

**INVOLVEMENT IN INSTITUTIONAL PLANNING AND ORGANIZATIONAL  
COMMITMENT OF LIBRARIANS IN STATE UNIVERSITIES  
AND COLLEGES IN PANAY**



**A Thesis**

**Presented to**

**The Faculty of the College of Education Graduate Programs  
Central Philippine University  
Iloilo City**

**In Partial Fulfilment  
of the Requirements for the Degree  
MASTER IN LIBRARY AND INFORMATION SCIENCE**

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May 2017**

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**ABSTRACT**

The study was conducted to determine the extent of involvement in institutional planning and the level of organizational commitment of librarians in CHED recognized State Universities and Colleges (SUCs) in Panay Island. This research is a descriptive-correlational study that made use of the one-shot survey design. A validated researcher-made questionnaire which was tested for reliability was used in this study. Permission to conduct the study was secured from the Office of the President of the eight SUCs in Panay Island. There were 50 SUCs librarians who participated in the study. The study was conducted between December 2016 and January 2017. The data collected were computed using SPSS software. Frequency distribution, mean, and cross tabulation were used and relationships were tested using Cramer's V, Phi, and Gamma Coefficient of Correlation. Results revealed that the respondents of this study were middle-aged, mostly female, holders of Master in Library and Information Science and experienced librarians because of their long experience as government librarians. They had a very comfortable working environment, highly involved in institutional planning, very satisfied with their job and moderately committed to their institution. Age, gender, educational qualification, and length of experience were found to be related to extent of involvement in institutional planning of librarians. Working environment was also found to be related to extent of involvement in institutional planning of librarians. Gender was found to be related to level of organizational commitment of librarians but not with age, educational qualification, and length of experience. The comfortable working environment did not

increase the organizational commitment of librarians in their institution. Gender was found to be related to level of job satisfaction of librarians; however, age, educational qualification, and length of experience were not. Working environment was also related to job satisfaction of librarians. Librarians who were highly involved in the institutional planning had a higher level of job satisfaction, and librarians who have a higher level of job satisfaction were highly committed to their institution.