or 15% are aged 46-55 years old, and seven (7) or 9% are aged 56-65 years old. In terms of position, fifty-two 52 or 65% rank and file employees, and twenty-eight 28 or 35% department heads. When they were grouped according to educational qualification, four 4 or 5% are high school graduates and seventy-six 76 or 95% are college graduates. Table 1 shows the data.

*Table 1*Demographic profile of the respondents

Category	f	%
Sex		
Male	52	65.00
Female	28	35.00
Age		
16 - 25 years old	15	19.00
26 – 35 years old	32	40.00
36 – 45 years old	14	17.00
46 – 55 years old	12	15.00
56 – 65 years old	7	9.00
Position		
Rank and File	52	65.00
Department Head	28	35.00
Educational Qualification		
High School Graduate	4	5.00
College Graduate	76	95.00

Level of Organizational Commitment

The level of organizational commitment of LGU employees in the Municipality of Barotac Nuevo, Iloilo has an obtained mean of 4.41 (Strongly Committed) for male employees and 4.59 (Strongly Committed) for female employees.

As to age the obtained mean is, 4.12 (Strongly Committed) for employees whose age is 16-25 years old, 4.59 (Strongly Committed) for employees whose age is 26-35 years old, 4.50 (Strongly Committed) for employees whose age is 36-45 years old, 4.56 (Strongly Committed) for employees whose age is 46-55 years old, and 4.49(Strongly Committed) for employees whose age is 56-65 years old respectively. In terms of position the computed mean revealed, 4.41 (Strongly Committed) for employees whose is rank and file, and 4.59 (Strongly Committed) for employees who occupied the department head level. When they were grouped according to educational qualification the obtained mean was 3.95 (Committed) for employees who are high school graduates and 4.50 (Strongly Committed) for employees who are college graduates. The computed standard deviations range from 0.19 to 0.53. Table 2 reflects the data.

Table 2 Level of organizational commitment of employees

Category	Mean	SD	Interpretation
Sex			
Male	4.41	0.39	Strongly Committed
Female	4.59	0.24	Strongly Committed
Age			
16 - 25 years old	4.12	0.53	Strongly Committed
26 – 35 years old	4.59	0.25	Strongly Committed
36 – 45 years old	4.50	0.19	Strongly Committed
46 – 55 years old	4.56	0.30	Strongly Committed
56 – 65 years old	4.49	0.19	Strongly Committed
Position			
Rank and File	4.41	0.39	Strongly Committed
Department Head	4.59	0.24	Strongly Committed
Educational Qualification			
High School Graduate	3.95	0.51	Committed
College Graduate	4.50	0.32	Strongly Committed

The t-test result revealed that the level of organizational commitment differ significantly when they were grouped according to sex, $t(80) = 0.036$, $p < .05$; position, $t(80) = 0.036$, $p < .05$; and educational qualification, $t(80) = 0.002$, $p < .05$). The null hypothesis which states that there is no significant difference in the level of organizational commitment among employees in the Local Government Unit (LGU) of Barotac Nuevo according to sex, position, and educational qualification is rejected. Table 3 presents the data.

Table 3 Differences in the level of organizational commitment as to sex, position, and educational qualification

Category	Mean	df	t-value	Two-tail Probability
Sex				
Male	4.41	78	2.20*	0.036
Female	4.59			

Position					
Rank and File	4.41	78	2.20*	0.036	
Department Head	4.59				
Educational Qualification					
High School Graduate	3.95	78	3.18*	0.002	
College Graduate	4.50				

*p < .05

Results of the ANOVA revealed that when employees were grouped according to age--the organizational commitment differ significantly. The computed F-ratios have a sig. value < 0.05. The null hypothesis which states that there is no significant difference in the level of organizational commitment among employees in the Local Government Unit (LGU) of Barotac Nuevo according to the position is rejected.

The findings revealed that employees were agreeable to their commitment to the organization. Table 4 reflects the data.

Table 4 - Differences in the level of organizational commitment as to age

Category	Df			Sum of Squares			Mean Squares		F	Sig.
	Between Groups	Within Groups	Total	Between Groups	Within Groups	Total	Between Groups	Within Groups		
Age	4	75	79	2.44	7.68	10.12	0.61	0.10	5.97*	.000

*p < .05

Conclusions

Based on the findings the following conclusions are advanced:

1. The male respondents dominate in terms of sex, this implies that in terms of hiring male, young, and preferably college graduates employees are preferred in the organization, especially in the lower level positions.
2. The level of commitment among employees is “strongly committed”. This indicates that employees are knowledgeable of their duties and functions in the organization, thus they are highly committed and responsive to the need of their respective offices.
3. The significant differences show that the employees’ demographic profile greatly influences the level of commitment to the organization.

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