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**HUMAN RESOURCE PRACTICES AS PREDICTORS OF AFFECTIVE,
NORMATIVE AND CONTINUANCE COMMITMENT AMONG
FACULTY MEMBERS OF CAVITE STATE UNIVERSITY
SYSTEM**

Undergraduate Thesis
Submitted to the Faculty of the
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Human Resource Development Mgt.

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ABSTRACT

PANGANIBAN JENY VIEL ABON. **Human Resource Practices as Predictors of Affective, Normative and Continuance Commitment among Faculty Members of Cavite State University System.** Undergraduate Thesis of Bachelor of Science in Business Management major in Human Resource Development Management. Cavite State University Indang, Cavite. April 2013. Adviser: Dr. Florindo C. Ilagan.

The purposes of this study were to determine the demographic profile of the participants, to determine the perception of the faculty members on human resource practices of the university, to know the level of organizational commitment of the faculty members, to investigate the relationship between the human resource practices and organizational commitment and to determine the best predictor of organizational commitment.

The study used correlational research design to determine the relationship between human resource practices and organizational commitment. Statistical tools such as mean, frequency, percentage and standard deviation were applied to interpret the demographic profile of the participants, Spearman Rank Correlation Coefficient was used to investigate the relationship between independent and dependent variables and lastly, regression coefficient was also used to determine the predictors of organizational commitment.

The outcomes of this study showed that faculty members perceived positively on the human resource practices of the university. Only one indicator of human resource practices such as recruitment and selection was significantly correlated and the best predictor of organizational commitment. Therefore, this can be concluded that

efficiency of recruitment and selection practices affect the level of commitment among the faculty members of Cavite State University.