

ISPSC ORGANIZATIONAL CULTURE

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ABSTRACT

The study sought to determine the ISPSC values and characteristics that are important and actualized by the three groups of respondents composed of total enumeration of the administration, faculty and staff and randomly selected enrolled students during the 2nd semester of AY 2010-2011. Specifically, the study sought to identify the respondents' perception on the level of importance and extent of actualization of the organizational values/practices; significant differences on the perceptions of the three groups regarding the level of importance of the organizational values/practices and differences on the level of importance and level of actualization of the organizational values/practices.

The study uncovered ISPSC's organizational culture as one which highly actualizes and attaches importance to professionalism and integrity/honesty, commitment and loyalty to the organization, friendly atmosphere and time consciousness. On the other hand, perceived to be of least importance and least practiced are: positive academic atmosphere, efficiency, safety and security, positive physical projection and communication. Significant differences were registered on the perception of the three different groups of respondents; a different opinion from the group of administrators in terms of actualized values and practices of the organization was noted. A significant difference disclosed on the perception of the three groups of respondents in terms of values and characteristics held important was noted which showed a gap on the perceived values and practices of the teachers and the administration. A management program was developed from the weak link out of the fourteen identified values and practices.

KEYWORDS: *Organizational Culture, Level of Importance, Extent of Actualization, School Improvement, Management Program*

Received: Jan 13, 2016; **Accepted:** Jan 25, 2016; **Published:** Jan 30, 2016; **Paper Id.:** IJESRFEB20167