

## **Employees Organizational Commitment and Performance Toward A Sustainable Commitment Model**

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### **Abstract**

The study focused on the level of organizational commitment of the Philippine Christian University's employees in terms of affective commitment, continuance commitment, and normative commitment. The researchers opted for a mixed method (quantitative and qualitative research design) in this study. Thirty-one (31) employees were considered. The researchers used the Raosoft calculator to get the sample population. A convenience sampling technique was used to choose the sample population. Moreover, a survey questionnaire was used to gather the data. Employees performance for academic 2023-2024 was also included in this study. On the other hand, a thematic analysis was employed to determine the challenges experienced by employees. It can be gleaned that the statement "I would be very happy to spend the rest of my career with this organization." obtained the highest ranking with a weighted mean of 4.66 while the statement "I do not feel like "part of the family" at my organization" obtained the lowest rank with a weighted mean of 2.28. It can be concluded that the Relationship between the Level of employee commitment, and the employee's performance has a Very Strong relationship, Strong relationship, and Strong relationship with R-values equivalent to .975, .572, and .521, respectively. The result also shows that the Spearman Rho p-value is equivalent to 0.000 for Affective Commitment, Continuance Commitment, and Normative Commitment, which is less than 0.05 significance level, which means that "there is a significant relationship between the Level of employee commitment and the employee's performance". Based on the result of this study, it is highly recommended that a sustained commitment model be proposed for administrators to assist employees in maintaining their organizational commitment.

*Keywords: organizational commitment, organizational performance, affective commitment, continuance commitment, normative commitment*