

Impact of Psychological Contract to Motivation of Permanent Faculty Members at Batangas State University ARASOF-Nasugbu

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Abstract

This study aimed to determine the impact of psychological contract to motivation of permanent faculty members at Batangas State University ARASOF-Nasugbu. Data were gathered through survey questionnaire from 55 respondents. Data gathered were tallied, tabulated, analyzed and interpreted. The statistical methods used were frequency, percentage, mean and ANOVA. Based on the findings, the following conclusions were drawn: There are more female permanent faculty members than males and they are within the age range of 39-47, there were more married employees than unmarried ones; Most of the employees are Master's Degree Program Graduate and majority of them are Assistant Professors and rendered work in the University for 11-15 years; Permanent faculty members and their employer of the university are fulfilling their commitment/obligations in the university; and are intrinsically and extrinsically motivated because they are driven by personal enjoyment, interest and pleasure to perform their work in the university; Fulfillment of psychological contract of employees drives them to benefit the university as a whole because it tends to increase the quality of their obligations. There is a positive impact of psychological contract to motivation of permanent faculty members in the university; and Civil status and highest educational attainment have significant difference in the psychological contract or commitment/obligations of them to their employer. It is recommended that Human Resource Management of the university continuously provide growth opportunities to permanent faculty members and should maintain the fulfillment of psychological contract of permanent faculty members to increase the quality of their commitment and obligation to the university and motivation to perform their work and for the future researchers, the researchers recommend that they should further understand and explore the study about the psychological contract of permanent faculty members.

Keywords: *Psychological contract, motivation, Permanent Faculty members*