

## **A Causal Model of Organizational Commitment among Teachers in Region IX, Philippines**

*Felix C. Chavez Jr., PhD*  
[chavez\\_felixjr@yahoo.com](mailto:chavez_felixjr@yahoo.com)

Date Submitted: March 24, 2012

Date Final Revision Accepted: September 30, 2012

### Abstract

*This study explains the relationship of leadership behavior, job satisfaction, burnout, and organizational commitment. Quantitative research design was utilized in this study. The data were gathered from teachers among the randomly selected academic institutions in Region XI, Philippines. Moreover, sets of survey questionnaires were used as instruments to obtain information from the participants. Pearson-product moment correlation was used to find the significance of the relationship between the exogenous and endogenous variables. Stepwise multiple regression analysis was used to identify the variables that best predict organizational commitment. Structural Equation Modeling was used to analyze the causal relationship among the variables and the assessment of model fit. The findings of the study revealed that leadership behavior, job satisfaction, and burnout were highly correlated to organizational commitment ( $p < 0.01$ ), and found to be its significant predictors. Furthermore, the conceptual model passed all the goodness of fit indices criteria.*

**Keywords:** *causal model, organizational commitment of teachers*