

Strategic Performance Management System and Faculty Performance of the Laguna State Polytechnic University-San Pablo City Campus

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ABSTRACT

The study investigated the effect of strategic performance management system (SPMS) characteristics on faculty performance through a descriptive correlation survey research design. The study specifically examined the three strategic performance measurement approaches with the effectiveness of SPMSs: the use of multidimensional performance measures, the use of performance measures linked to value drivers, and the use of performance measures linked to strategy using a descriptive correlation survey research design to assess the significant relationship between the perceived effectiveness of the SPMS and the use of performance measures linked to strategy, including the Civil Service Commission (CSC) provision. Thus, a purposive sampling technique was used to categorize the respondents. They believed that the strategic performance management system is very satisfactory in terms of system performance and reward philosophy, positive behavior that drives effective performance, strategic objectives, and CSC provision; and faculty performance in terms of planning and commitment, monitoring and coaching, review and evaluation, and rewards and development plan were all very satisfactory. As a result, the respondents' profile has no significant correlation to faculty performance. However, the strategic performance management system is critical to faculty performance using the Pearson Product-Moment Correlation Coefficient. Additionally, the CSC provision significantly influences faculty performance through multiple regression analysis.

Keywords: faculty performance, policy, rewards philosophy, strategic objectives, and strategic performance management systems

About the presenter:

Dr. Ma. Rona D. Sahagun is an Assistant Professor IV at the Laguna State Polytechnic University-San Pablo City Campus. She is currently a regular faculty member of the College of Business Administration and Accountancy as well as an affiliate faculty member of the institution's Graduate Studies and Applied Research. Dr. Sahagun's research interests include educational management and research-related topics. She took part in local, national, and international forums, and her dissertation, "Research Awareness and Culture Among Faculty: Input to Productivity in Laguna State Polytechnic University," was published in 2019. She graduated from Laguna State Polytechnic University-San Pablo City Campus with a Doctor of Education majoring in Educational Management and a Master's degree in Teaching English. She received her Bachelor of Commerce with a major in Business Administration from the University of Sto. Tomas.

