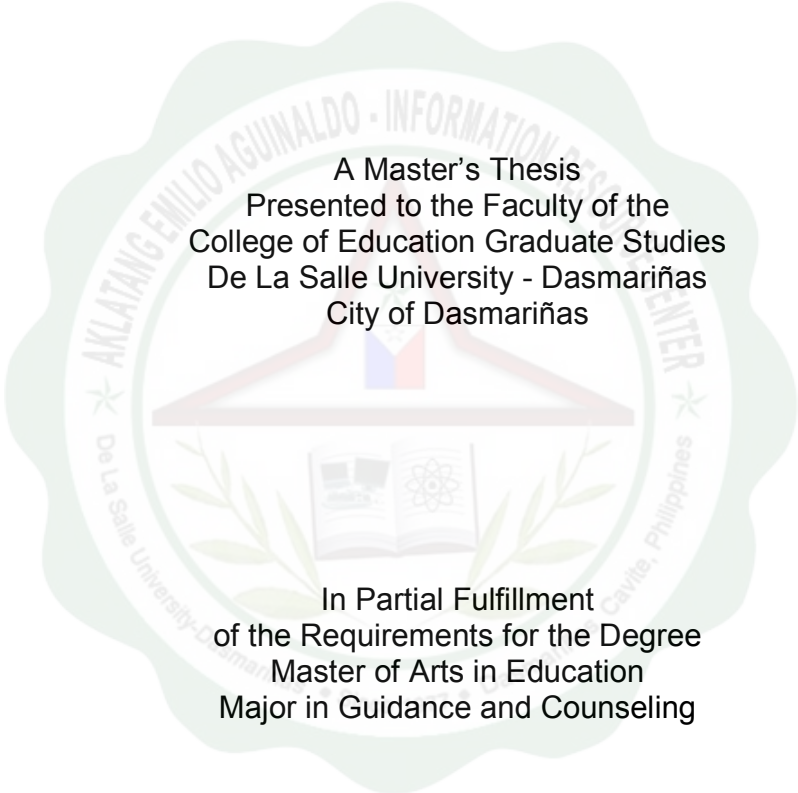


**VALUES ORIENTATION, LEVELS OF COMMITMENT, AND  
COGNITIVE DISSONANCE AMONG SELECTED  
SEMINARIANS, EX-SEMINARIANS, RELIGIOUS,  
AND EX-RELIGIOUS: BASIS FOR A  
PROPOSED VOCATIONAL  
RETENTION PROGRAM**



A Master's Thesis  
Presented to the Faculty of the  
College of Education Graduate Studies  
De La Salle University - Dasmariñas  
City of Dasmariñas

In Partial Fulfillment  
of the Requirements for the Degree  
Master of Arts in Education  
Major in Guidance and Counseling

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October 2010

## ABSTRACT

Title of the Research: **VALUES ORIENTATION, LEVELS OF COMMITMENT, AND COGNITIVE DISSONANCE AMONG SELECTED SEMINARIANS, EX-SEMINARIANS, RELIGIOUS AND EX-RELIGIOUS: BASIS FOR A PROPOSED VOCATIONAL RETENTION PROGRAM**

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Major: **Guidance and Counseling**

Date of Completion: **October 2010**

This study identified the values orientation, levels of commitment, and cognitive dissonance of 30 seminarians, 30 ex-seminarians, 30 religious, and 30 ex-religious from the different seminaries and religious communities in Cavite and Laguna.

Data came from the prepared Values Orientation, Levels of Commitment, and Cognitive Dissonance Reasons Inventory (VOLCCDRI).

Using the descriptive correlational method of research, data were presented, analyzed, and interpreted using weighted mean and standard deviation. F-test was used to test the hypotheses at 0.05 level of significance.

From the findings and data analyses, it is concluded that: a "Very Much Oriented" values orientation among the four groups of respondents

is reported in spiritual or God, others and friends, and career and studies, but they are “Fully Oriented” in self and personal well-being and family; a “Fully Committed” level of commitment is reported by the respondents in self, service, and relationship; but they are “Very Much Committed” to value and vision and spirituality and religious ministry; a “Much of a Reason” cognitive dissonance for staying in the seminary or vocation is obtained from the respondents while a “Much of a Reason” cognitive dissonance for leaving the seminary or vocation is rated by the same respondents; There is a highly significant differences on the values orientation and levels of commitment of the four groups of respondents, however, there is no significant differences in their cognitive dissonance; and as an output of this study, a vocational retention program was prepared for adoption and implementation of the seminaries and religious communities.

It is recommended that values orientation and levels of commitment should be strengthened among seminarians and religious and that cognitive dissonance should be addressed properly through the proposed Vocational Retention Program prepared by the researcher.

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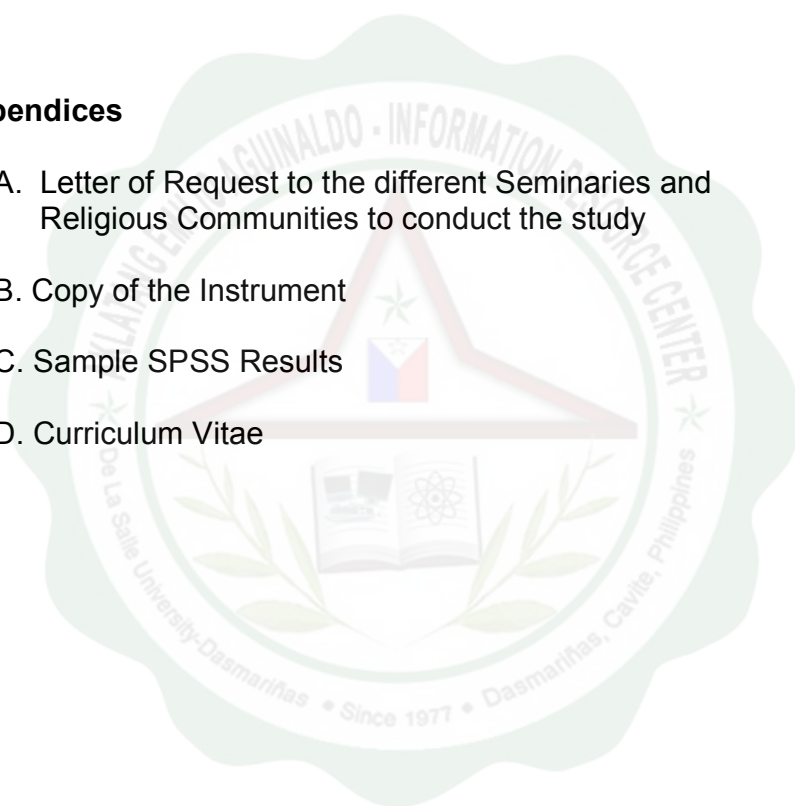
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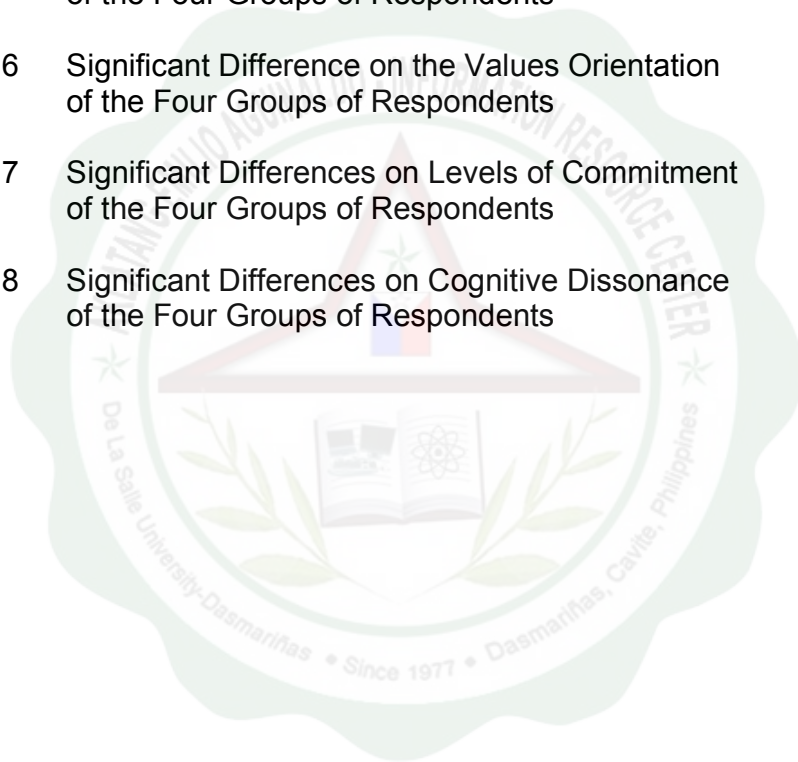
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