

**FACTORS ASSOCIATED WITH ORGANIZATIONAL COMMITMENT AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF NON-PERMANENT
FACULTY MEMBERS IN STATE UNIVERSITIES AND COLLEGES
IN ILOILO:AN ANALYSIS OF A BEHAVIORAL MODEL**

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ABSTRACT

Many non-permanent faculty members in State Universities and Colleges have no security of tenure and can be separated from service anytime and yet they stay in their job for years.

This study aimed to look at their level of commitment to the organization and their behavior to do the extra mile, particularly on whether their organizational, job and personal factors are associated with their organizational commitment and organizational citizenship behavior and whether their perceived level of organizational support would strengthen their commitment and citizenship behavior. Finally, it aimed to analyze and define the behavioral model of these non-permanent faculty members. A positivist view utilizing a cross-sectional research design was used. Survey, and key informant interview were conducted in four state universities and colleges in Iloilo with non-permanent faculty members as respondents. Results show that there is moderate level of organizational, job, and personal factors, perceived level of organizational support, high level of organizational commitment and high level of organizational citizenship behavior among non-permanent faculty members in the four schools. No significant variations in the level of these variables by schools. Significant relationship exist between the factors and perceived level of organizational support, factors and organizational commitment and factors and organizational citizenship behavior, however, perceived level of organizational support does not mediate in the relationship between factors and organizational commitment and organizational citizenship behavior.