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A Causal Model of Organizational Culture, Psychological Attributes, School Environment and Performance of Faculty in Higher Education Institutions

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ABSTRACT

The study aimed to develop a causal model that served as the best fit model for the performance of three hundred fifty-three (353) faculty in state universities and colleges in Northern Mindanao, Philippines, during 2017-2018. The study employed a descriptive-correlation, and causal research design using mean, standard deviation, frequency, percentage, Pearson product-moment correlation, multiple stepwise regression, and path analysis as the statistical tools to treat the data gathered. Results revealed that the organizational culture of faculty in higher education institutions in terms of involvement, consistency, adaptability, and mission traits was generally high. The faculty strongly agree regarding their psychological attributes. They are neutral about their present school environment. Also, the performance of the faculty is very satisfactory. It also found that the work attitude of the faculty is significantly correlated with performance. The result further revealed that faculty work attitude is the best predictor of performance. Finally, a performance culture consistency motivation (PCCM) model was developed anchored on the consistency of organizational culture and personal motivation of faculty as supported by adaptability, work attitude, affiliation, student support, and participatory decision-making.

Keywords: Organizational Culture, Psychological Attributes, School Environment, Faculty Performance, Performance Culture Consistency Motivation Model

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