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Organizational Downsizing, Job Satisfaction and Organizational Commitment Among Nurse Educators in Western Visayas

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Background: Higher Educational Institutions in the Philippines faced low program demand and pressure on competitive advantage because of the full implementation of K-12 and advent of Outcomes-Based Education; downsizing as one of the most popular strategies being used in an effort to compete in the current educational system scenario.

Methodology: The study employed a descriptive-co relational design utilizing a survey method. Qualitative data were obtained to enrich survey results. Ninety-one (91) nurse educators in various College of Nursing in Western Visayas were chosen as actual participants using a stratified random sampling. Data collected were analyzed using appropriate descriptive, inferential statistics and qualitative analysis.

Results: The results showed that majority of participants were 41 years old and above (65%), female (88%), married (88%), with master's degree (81%), with a monthly salary of Php21, 000.00 and above (51%), having more than 10 years of service (78%) and assigned in both classroom and related learning experience (69%). The overall interpretation indicates a moderate level of job satisfaction (grand mean of 3.81) and organizational commitment (grand mean of 4.20) among nurse educators in Western Visayas; there is no significant relationship between organizational commitment versus profile variables except for area of assignment ($\chi^2 = 16.217$, $p = 0.013$). There is a significant relationship between job satisfaction versus organizational commitment ($\chi^2 = 100.2$, $p = 0.000$).

Conclusions: The study concluded that nurse educators' perception of organizational downsizing has little effect on their job satisfaction and organizational commitment and that organizational downsizing has no significant relationship to job satisfaction and organizational commitment among nurse educators in Western Visayas.

Biography

Louie Pinuela Hijalda, Ph.D., RN, A nurse educator at the University of San Agustin, College of Health and Allied Medical Profession. Chairperson of University of San Agustin – Research Ethics Review Committee and Research Management Group- Nursing Program and a member of the Department of Science and Technology – Western Visayas Human Resource Development Committee (DOST-WVHRDC).