



A STUDY TO ASSESS THE ORGANIZATION COMMITMENT AMONG FACULTIES WORKING IN SRM HEALTH SCIENCES, KATTANKULATHUR

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ABSTRACT

Organization commitment is essential for all universities to develop and maintain an effective programme of total quality management in a climate that promotes work satisfaction and faculty support in an effort to increase the retention of those faculty members who are committed to the organization. The aim of the study was to assess the organization commitment among faculties working in SRM health science and to associate the organization commitment with their demographic variables. Research design was descriptive in nature, and the Research approach adopted was quantitative approach. The tool used for the data collection consisted of 2 parts: Part A: demographic variables and Part B: Organizational Commitment Questionnaire (OCQ). The study was conducted at SRM Health Sciences, Kattankulathur. The study comprised of all the faculty who fulfill the inclusion criteria. The analysis of frequency and percentage distribution of organization commitment was 85 (100%) of good organizational commitment. There is a no Statistical significance association with their selected demographic variables. The study concluded that the faculty of S.R.M. College of nursing Kattankulathur have 100% of good organizational commitment

KEY WORDS

organization commitment.

INTRODUCTION

It is essential for all universities to develop and maintain an effective programme of total quality management in a climate that promotes work satisfaction and faculty support in an effort to increase the retention of those faculty members who are committed to the organization (Chan 2002). This is not a task easily accomplished by many universities. How can a university leader improve the school climate or create a change reform to increase the faculty members' commitment to the organization? It would be beneficial for university leader to have an understanding of organizational commitment and the work-related variables (i.e. job autonomy, workload and pay), which may be considered attributes or consequences of organizational commitment¹. Various studies (Price & Muller 1996, Ko & Price 1997) have reported that organizational commitment has repeatedly been shown to be an important factor in understanding the work-related variables of faculty members. The difficulty surrounding the relationship between education and practice means that there is

no simple answer to integration². Nursing management in academia adds a valuable component to the education, research and service missions of academic nursing programmes and provides settings where these missions can be integrated with practice opportunities for nursing faculty members and students (McNamara 2009a). McNamara (2009b) pointed out that nursing knowledge from clinical practice for management and leadership combines an understanding of the philosophical values of nursing, while Griffiths et al. (2008) stated that faculty members are responsible for developing programmatic research that highlights the contribution of nursing to health outcomes. Academic leadership is directed towards building meaningful partnerships between clinical and academic settings and providing the possibility for development of clinician-educators who operate at the research-practice interface (Griffiths et al. 2008)³. According to Meyer and Allen (1991), organizational commitment is a psychological state linking employees to their organizations. This state is

multifaceted in nature and provides a three-component conceptualization of commitment; these components are affective, continuance and normative. Faculty members with strong affective commitment feel emotional attachment to the university. This suggests that these faculty members have a greater motivation to contribute meaningfully to the organization than those with weaker commitment. However, Meyer and Allen (1991) maintain that faculty members who are linked to the organization based on continuance commitment stayed, not because of emotional attachment but because of the realization that the cost associated with leaving was too high. Meyer and Allen (1991) third component of organizational commitment surmises that faculty members with strong normative commitment are connected to the organization by feelings of obligation and duty. This form of commitment encourages faculty members to be positive toward work behaviours such as job performance and work attendance. In an effort to further understand the construct of organizational commitment and its effect on the faculty members⁴.

Rhodes and Eisenberger (2001) and **Robert et al.** (2008) have found that there is a relationship between organizational commitment and job satisfaction, and organizational commitment and perceived organizational support, respectively⁵. **Robert et al.** (2008) conducted a meta-analysis examining the effects of perceived organizational support on four employee outcomes, which revealed that the perceived organizational support has a strong, positive effect on job satisfaction and organizational commitment, a moderate, positive effect on employee performance and a strong, negative effect on intention to leave⁶.

Research on staff commitment has been very promising. With regard to organizational commitment, **Tett and Meyer** (1989) have reviewed a large number of studies that focused on the relationship between staff commitment and a number of organizational outcomes. They discovered strong relationships between staff commitment and both job satisfaction and job turnover. **Mowday,**

Steers and Porter (1979) also found a relationship between organizational commitment and rates of absenteeism. Hence, the available research suggests that employees who exhibit organizational commitment are:

- happier at their work;
- spend less time away from their jobs;
- are less likely to leave the organization.

There have also been studies linking organizational commitment to job performance. **Mowday Steers and Porter** (1979) summarized positive findings from studies of two different occupational groups (hospital and retail employees). More recently, in a Canadian sample of managers in the food service industry, **Meyer et al.,** (1989) found organizational commitment to be related to supervisor ratings of job performance and promo ability⁷.

OBJECTIVES

- To assess the organization commitment among faculties working in SRM health sciences.
- To associate the organization commitment with their demographic variables.

HYPOTHESIS

- H1: There is no significant association of organization commitment with their demographic variables of SRM, Health Science.

MATERIALS AND METHODS

The study was conducted in S.R.M Health Science, Kattankulathur. The sample size is 85 faculty of SRM Health Science and Non probability convenient sampling technique was adopted to select the study samples. The investigator collected the data within the stipulated time; a brief explanation was given explaining the purpose of the study with their consent so as to gain their co operation during the process of data collection. Using the structured questionnaire, [section-A demographic data of the faculty were collected and using section-B the organization commitment were assessed] respectively. A stipulated time of 15 minutes was provided to complete the questionnaire.

RESULTS

SECTION: A

Frequency and Percentage distribution of demographic variables faculties working in SRM Health Sciences.
N=85

s.no	Demographic Variables		Distribution	
			No	Percentage
1	Age	<25 Years	0	0%
		26-35 Years	53	62.4%
		35-45 Years	31	36.5%
		45-55 Years	1	1.2%
		<55 Years	0	0%
2	Sex	Male	27	31.8%
		Female	58	68.2%
3	Qualification	Under Graduate	8	9.4%
		Post Graduate	69	81.2%
		Doctoral And Above	8	9.4%
4	Experience	1-2years	11	12.9%
		2-3 Years	6	7.1%
		3-4 Years	10	11.8%
		4-5 Years	15	17.6%
		More than 5years	43	50.6%
5	Habitat	Rural	3	3.5%
		Semi-Urban	29	34.1%
		Urban	53	62.4%
6	Religion	Hindu	67	78.8%
		Christians	18	21.2%
		Muslim	0	0%
7	Type Of Family	Nuclear Family	46	54.1%
		Joint Family	31	36.5%
		Broken Family	2	2.4%
		Single Parent Family	6	7.1%
8	Monthly income	<Rs 10000	2	2.4%
		Rs 10001-15000	6	7.1%
		Rs 15001-20000	10	11.8%
		Rs20000	67	78.8%

With regards in that 0(0%) were in the age group of less than 25 years, 53(62.4%) age in between the 26-35 years 31(36.5%) age in between the 36-45 years, 1(1.2%) were in the age between the 45-55 years. Considering the sex of the staff 27(31.8%) were males and 58(68.2%) of were in the females. With regarding the educational status 8(9.4%) were in under graduate 69(81.2%) were in post graduate, 8(9.4%) were in the doctoral and above. Regarding the experience 11(12.9%) were in the 1-2 years, 6(7.1%) were in the 2-3 years, 10(11.8%) were in the 3-4 years, 15(17.6%) were in the 4-5years, 43(50.6%) were in

the more than 5 years. Regarding the area of residence 3(3.5%) from rural area, 29(34.1%) from semi urban, 53(62.4%) from urban area. Regarding the religion 67(78.8%) in Hindu 18(21.2%) in Christian 0(0%) in Muslim. Considering the type of family 46(54.1%) were nuclear family, 31(36.5%) were joint family, 2(2.4%) were broken family, 6(7.1%) were single parent family. Considering family income 2(2.4%) were less than 10000, 6(7.1%) were between the 10001-15000, 10(11.8%) were between 15001-20000, 67(78.8%) were between more than 20000.

Table: 2 Frequency and percentage distribution of organization commitment among faculties working in SRM Health Sciences

Level	Organization Commitment Among Faculties Working In SRM Health Sciences	
	Frequency	Percentage
Poor organizational commitment	0	0%
Moderate organizational commitment	0	0%
Good organizational commitment	85	100%

The above the table shows that 85(100%) of the faculty in SRM College of Nursing have good organizational commitment.

The second objective was to associate the organization commitment with their selected demographic variables. The analysis reveals that there is no significant association of organization commitment with their selected demographic variables. The organization commitment was 85 (100%) of good organizational commitment. So no need for to associate the organization commitment with their selected demographic variables.

CONCLUSION

It is essential for all universities to develop and maintain an effective programme of total quality management in a climate that promotes work satisfaction and faculty support in an effort to increase the retention of those faculty members who are committed to the organization. The findings reveal that the faculty of S.R.M. Health Sciences, Kattankulathur have good organizational commitment

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