Perspective

Short Note on Organizational Commitment

Bembady Bharathi*

Department of Public Administration, Osmania University, Hyderabad, Telangana, India

DESCRIPTION

Organizational commitment is one of the essential elements to achieve organizational goals. Highly engaged employees will significantly improve the results and goals of the organization. Researching what motivates employees to achieve strong engagement is important for improving organizational performance. The aim of the study was to see what factors influence organizational commitment using a literature review approach. Some of the key factors are grouped into two perspectives, the employer's and the employee's point of view. In employer`s stand point, role ambiguity, job control, job insecurity, career advancement, performance appraisal, and positive team experience have been claimed significantly affecting organizational commitment. In contrast, factors affecting employee`s commitment are locus of control, age and tenure in organization, task self-efficacy, culture, job satisfaction, and employee engagement.

Increased organizational involvement will encourage employees to stay with their employer longer, which in turn reduces turnover rates. Engaged employees may see the organization as an important part of their lives or as a special career opportunity. As a result, they may choose to focus on developing their career within the company rather than moving on to something else.

When experts need to make contributions their fine thoughts and efforts to their team, employers acquire the advantages in their expertise and perspectives. Rather than really assembly expectations, devoted personnel purpose to exceed them and make contributions to the destiny in their companies. If control cultivates and rewards commitment, it frequently evokes personnel to observe others` examples and enhance their overall performance as well.

Organizational commitment is an attitude of strong desire to stay in the organization, a willingness to go further for the organization, and a strong belief in the values and goals of the organization. There are three components of organizational commitment including affective, on-going, and normative commitment.

* Affective dedication is a robust emotional attachment and involvement with inside the agency

* Continuance dedication is a cognizance of the expenses related to leaving the agency

* Normative dedication is a responsibility to hold belonging to the agency

Affective Commitment: An emotional commitment in which employees have an emotional connection to the organization. They "want" to be there. Continuity Commitment: Continuity commitment refers to a situation where a person feels that they will lose more than they will gain. Indeed, continued commitment is the fear of loss if they leave. The loss can be in any area such as prestige, income, friendship or social loss. Normative Commitment: This is where an individual feels they should stay for whatever reason. This is often due to a sense of obligation to the organization. This sense of duty can come from ethics (working for a charity with important work), ethical, because the organization has spent time and money training you, or paying for your education fee, etc.

Age, gender, education and marital status are the main factors influencing organizational commitment. Allen and Meyer state that job satisfaction is more relevant to older workers because of their intrinsic commitment. Some studies suggest that women are more committed to organizations than men, although the difference is small. The different types of organizational commitment include commitment to the organization, commitment to work, commitment to customers, commitment to superiors, and commitment to management. More research focuses on the factors that influence organizational commitment.

A higher level of engagement among employees can improve organizational growth. Organizational development refers to efforts aimed at increasing the efficiency and competitiveness of businesses in their markets. If a company has dedicated employees, it becomes easier to implement new strategies or policies as they tend to embrace changing needs. Ideally, engaged employees can see how their work is leading to positive change so they feel excited about new challenges.

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Fair compensation can motivate employees to stay committed to their employer. Adequate compensation often makes employees feel more respected and appreciated. Besides offering competitive

pay, strategies like subsidizing employees` professional training, giving bonuses and offering paid time off can boost employees` organizational commitment.

The literature has associated the organizational dedication with the achievement of the mental agreement framing it as one of the explanatory variables. This paintings goals to research studies tendencies on mental agreement and organizational dedication.

For this purpose, bibliometric strategies and the software program SciMAT were used. 220 magazine articles listed in Web of Science (WoS) have been analyzed. The findings suggest that the subject matter selected for this assessment is valid. Based on the connection among the 2 concepts, because the maximum recurrent themes, problems which include the experience of justice and the outcomes of the violation of the mental agreement, normative dedication, HR control or activity lack of confidence are addressed.