

**ORGANIZATIONAL COMMITMENT AND WORK MOTIVATION
OF PROGRAM MANAGERS IN DOH-CENTER
FOR HEALTH DEVELOPMENT**



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**ORGANIZATIONAL COMMITMENT AND WORK MOTIVATION OF DOH-
CENTER FOR HEALTH DEVELOPMENT NO. 6 PROGRAM MANAGERS**

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ABSTRACT

This study was conducted to determine the organizational commitment and work motivation of DOH-Center for Health Development No. 6, Iloilo City.

Specifically, the study aimed to determine the selected personal job characteristics of the program managers in terms of their gender, age, educational attainment and salary grade and the relationship of these selected characteristics to their organizational commitment and work motivation.

The study was conducted in the Department of Health-Center for Health Development No. 6 (DOH-CHD 6) in Mandurriao, Iloilo City. The study population was 43 program managers of the said agency. A complete enumeration was done. A questionnaire was used in data gathering. The data were processed and analyzed using the SPSS + PC statistical software.

The result of the study showed that most of the program managers in DOH-CHD 6 were female, belonged to 41-50 years of age and have obtained a bachelor's degree and predominantly with a salary grade of 20 and above.

Regarding their organizational commitment, the majority of the respondents considered quality service are more important than rewards, they really care about the quality of service they rendered. They are prepared to work for good of public office and they enjoy staying at DOH-CHD 6. In general, the majority of the respondents were “very committed” to the organization. Program managers’ gender, age, years in service, salary grade and educational attainment is not significantly related to their organizational commitment.

On work motivation a high majority of the respondents work harder even though their supervisor/ division chief is not watching, listen to others and get their opinion, do not need a “backer” for promotion; help their fellow employees and they set a very high standard of performance.

The level of work motivation among program managers was very high. Moreover, program managers’ gender, age, years in service, salary grade and educational attainment is not influenced by their work motivation.

The findings show that not one of the personal and job characteristics of program managers is significantly related to their work motivation and organizational commitment. Furthermore, respondents work motivation and organizational commitment is not significantly related.

Based on the findings, it is recommended that more researches should be conducted to determine what other personal/ job related characteristics of program managers. Program managers should try their best to earn their master’s degree because this earning could raise their salary grade and get promoted.