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Analysis of the relationship between organizational commitment, and personal characteristics of employees, (Case study, the staff of Imam Khomeini Hospital of Islamabadgharb)

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ABSTRACT

This study aimed to investigate the relationship between organizational commitment and personal qualities of staff of Imam Khomeini Hospital Islamabadgharb, was performed. Types of research according to purpose, applicability, and the nature and methods, descriptive. Population, all staff of Imam Khomeini Hospital of Islamabadgharb, 140 persons, of which, according to the formula for calculating sample size of farmers and Morgan (1970), 103, as the sample was selected. The measurement tool is the questionnaire, the Cronbach's alpha coefficient of 0.846, proven reliability, and validity of, according to experts, has been approved. To analyze the results, the test t, for independent samples, and ANOVA, and univariate linear regression to evaluate the hypotheses used. The results of the analysis results show that, significant relationship between organizational commitment and age, gender, and educational level do not exist only between organizational commitment and service experience, a significant correlation is observed.

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Introduction

In today's turbulent times, organizations towards specialization, are progressing, and the intense competition to continue their activities for survival, in addition to equipment, manpower committed, as the main and most important, are needed. However, larger organizations and institutions, and the volume is increasing, the need for committed and motivated human resources, increases. Thus, much of the capital, of better quality, and more important, the likelihood of success, survival and promotion agencies, and higher, and vice versa, if the organization fails to commit manpower and quality Bkargyrnd, will not be able, from other sources, such as equipment and materials they utilize, and with many problems, such as loss of effectiveness and efficiency, faced, and ultimately will lead to the decline. organizational commitment, a dynamic process of interaction, between the individual and its environment(Liou, 2008, P119).

And has a multidimensional structure, which can be seen as a psychological state, personal commitment to the organization that transmits (Allen, & Meyer, 1990, P 14). One of the indicators, and the components of an organization excels, as compared to other organizations, committed and efficient manpower. In the research, the Rrvy employees ' organizational commitment, as the main indicator, the expression of staff motivation, has been considered., Statistical analysis, shows a commitment not only to a variety of factors and behavioral indicators, such as mobility, presence, delay, and is related absences. But a stronger relationship with organizational citizenship behavior (OCB). There. (Edwin &, Boezeman & Ellemers, 2007). Organizational commitment, as one of the principles of organizational behavior in recent decades, the subject of many texts on organizational behavior and attention of many researchers in the field has always try to have the above problem, several aspects of its investigation on organizational performance, measure, commitment can be several positive

outcomes, committed employees are more disciplined in their work, and longer stay in the organization, and the more they work, the managers, the staff commitment to the organization to maintain, and it should be able to use employee involvement in decision-making, and provide a solid level acceptance of job security, for their commitment to do more. In the investigation, the obligation : (Muday, Yurter and Diobin , 1974). Found that employees with high commitment, Bathd employees perform better than less. (Hamidi and Keshtidar, 2003). The organization, manpower commitment, makes, people working all their efforts, as a loyal member of the organization, its values and goals, the goals of the organization, and has employed him for success and improve the productivity of your organization, apply in this paper an attempt has been made, the factors affecting the organizational commitment of staff, have been identified and routinely answer the question : What is the relationship between personal characteristics (age, gender level of education, type of employment, wages and gratuities). the level of organizational commitment, there?

Theoretical research:

The concept of organizational commitment

The concept of organizational commitment, the first White 2, studied and studied, and then by many researchers (, Porter, Muday, Astirez, Allen, Meyer and Baker .) Was developed (Demiray, E & Curabay, 2008, P139), in Webster's dictionary, the word (commit. or (commitment to deliver on something, or someone, is meaningless. Barker (1960). OC, as the desire to do regular activities, based on the detection and an understanding of the costs associated with leaving the organization has defined, accordingly, no matter how a person thinks, if you leave the service, she will be a great expense. tend to stay in the organization, and commitment to, the his will, he believes, because of the tendency to store savings and capital that is likely to leave the organization, will be lost. definition, it is used to express a commitment to the organization, ongoing activities,

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just Join the notes may be. (Hozoori, 2005). organizational commitment, is the vision of the future, and the quality of the relationship between an employee and an organization will influence, (Nikolaou & Vakola, Maria, 2005) organizational commitment, the positive or negative attitudes of people towards the organization "no jobs ", which are employed in it. 's organizational commitment, subject to the organization, has a strong sense of loyalty, and the organization itself has been identified. (estrone , 1997, p 73). countertops , organizational commitment, willingness of social actors, the grant of power, loyalty and their social systems knows. believe Salansik , the obligation is a condition in humans in which a person by their actions, and the through this exercise, it is believed, to sustain activities, and their effective participation in their conduct, maintain. Buchanan, commitment, emotional dependency, and organizational objectives and values as Tsbamy. (Sarooqi, 1996). Griffin (1999). organizational commitment, perceived view that, given the level of compliance and the individual, the organization reflects (Pazargadi and Jahangir, 2006)., OC, an attitude about employee loyalty to the organization, and is a continuous process, through participation in organizational decisions, attention to the organization and the organization's success and prosperity, will (Rahmaniseresht and Fayyazi, 2008).

Factors Affecting Commitment

Moodi and et al (1982). In their theoretical model, Chhardst and the prerequisite organizational commitment, have expressed

One. Personal characteristics, such as age, sex, education level, work experience, a significant impact on a person's level of commitment to his organization. Two. haracteristics associated with the role, such as job coaching or job challenge, role conflict and role ambiguity, other factors related to organizational commitment, are considered. Three. Structural characteristics, such as size of the organization, centralization and formalization of organizational, control and surveillance areas represent significant factors that led to the commitment of staff. 4. Work experience, career person in the organization occurs as a major factor is the psychological dependence are important to employees, the employees towards their job satisfaction have positive feelings, and when the staff have a sense of trust toward the organization, as well as on the organizational commitment of staff is added. Based on the above model, job satisfaction immediately after arrival, the organization is formed, whereas organizational commitment, develops slowly, so job satisfaction, organizational commitment is a prerequisite. (Zaki, 2004).

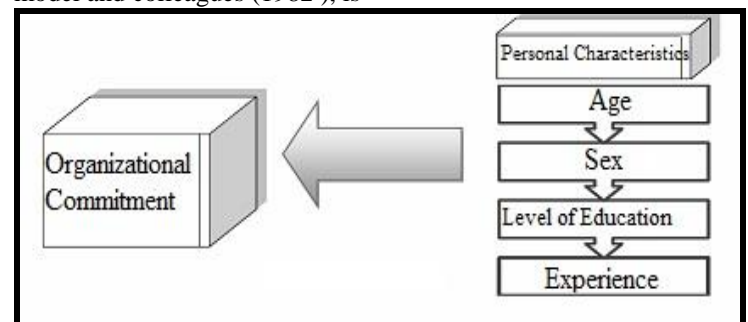
Background research:

The nearly 200 research of organizational commitment, by meta-analysis studies, and personal characteristics (such as age, sex, education, marital status, occupational history, history of the organization, ie ability, etc.) as influencing factors on organizational commitment has been defined (Zaki, 2004). Some research has shown that older employees have a positive relationship with organizational commitment. (Matthew and zajak 1,1990). The survey of 10,335 people in 41 instances, the association reported., And (Allen and Meyer,1993). While examining the relationship between age and organizational commitment, the laboratory staff, hospital staff, operational levels, administration and management of a positive relationship ($r = .36$, $p < .05$). Achieved. (Hawkins, 1998). Although many researches in the field of sex with organizational commitment, carried out, but the confusion in this area existed. Based on the theory of sexuality, the study of women 's organizational

commitment, it can be said that women have a more important role in their family, and do it completely, which it in a completely different trend, with men in the field of organizational commitment. leads (Loscocco, 1990). Mathew and Zajak (1990). Also found that women, more committed to the organization than men are. (Joiner & Bakalis, 2006). Kirch & Meyer (1995)., Guel and Sign (2002). Found that commitment to gender (female). Have a positive relationship, and women's organizations than men, are more committed (Madsen & Miller, & John, 2005). People with higher education levels, higher expectations of their organization, the more likely the organization will not be able to meet their expectations, thus reducing their commitment to the organization, will be (Joiner. & Bakalis, 2006). Workers with higher education level, the less commitment to the organization than employees with less education, enjoy. (Glisson, & Durick, 1988). Ion and t 5 (2002). Concluded that male employees educated, less committed to their organization (Madsen & Miller, & John, 2005) research in which, among other variables, such as gender, education and age were obtained from the relationship, and there the correlation between organizational commitment and age were positive, but the level of education showed a negative relationship. In relation to gender and organizational commitment, women significantly more than men, in the sense of commitment, and commitment can, as an indicator of a person's membership in the organization applied. (Sheldon, 1971 ; Astioner, Baier, Trais, 1978, Astirez, 1977, Harbinak and alioto 1972).Angle and Pari (1980). The study showed that men and women towards the organization, are more committed. (Talebpoor and Emami, 2006).

Conceptual model :

The conceptual model for this study, based on a modal model and colleagues (1982), is



(Mowday et al, 1982)

Research hypotheses

The main hypothesis : the relationship between organizational commitment and T T are the personal qualities of staff.

Sub- hypotheses:

One. Between age and organizational commitment of employees, there is a significant relationship.

Two. Between gender and organizational commitment of employees, there is a significant relationship.

Three. Between education and organizational commitment of employees, there is a significant relationship.

4. Between the years of service and employees' organizational commitment, there is a significant relationship.

Methods of research and statistics

Study, the target is an applied research and data collection methods, descriptive correlation study. The population of the whole staff of Imam Khomeini Hospital Islamabadgharb, a total of 140 persons, of which, according to the formula for calculating sample size of farmers and Morgan 1 (1970), 103, as the sample was selected, the tool data in this research, library resources and interviews with a range of managers, and the questionnaires were distributed.

Table 1. The main hypothesis test results

ANOVA table					
Response variables: organizational commitment					
The probability ($P - value$)	Statistics F	The mean square (MS)	The sum of squares (SS)	Degrees of freedom (DF)	Source of variation
/446	/814	652/158	317/304	2	Personal characteristics of employees (Salary).
		194/885	19488/541	100	Error (Error).
			19805/845	102	Total (Total).

Table 2. The first sub-hypothesis test results

ANOVA table					
Response variables: organizational commitment					
The probability ($P - value$)	Statistics F	The mean square (MS)	The sum of squares (SS)	Degrees of freedom (DF)	Source of variation
0/133	1/91	361/26	1083/79	3	Age (Age).
		189/112	18722/06	99	Error (Error).
			19805/85	102	Total (Total).

Table 3. The second sub-hypothesis test results

Test t, to compare organizational commitment of men and women				
The probability	T-statistics	Degrees of freedom	Average	Variables
0/189	-1/323	101	75/77	Man

(Table 4). The third sub-hypothesis test results

ANOVA table					
Response variables: organizational commitment					
The probability ($P - value$)	Statistic $s F$	The mean square (MS)	The sum of squares (SS)	Degrees of freedom (DF)	Source of variation
0/133	1/91	361/26	1083/79	3	Age (Age).
		189/112	18722/06	99	Error (Error).
		--	19805/85	102	Total (Total).

ANOVA table					
Response variables: organizational commitment					
The probability ($P - value$)	Statistic $s F$	The mean square (MS)	The sum of squares (SS)	Degrees of freedom (DF)	Source of variation
0/693	0/559	110/55	442/98	4	Education Level (Grade).
		197/588	19363/647	98	Error (Error).
		--	19805/845	102	Total (Total).

Table 5. Four sub-hypothesis test results

ANOVA table					
Response variables: organizational commitment					
The probability ($P - value$)	Statistics F	The mean square (MS)	The sum of squares (SS)	Degrees of freedom (DF)	Source of variation
0/031	4/792	897/177	897/177	1	Experience
		187/215	18907/667	101	Error (Error).
			19805/845	102	Total (Total).

Questionnaire used is composed of two parts, the first part of the person specification and job - related, and part II organizational Commitment questionnaire (ocq). translate Moghimi (2006). was by Moday, Purter Astirez, 1979, has been developed., this questionnaire consisted of 15 questions which, for any questions 7 replies from totally agree to totally disagree considered, and in many studies, has proved its reliability and validity. (Varona, 1996, P118)., for validity of academic experts (10 persons expertise in human resource management and organizational behavior), was used by calculating Cronbach's alpha reliability of the questionnaire was measured, which is equivalent to 0.846 / 0, respectively. to investigate these hypotheses, inferential statistics and tests t, ANOVA, and tests a significant linear regression was used.

Analysis of the findings, test hypotheses

A description of the findings

The findings of this part of the questionnaire included demographic characteristics - Job respondents (age, gender, education and employment history of), they are. Of 103 respondents, 7/5 % of high school graduates, 22/5 percent, Diploma, 35/7 percent, BA 10/3, graduate, doctoral and 27 percent. 28/4 percent of respondents under the age from 30, 30/6 % of respondents between thirty to forty years, 21/7, forty to fifty years, and 18/3, more than fifty years of age, are. Also, 34/5, respondents have less than 5 years work experience, 32/5 % in five to ten years, 19/5 percent, ten to fifteen years, and 13/5 % for fifteen years and more, work background, the highest proportion of respondents that 68/8 % female, and less than 31/2 are men.

Analysis of the findings

To investigate these hypotheses, inferential statistics, and test t, ANOVA and linear regression significance test has been used.

The main hypotheses : the personal characteristics and organizational commitment of employees, are related.

Results of ANOVA table, is as follows :

According to the above table, one can see that, whereas the 0/814, the value is very small, and the probability of 0/446 , which is possible because the amount is large, and there is then no reason to reject the null hypothesis, there is a significant level, between organizational commitment and personal qualities of the staff, there is no significant relationship. Sub-hypothesis 1 : between organizational commitment and employee age, there is a relation ANOVA table, is as follows :

According to the above table, one can see that, whereas the 1/91 which is a small amount, and the probability of 0/133, which is because the probability is small, and there is then no reason to reject the null hypothesis, there is a significant level, between organizational commitment and employee age, there is no significant relationship.

Sub- hypothesis 2 : between organizational commitment and gender of employees, there is a relation.

The results are as follows :

As shown in the above table, it is observed, the test statistic t is equal -1/323, and the probability (p-value). Equal to 0/189, that is, because, after the significant level of 5%, there is no reason to reject the null hypothesis, ie between organizational commitment and gender of employees, there is no significant relationship.

Sub-Hypothesis 3: between organizational commitment and employee education, there is a relation. Results of ANOVA table, is as follows:

According to the above table, one can see that, whereas the 0/559, the value is very small, and the probability of 0/693,

which is possible because the amount is small, and we have, so there is no reason to reject the null hypothesis there is a significant level, between organizational commitment and employee education, there is no significant relationship. Sub-hypothesis 4: between organizational commitment and experience of the staff, there is a relation.

To investigate this hypothesis significance testing, simple linear regression are used, the results are as follows.

In this section, consider a model in which organizational commitment, and work experience, the statistical assumptions, this is : in other words, the null hypothesis is that, there is a significant linear regression or a linear relationship, will be rejected, and hypotheses against significant regression or significant linear relationship was confirmed. to investigate this relationship, the ANOVA table, we use. Results of ANOVA table, is as follows :

According to the above table, one can see that, whereas the 4/792 which is great value, and the probability of 0/031, which is the smallest possible value, and we have, then the null hypothesis at a significance level of rejection, where there is a significant linear relationship between organizational commitment, and work experience is acceptable.

Conclusions and suggestions :

The purpose of this study was to examine the relationship between organizational commitment and personal attributes of staff of Imam Khomeini Hospital Islamabadgharb, are the results of the analysis results show that, significant relationship between organizational commitment and age, gender and education, there is not only the experience and service commitment, a significant correlation is observed.

According to the findings, and studies, the following recommendations for improving employee commitment, are presented.

1. By creating an expert team, and organizational commitment of personnel on a periodic basis, at different levels of the organization, evaluation, and feedback should be provided.
2. Bed suitable conditions for individuals committed to the organization through test administration and organizational commitment questionnaire, as well as expert interviews, and.... be provided.
3. In determining the goals and values of the organization, the ideas used by employees, and the related decision of their scope, are involved.
4. Committed individuals in the organization are identified, and also encourage higher levels of responsibility, granted to them, and constructive competition, the other staff also must be provided.

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