

WEST VISAYAS STATE UNIVERSITY  
COLLEGE OF EDUCATION  
**GRADUATE SCHOOL**  
Iloilo City

INSTITUTIONAL ENVIRONMENT AND DISCIPLINE  
OF A PRIVATE UNIVERSITY

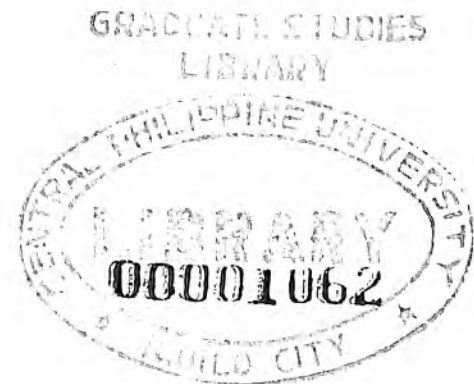
A Dissertation Presented to  
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*Abstract*

This descriptive-correlational study attempted to determine the influence of the domains of school environment (mission and vision, programs and policies, institutional operation, and leadership style) to the institutional discipline of a private University. It determined differences, effects in the employees' perceptions of the institutional environment, and their perception of the institutional discipline as influenced by personal factors. The data were obtained from the 255 randomly selected members of the faculty and staff of Central Philippine University using a researcher-made data gathering instrument. Results of the study revealed that the employees, in general and when they are classified according to their personal factors perceived their mission and vision as strongly reflective of Christian values and feelings. No significant differences exist on the employees' perception of the institutional environment domain on the mission and vision when they are classified according to personal factors. The programs and policies of the University as viewed by the employees, in general and when they are classified according to their personal factors, is moderately idealistic except sex. The employees differ significantly in their view of the programs and policies of the University when they are classified according to sex. The institutional operation of the University as viewed by the employees, in

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general and on the domain respect for human rights and spiritual and moral values,  
are controlling, leading, and organizing.