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God has a reason for allowing things to happen. Man may never understand His wisdom, but he simply has to trust His will.

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GRADUATE SCHOOL

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Jest



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DEDICATION

This study is humbly dedicated to God Almighty, his beloved wife, Charmaine Angeline and son, Clyd Naethan, parents, friends, students, teachers, and adviser.

The Researcher



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Dissertation Abstract

Title: TEACHERS' LEVEL OF COMMITMENT BASED ON EMBEDDED IPCRF CONTROL SYSTEM VIS-À-VIS MANAGEMENT CONTROL THEORY

Researcher : **JESTONI J. PESTAÑO**
Degree : **Doctor of Philosophy**
Major : **Educational Management**
Adviser : **Dr. TERESITA N. DIAZ**
School : **College of the Immaculate Conception,
Cabanatuan City**

Teacher's commitment should be emphasized in the fields of Education because commitment is an internal force coming from within teachers who had needs for greater responsibility, variety, and challenge in their work (Shroff et al., 2015).

This study is based on an Individual Performance Commitment and Review Form (IPCRF). It is a tool being accomplished by educators from the time of planning, reviewing, and evaluating their performance. However, Result-based Performance Management System also serves as a verifiable basis for rating and ranking teachers' performance and commitment. The Department of Education's DepEd Order No. 2, 2015, also known as The Five Embedded Control Systems (content knowledge and pedagogy, learning environment and diversity of learners, curriculum and planning, assessment and reporting, and professional growth and development)



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were utilized to assess commitment and performance of DepEd teachers.

Teachers' commitment to teaching performance is a crucial factor to contribute to the achievement of students. Teachers and schools seek ways to enhance teaching profession and establish an effective learning environment to let students reach their objectives.

The researcher believes that it is essential to determine the quality of education and performance of teachers to improve their level of commitment and performance when it comes to teaching and should also be improved to serve better their students for them to become competent citizens in the near future and find out the effect of IPCRF in teachers' performance and commitment in school the whole year. It also discovers the interrelationship of teachers' organizational commitment and teaching performance level of the schools.

Teachers' commitment and performance serve as an arbitrator of DepEd teachers with the day-to-day operation of the units and individual personnel within the organization. These results provide information on how to enhance teacher engagement and achievement. There is a need to support the advancement and



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improvement in all fields of Education to better serve the students in the Schools Division of Neva Ecija.

DepEd teachers were the most productive, the most satisfied, and focused on five embedded IPCRF control systems of teachers' commitment and performance in CD III.



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APPROVAL SHEET

This dissertation entitled "**TEACHERS' LEVEL OF COMMITMENT BASED ON EMBEDDED IPCRF CONTROL SYSTEM VIS-À-VIS MANAGEMENT CONTROL THEORY,**" prepared and submitted by **Jestoni J. Pestaño**, in partial fulfilment of the requirements for the degree, Doctor of Philosophy, major in Educational Management, has been examined and is recommended for acceptance and approved for oral examination.

TERESITA N. DIAZ, EdD
Research Adviser

DISSERTATION COMMITTEE

AMADO J. ESTONILO III, EdD, PhD
Chairman

EVA FE F. TACLIBON, PhD
Member

EVELYN P. SOLIS, EdD
Member

VIRGINIA O. VERDE, PhD
Member

ALMARIO B. GARCIA, PhD
Member

PANEL OF EXAMINERS

Approved by the Committee on Oral Examination on December 4, 2020 with a rating of 1.82.

AMADO J. ESTONILO III, EdD, PhD
Chairman

EVA FE F. TACLIBON, PhD
Member

EVELYN P. SOLIS, EdD
Member

VIRGINIA O. VERDE, PhD
Member

ALMARIO B. GARCIA, PhD
Member

Accepted and approved in partial fulfilment of the requirements for the degree, Doctor of Philosophy, major in Educational Management.

Comprehensive Examination Passed: May 18, 25 and June 8 2019.

HENRIETTA DG. TORALBA, PhD
Dean, Graduate School