

A Study on Organizational Commitment in Public Sector

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Abstract

Organizational commitment is an important factor for every organization to attain the goals and objectives of particular concern. To considering the variables of organization commitment leads to emotionally attached and loyalty based on their organization toward the employees. Objectives of the study to know the education of the respondents influencing on organizational commitment factors. The findings show that they significantly differ with factors of organizational commitment. It predicts that employees accept the policy of the organization and doing the work with very promptly to attain the goals of the organization.

Keywords : commitment, education, public sector, affective continuance, normative.

Introduction

The concept of organisational commitment has attracted considerable attention over recent years and has become a central objective of organizational behaviour. "Commitment" refers to attachment and loyalty. Individuals can display this attachment and loyalty at a variety of levels: their job, profession, department, boss or organization. Organisational commitment has been defined by Mowday, (1992) as consisting of three components: "identification with the goal's and values of the organization, a desire to belong to the organization and a willingness to display effort on behalf of the organization

The term commitment can be defined in various ways. O'Reilly et al, explain that focus on the "psychological bond that ties the employee to the organization". This bond has three forms; compliance, identification and internalization. Similarly Meyer & Allen have proposed a three-component model, which highlights affective commitment (individuals want to be attached to the organization, continuance commitment (individuals feel they need to be attached to the organization) and normative commitment (individuals feel they ought to remain with the organization).

Models of Commitment

According to Meyer and Allen's (1991) three-component model of organizational commitment indicates that there are three "mind sets" which can characterizes an employee's commitment to the organization:

Affective Commitment: It is defined as an employee's positive emotional attachment to his/her work place. An employee who is affectively committed to his organization strongly identifies himself/herself with the goals of the organization in which he is working and desires to remain a part of the organization. Such employees are committed to their organization because they "want to".

Continuance Commitment: Such employees commits to the organization because they believe that there is high costs of losing organizational membership, including economic costs as well as social costs. The employees remain a member of the organization because

They "have to".

Normative Commitment: Such employees commit to an organization because of feelings of obligation. These feelings may derive from many sources. The employees remain with the organization because they "ought to".

Need for the study

Commitment is an important factor to develop the organizational growth. Organizational commitment is strength to increase the performance and also increase the motivational level of the employees. Committed employees always think positively and attached to the policies and objectives of the organization. Employees are doing the work sincerely for the purpose to increase the progress of the organization and always concentrate to attain the goals.

Research methods

The study is descriptive in nature to determine the demographic factor significantly differ with organizational commitment.

Objectives of the Study

To know the Educational Qualification of the respondents on Organizational Commitment of the employees of public sector.

Sample design:

The employees from the public sector are considered as the sample population

Sample size: The sample size is 937 respondents

Sampling Technique: Stratified sampling in probability sampling.

Tools for Data Collection:

The data is collected from the employees of Public sectors through questionnaires.

Tools for Data Analysis

ANOVA test: to know the educational qualification significantly differ with organizational commitment factors of the respondents.

Results and Discussion

Reliability Measures: The reliability of overall organizational commitment was computed by using SPSS software. Cronbach's alpha reliability coefficient was computed to calculate reliability of all items in the questionnaire. The reliability of the questionnaire was found to be 0.853.

ANOVA Table Represent the Educational Qualification of the Respondents and Organizational Commitment

FACTORS	EDUCATION	N	MEAN	S.D	F value	P-value
Affective Commitment	10th & 12th	83	3.54	0.604	22.213	<0.001**
	ITI	340	3.51	0.606		
	Diploma	354	3.71	0.622		
	Degree	85	4.05	0.367		
	Post graduate	75	3.98	0.489		
	Total	937	3.67	0.612		
Normative Commitment	10th & 12th	83	3.93	0.578	2.863	0.022*
	ITI	340	3.91	0.584		
	Diploma	354	3.98	0.593		
	Degree	85	4.10	0.523		
	Post graduate	75	3.82	0.675		
	Total	937	3.95	0.592		
Continuance Commitment	10th & 12th	83	3.67	0.655	7.455	<.001**
	ITI	340	3.61	0.719		
	Diploma	354	3.73	0.699		
	Degree	85	4.05	0.573		
	Post graduate	75	3.83	0.748		
	Total	937	3.72	.706		

Source: Primary data

Hypothesis: There is no significance difference among educational qualification and Organizational commitment.

Table inferred that the respondent's opinion about Educational Qualification and organizational commitment dimensions. The data are grouped under 10&12th, ITI, diploma, degree and postgraduates, of the respondent's; mean value and standard deviation are calculated for each group. It is observed from the above table the f- value of interaction effects (i.e. educational qualification of the respondent and organizational commitment dimensions). One way ANOVA is executed, the result was found that in organizational commitment dimension. The mean value is calculated based upon the dimensions.

Affective Commitment and Continuance Commitment Significance difference at 1% level. When considering the variables of affective

commitment, the educational qualification of the respondent bachelor's degree employees consist of maximum mean value (4.05) is considered to the important factors of organizational commitment. The minimum mean value leads to (3.51) and S.D (0.606) on ITI employees. When compares the educational qualification of the respondents. Followed by the normative commitment employed that the bachelor's degree respondents consist of maximum mean value (4.05) to consider the important factor of organizational commitment. to the minimum average mean value (3.61) and S.D (0.719) of ITI employees. When compares the educational qualification of the respondents. Hence the null hypothesis is accepted at 1% level.

Continuance commitment inferred that the bachelor's degree respondents consist of maximum mean value (4.10) and S.D (0.523) is considered to the important factors of organizational commitment. the minimum average mean value (3.82) and S.D (0.675) of post graduate employees. When compares the educational qualification of the respondents Significance difference at 5% level.

Conclusion

The result significantly difference with the Educational Qualification and Organizational Commitment of the Employees. Organizational commitment is a centered concept to improve the quality of the work as well as to attainment of the goals. Affective commitment and normative is an important factor to employees highlights the attached to the organization. This kind of commitment reflects that positive effects of the

employees. The respondent doing the work too hard to achieve the organizational goals. Normative commitment leads to increase the motivational level of the employees of the particular concern. These two commitments are important to achieve the organizational performance.

Suggestions

- Commitment is a costly phenomenon for organizations and human resources professionals like need to Endeavour to understand with their organizational employees needs.
- The middle level management always concentrates to encourage the employees at the time target achieved. the appreciation leads to increase the motivational level of the employees.

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