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# Analysis of relation between organizational commitment and professional commitment

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### ABSTRACT

The main aim of this study is analysis of organizational commitment and professional commitment between staffs Private bank in Kermanshah. This study is according to descriptive analysis and reaching branch and information gathering tools is questionnaire. Sample population volume 350 subjects from private banks in Kermanshah and according to sampling random way some of them had been chosen a stoical population and finally we collected 95 questionnaire for determining normality of data we use Kolmogorov-Smirnov test and results of tests confirm normality of data so meaningful relationship between them had approved the study results show that in the statistical society of the study, there is a positive relationship between Organizational Commitment and Professional Commitment.

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### Introduction

The world with their varied achievements of constant change is unpredictable. Alvin Toffler believes, "twenty-first century as the era when humans would be interesting to learn the theory. The man is now able to change it, it is necessary to handle the power and courage in the face of it appears. Accomplish this will be achieved when the modern human is able to prepare himself for future changes much in the world.

Work is a major and, of course, constructive element of communities and organizations. In order for work does not get along with self-denying it must be technically, physiologically, and psychologically favorable. In today world, that is organization world, human resources are as one of valuable organizational resources, and is one basic axes of organization activities and play important role to reaching organizations aims. Human resources give proper meaning and concept to organization and prepare proper condition for growing. Lester Taro states that one of most important competitive advantages for organizations in third minimum is wise and knowledge of human. He believe that oil and human resources cannot create wealth but human wise and knowledge can direct society to growing. If human wants play a role in this new challenge there is no way just improving their knowledge on the other hand one essential element and production on are communities and organizations. We must adopt situation technically, physiologically and economical states was such a staff satisfaction and fair ness in paying wages according to their work. So improve organizational commitment and professional commitment has potential effects on organizational behavior and can predict effectiveness of organization.

With regard to stated materials main direction for researches is if professional commitment with organizational commitment in Private bank of Kermanshah is there any relationship or not.

### Organizational commitment

Organizational commitment is a structure that has provided a different definition of that. For example, Marrow in 1999 determined more than 25 concepts related to organizational commitment. Porter et. Al in 1974 defined commitment as follows: "the extent to which a person sees himself belonging to an organization and identifies himself with that." They used motivation, recognition of values of the organization, willingness of staff to join in the organization, to assay and measure that. Buchanan, also, in 1974 defined commitment as follows: "the extent of emotional belonging of organization fans to organizational goals and values, to own role related to these goals and values, and to the organization because of the organization itself that's partly because of benefits that organization has for them.

Than staff commitment can be studied from different viewpoints. In 1986, O'Reilly and Chatman based on Kalemans ideas, characterized mental belonging (that means psychological attachment of person to the organization) as the main and key topic in staff commitment. They defined psychological attachment as follows: "The psychological attachment reflecting the extent or degree that persons accept viewpoints or properties of organization and internalize that. O'Reilly and Chatman (1986) put the base of staff's psychological attachment on the following three cases that were similar to cases discussed by Kalemans (1958), (Durkin & Bennett, 1999: 127)

Accept or tool presence of staff at organization because of given external rewards.

1. Diagnosis or the presence of staff in the organization based on tendency to correlate.

2. Internalizing, or active participation of staff in organization based on matching individual and organizational values.

However, this multi-factor approach to staff commitment is accepted by other researchers. For example, Jaros et al. (1993) using factor analysis confirmed this multi-factor approach to

commitment and they concluded that single-factor models of organizational commitment, both conceptually and empirically are not acceptable. Each of the dimensions listed in the commitment (internalized, accept, diagnosis) are associated with organization change process. Indeed, commitment of staff play key role in change process management. On the other hand, high commitment of staff will reinforce the changes made and it will also ensure success of change programs (Bennett, 2002:433)

One of more important studies that were performed in the context of being multi-factor, is from Meyer and Allen. There are three types of commitment from their perspective:

1. Affective Commitment:

Which was referred to the emotional commitment of staff to organization, their sense of oneness to organization and their active participation in organization. Employees who usually have a sense of affective commitment, tend to remain in the organization and this is one of their dreams.

2. Continuance Commitment:

It's related to the benefits and costs that is related to stay in the organization or leave it. Employees who usually have continuance commitment remain within the organization until leaving the organization has high cost for them.

3. Normative Commitment:

That refers to obligation or duty to employees to stay in the organization. So long as staff will remain in the organization that from their perspective staying in the organization is just right. So organizational commitment can be considered as an attitude about the loyalty of employees and a continuous process that is determined through participation in the organization, person assist to the organization and the success and prosperity of the organization (Moghimi, 2005:392). High levels of organizational commitment influences various aspects of organization and personal performance. According to research, job high relocation, absence from work, weak personal performance are caused by low organizational commitment; new research shows that high organizational commitment, also causes high loyalty of the customers, because customers don't like to see high relocation of staff. (Mcshane, 2000: 209)

Also, research shows that people who have high commitment to the organization, have more tendency to indicate organizational citizenship behaviors (Bolon, 1997:221).

**Professional commitment**

The term of professional commitment, is taken from the psychology and it's developed from more common concept of organizational commitment. Its trajectory study is similar to organizational commitment (Halletal, 2005:90) Definitions related to the professional commitment varies from the extent to which one person get involved specific tasks to the extent of importance that the job plays in the person's life (Somech & Bogler, 2002:557)

Professional commitment is considered as a one of the most important factors determining the behavior of person's work and it's the topic that it has attracted attention of many executives and people in the educational environment (Kannan & Pillai, 2008:218)

"Theory of professional commitment" also states that how much a person invests on commitment to a series of things, its commitment is more difficult to deny. So how much a person be encouraged to enter the job and how much more work be done to encourage, more likely to that the person remains committed to the job (Tayler, 1988:48). Professionals, see themselves as persons that are engaged in a full-time career and they should

spend their best efforts and they should have unconditional commitment to their careers because they believe that this is a worthwhile career (Favela & Fuzessery, 1974:320)

Professional commitment as a person's attitude towards his job or career is defined (Fjortof & W. I. Lee, 1994:370). Professional commitment makes reference to the attachment that people have to their careers. Indeed professional commitment include having faith in the goals and values of the career and believing them, tending to show considerable efforts for the career, and maintaining membership in the job (Elias, 2006:84).

Professional commitment as a degree of allocation was defined as a degree of allocation by the working standards of performance (Jones, 2000:52). Wallace and colleagues definition of professional commitment is similar to Allen and Meyer's definition of organizational commitment, the researcher and his colleagues have distinguished three dimensions of effective, continuous and normative for professional commitment and they defined professional commitment as sense of identity by a job, need for service continuity in a job, and high sense of responsibility towards that (Osinsky & Mueller, 2004:197)

Arniya, Pollack, and Ermnick in a study about professional commitment of accountants, with replacing the word of organizational instead of organizational in the Porter's definition of organizational commitment, have defined professional commitment as follows:

- 1- Having faith in the goals and values of the career and believing them;
- 2- Tending to show considerable efforts for the career;
- 3- Tending to continue and maintain membership in the job.

Therefore people who have high commitment to their job, spend all their efforts to their job, that it leads to internalize business success and failure as their success and failure. (Giffords, 2003:8)

Considering the commitment as a desirable professional value, rises from initial work which has been done on the professional features (Tayler, 1988:48). Interest in professional commitment has been created more by Gouldner who identified a dichotomy between commitment to the organization and commitment to the profession. And in addition, this interest to professional commitment arose when the researchers realized that people's commitment to their profession has many positive effects (Hall et al, 2005:90)

(Lee and others express four reasons to study the importance of professional commitment:

- 1- One person spends too much time for working;
- 2- Because professional commitment influence maintenance and retention and remembering, then has important implications for human resources management;
- 3- Because professional skills occurs from work experience, then work performance can be associated with professional commitment;
- 4- More studies on professional commitment may lead to understand this point that how persons combine and integrate types of commitment in workplace and outside it (Elias, 2007:82)..

Professional commitment is related to significant outputs such as improving work performance, reducing mobility intentions and more satisfaction in the enterprise-level and professional level (Elias, 2006:85). Studies have shown that high levels of employee commitment leads to greater motivation and satisfaction and it reduces possibility of leaving the organization (Huang, 2006:32).

Professional commitment likely has an impact on people's working behaviors such as their observable attitudes, their judgments about the work end, and their involvement in professional groups. Professional commitment is related to positive behaviors which is useful for organization and people with high levels of professional commitment subsequently are less involved in activities that is harmful to the organization (Greenfield,2008:422).

A committed person tends to continue membership or also shows great efforts, not because it has gains for him but because he believes that he should have such behavior because it is true and he is expected to (Raju & Shrivastava,1994:7).

**Research aim**

Here regarded to professional commitment and organizational commitment for staffs, we have follow aims:

- 1 – Analysis of relationship between professional commitment with organizational commitment in Kermanshah Private banks .
- 2. Introducing some solution for improving organizational commitment and professional commitment regarding to findings.

In this method we use some tools with journalism for designing question air and analysis of data. 2 kinds of questionnaire had been used one of common tools is direct method for collecting data and for analysis of variable we use two kinds of questionnaire. Using test are Kollomogroove – Smirenooph test and spirman correlation coefficient .

**Research findings:**

In this research for test of Hypothesis first we must determine normality of distributed date , normality and nonnormality of data can be shown by kolomogroove – Smirenoph test that their results shows in bellow tale :

**Table 1 : Kolomogroove – Smirenoph test**

|            |  |
|------------|--|
| $H_0: p=0$ | Observations distribution obey from normal distribution        |
| $H_1: p=1$ | Observations distribution do not obey from normal distribution |

| conclusion of test  | Amount of sig | Test statistic | Number of sample | Variable                  |
|---------------------|---------------|----------------|------------------|---------------------------|
| Normal distribution | 0.809         | 0.639          | 95               | Organizational commitment |
| Normal distribution | 0.280         | 0.991          | 95               | Professional commitment   |
|                     |               |                |                  |                           |

As we show from table 1 rate of test is 0.05 and according to zero hypothesis , normality of data is not meaning normality of data so it is rejected . Therefore with regard to normality of data we use Spirman correlation co efficient .

With regarded to aim of research, results are as follow:

**Hypothesis test:**

There is meaningful relation between professional commitment and organizational commitment in Private bank of Kermanshah. Stoical hypothesis is as follow :

- There is not any meaning full professional commitment and organizational commitment in privet bank of Kermanshah.  $H_0: p = 0$
- There is meaning full relationship between professional commitment and organizational commitment in Private bank of Kermanshahh . .  $H_1 = p \neq 0$

In Private bank of Kermanshah confidence level is 95% equals to 0.016 and lower 0.05 so , 40 is rejected and beyond 5 percent  $H_1$  is confirmed , in other word between professional commitment and organizational commitment confidence level is 95% .

**Conclusion:**

Professional commitment is one of main subject of main subjects in human resource management. This hypothesis is proved and professional commitment in organization is most efficient strategy in keeping human resources. With regard to this subjects, professional commitment analysis of organizational commitment in privet bank of Kermanshah , we introduce one main hypothesis . So results show that there is positive relationship between professional commitment and organizational commitment that confirm post researches.

With regarded to aims of research and results propose some notes:

- 1 - We propose that consider to factors which increasing organizational and professional commitment.
- 2 – Do each work in responsibility of staff and fast decision making.
- 3 – Encourage of staff to improve their effective view in planning of action and activities in organization.
- 4 – Propose to managers and planner in banks of consider to other factors to increase organizational commitment of staff in organization.
- 5. People ,s skill increment for promoting to higher positions through implementing job training schedules , sending staffs to occupational training courses out of organization or in similar organizations .
- 6. Giving reward job position to staff that are out of the organization and voluntarily participate in education schedules that relate to their job domain to preserve and enhance people motivation and create a sound and constructive competition sensation in other staffs.

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