

## Perceived Organizational Diagnosis and Employees' Commitment of a Maritime School in Western Visayas

Ellisther Nina O. Salabas,<sup>1</sup> Dennis V. Madrigal,<sup>2</sup> Nenette D. Padilla<sup>3</sup>  
<sup>1,2,3</sup>University of Negros Occidental-Recoletos, Bacolod City, Philippines

**Introduction:** Organizational diagnosis plays a crucial role in determining the foundation and functionality of a learning institution, serving as the basis for enhancing school management and developing its potential to compete with other educational institutions. A critical aspect of this process is understanding the level of commitment among employees to achieving organizational goals and objectives. This study aimed to examine the perceived organizational diagnosis and employees' organizational commitment at a Maritime School and Training Center in Western Visayas, Philippines. Specifically, it sought to determine the correlation between these two variables within the institution.

**Methodology:** The study employed a descriptive survey design, utilizing Preziosi's (1982) Organizational Diagnosis Questionnaire and Allen and Meyer's (2004) Organizational Commitment Tool. These standardized instruments allowed for a comprehensive assessment of the institution's organizational diagnosis and employee commitment. The collected data were analyzed using both descriptive and inferential statistical methods to identify the correlation between the two variables.

**Results:** Results indicate that the Maritime School and Training Center functions optimally across all areas of organizational diagnosis, a status that correlates significantly with the employees' high levels of affective, continuance, and normative commitment. This relationship suggests that effective management directly fosters staff dedication. Consequently, administrators should develop a strategic plan prioritizing organizational diagnosis and employee commitment to ensure high-quality education, regulatory compliance, and an enhanced institutional reputation.

**Conclusion:** In conclusion, this study underscores the significance of organizational diagnosis and employee commitment in a learning institution. The findings demonstrate a clear correlation between these two variables, highlighting the need for institutions to prioritize both aspects to achieve optimal performance. By doing so, institutions can foster a positive work environment, enhance employee commitment, and ultimately deliver high-quality educational services that meet the needs of students and stakeholders alike.

**Practical Value:** The practical value of this research lies in its potential to promote a positive organizational environment and healthy relationships between employees and leaders. By participating in this study, employees gained a better understanding of their organization's existing diagnosis status and commitment levels. This increased awareness can lead to improvements in the workplace environment, ultimately benefiting both the employees and the organization.

**Direction for Future Research:** Moreover, this study contributes to the broader body of scientific knowledge on organizational diagnosis and employee commitment. The findings can serve as a basis for future research, allowing researchers to validate, support, or contest existing studies on these topics. By adopting the methods used in this study, future researchers can further explore the complex relationships between organizational diagnosis and employee commitment, ultimately informing strategies to strengthen organizational assets and identify areas for improvement.

*Keywords: business management, organizational diagnosis, employees' organizational commitment, maritime school, Philippines*

CORRESPONDENCE: [ninyaligna@gmail.com](mailto:ninyaligna@gmail.com)  
ORCID: <https://orcid.org/0009-0002-1076-2909><sup>1</sup>