

**Work Attitude, Organizational Commitment, and Job Satisfaction  
Among Librarians in Private Colleges and  
Universities in Iloilo City**

A Thesis

Presented to

The Faculty of the School of Graduate Studies  
Central Philippine University

In Partial Fulfillment

Of the Requirements for the Degree  
Masters in Library and Information Science

by

GINA P. TABARES

December 2022

Tabares, Gina P. "Work Attitude, Organizational Commitment, and Job Satisfaction Among librarians in Private Colleges and Universities in Iloilo City." An unpublished Masters in Library and Information Science Thesis, Central Philippine University, Iloilo City, January 2023.

### *Abstract*

This descriptive- correlational research aimed at investigating the relationships of work attitude, organizational commitment and job satisfaction among the librarians in private Colleges and Universities in Iloilo City. The respondents in this study were librarians employed in 13 Colleges and Universities. Data were gathered with the use of questionnaires on work attitude, organizational commitment and job satisfaction. The dependent variables were work attitude, organizational commitment and job satisfaction and the independent variables were the personal profiles such as age, sex, civil status, position, educational attainment and tenure. Descriptive statistical tools employed were means and standard deviations; while the inferential statistics were the t- test for independent samples, One- way ANOVA and the Pearson's r. All inferential statistics were set at .05 alpha. The study revealed that regardless of the factors or the personal profiles generally the librarians employed in Private Colleges and Universities were highly favorable with their work attitude, highly committed and highly satisfied with their job and to the institution wherein they were employed. Work attitude was significantly and positively correlated with organizational commitment and job satisfaction, also with organizational commitment towards job satisfaction and work attitude, likewise with job satisfaction which also shows significantly and positively correlated.