

**MANAGERIAL PRACTICES OF BUSINESS ACADEMIC HEADS AND
INSTITUTIONAL PERFORMANCE OF SUCs AS RELATED TO
FACULTY JOB SATISFACTION: INPUTS TO THE
FACULTY DEVELOPMENT PLAN**

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ABSTRACT

This investigation was conducted to determine the managerial practices of academic heads of business colleges among SUCs in Panay and the level of institutional performance as related to faculty job satisfaction: input to faculty development plan. Specifically, it aimed to describe the managerial practices of business academic heads; describe the extent of institutional performance among different state universities and colleges (SUCs) in Panay; determine the level of faculty's job satisfaction; determine if there is a significant relationship that exists between managerial practices of business academic heads and institutional performance in different SUCs in Panay; determine if there is a significant relationship that exists between managerial practices of business academic heads and level of faculty's job satisfaction; determine if there is a significant relationship that exists between institutional performance and level of faculty's job satisfaction; and develop a faculty development plan. A survey questionnaire was administered among 118 permanent faculty and 53 business academic heads of business colleges in different SUCs in Panay. It was found out in the study that the extent of managerial practices was to high extent in terms of leading, organizing, controlling, staffing and planning when the participants are taken as x

a whole and when grouped according to age, sex, civil status, educational attainment, length of service, academic rank, monthly income and SUC affiliation.

Moreover, the institutional performance of the different SUCs in Panay as a whole was good.

Specifically, institutional performance of SUCs in Panay was very satisfactory in terms of quality and relevance of instruction, research capability and output and services to community; while in terms of management of resources the different SUCs were good. Out of seven (7) SUCs in Panay, one (1) SUC was Level IV, three (3) SUCs were Level III and three (3) were Level II.

The level of job satisfaction of the faculty when taken as a whole was moderately satisfied; very satisfied in terms of work itself and working relationship; while moderately satisfied in terms compensation and benefits, ranking and promotion, and work conditions, work environment and school facilities and when faculty is grouped according to age, sex, civil status, educational attainment, length of service, academic rank, monthly income and SUC – affiliation.

Furthermore, no significant relationship between managerial practices of business academic heads and institutional performance in different state universities and colleges in Panay; and also no significant relationship between managerial practices of business academic heads and level of faculty's job satisfaction was revealed.

Finally, positive and significant relationships existed between quality and relevance of instruction and ranking and promotion, research capability and output and compensation and benefits, research capability and output and ranking and promotion, research capability and output and working conditions and work environment, management of resources and compensation and benefits, management of resources and ranking and promotion, and management of resources and physical

facilities; while negative and significant relationship existed between services to community and working relationship.

Thus, a faculty develop plan was developed after the analyses.