

Personality Type, Organizational Commitment and Collaborative Alliance among University of Perpetual Help System Laguna (UPHSL) Academic Personnel

Sherill S. Villaluz and Leomar S. Galicia
University of Perpetual Help System Laguna

Abstract

Higher education moved from elite system to mass system and accommodated different forms of partnership and collaboration which is now viewed as a mechanism for enhancing service delivery in education. The academic personnel of UPHSL are encouraged to participate in various support services essential in ensuring delivery of quality education. It is imperative that collaboration among employees is evident. The objective of this study was to identify how the personality type of 43 UPHSL academic personnel relate to their level of organizational commitment and how organizational commitment relate to their collaborative alliance. This descriptive-correlation research used convenience sampling. Findings showed that the more the respondents manifest traits such as abasement, achievement, deference, and respect for others, the higher is their level of organizational commitment; the more the respondents manifest traits such as abasement, achievement, deference, modesty, optimism, respect for others, the greater is their extent of collaborative alliance especially in terms of giving quality service to satisfy their stakeholders; and that the higher the level of the academic personnel's organizational commitment is, the greater is their involvement in institutional marketing and promotion, community outreach program involvement and customer satisfaction. Creating a rich employment environment is also highly encouraged.

Keywords: *personality type, organizational commitment, organizational alliance*