

WEST VISAYAS STATE UNIVERSITY
GRADUATE SCHOOL
Iloilo City

INSTITUTIONAL STABILITY AS INFLUENCED BY EMPLOYEES'
PARTICIPATION IN POLICY MAKING AND ORGANIZATIONAL
CLIMATE IN A PRIVATE EDUCATIONAL INSTITUTION

An Abstract

of

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by

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Abstract

This descriptive-correlational study attempted to determine the influence of faculty and staff participation in policy making and organizational climate on the institutional stability of a private educational institution. It likewise determined the significance of the differences, interaction effects, and relationships in the employees' extent of participation in policy making, perception of organizational climate, and institutional stability as affected by the employees' personal factors. Data for this study were obtained from the 250 randomly selected faculty and staff members of Central Philippine University using three (3) researcher-made data gathering instruments. Data gathered were analyzed using means, and standard deviations, t-test for independent samples, Two-way Analysis of Variance, and Pearson's *r*. Alpha level for all inferential tests was set at

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.05. Results of the study revealed, that generally, the employees' had a "moderate" participation in policy making. They found the organizational climate to be "cordial" and viewed the University as a stable institution. They differed significantly in their view of institutional stability when grouped according to gender and in their perception of organizational climate when grouped according to nature of work. The main effect of extent of participation in policy making on institutional stability when perception of organizational climate was controlled was statistically significant and the interaction effect between employees' extent of participation in policy making and their perception of organizational climate on institutional stability was statistically significant. Finally, participation in policy making and organizational climate, participation in policy making and institutional stability, and organizational climate and institutional stability were positively and significantly correlated.