

Employee Commitment Factor and Its Impact over the Organizational Development

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Abstract— This study focuses on employee commitment in organizational development. The employee commitment is that employees the enthusiastic in work with an organizational goals and values. Employees are believes the organizational values, goals involve it. The factors determining the employee commitment includes training and development, motivation, job satisfaction, work environment and leadership style. These factors should lead to the organizational development and growth. There are some findings which improve the organizational development; it is increased productivity, Employee skill development, less supervision, achieve the goal in efficient and effective manner.

Key words: Employee commitment, organization development, Leadership style, motivation, job satisfaction

I. INTRODUCTION

The employee commitment is the psychological attachment and the resulting loyalty of an employee to an organization. The employee commitment is important part of the organization development and it is main thing as employee committed with the organization goals, values and job. It is employee believe organization goals and involve it. It will explore the certain achievement of the commitment. Employee commitment is employee are reasonably connect with their job and organization. It is some factors determining the employee commitment on organization development; work environment, job satisfaction, training and development and organization social process. These are more helpful to identify the employee satisfaction. And it is positive manner in how they impact of an organization development. The effect of employee commitment on organization development employee turnover reduced, increased employee job performance and increased total return shareholders.

II. LITERATURE REVIEW

John P. Meyar, Elyse R. Maltin (2010) purpose of the research implications of employee commitment in organization and consistent to positive links between affective commitment well-being. And be also theoretical framework based three dimensions consistent and inconsistent to help motivation identified, self-determination and model of commitment.

Dr varsha dixit, MS Monika Bhati (2012), the scope of the study was an employee commitment and it is impact in productivity auto industry. There is an organization role should be aware of the employees and motivating them to improving commitment.

Dr Mubbshermunavar khan, zia-ur-rehman, Muhammad wasimakram (2012), the research has been conducted how to impact the role of employee

performance and employee satisfaction. They take dependent variable employee satisfaction. Employee commitment is independent Variable. There is find employee satisfaction is most important for the commitment to improve the organizational growth.

Chung – chieh lee, chih – jenchen (2013), the aim of the research reviewing the significance between the job attitude and employee commitment through the effects of service quality in tourism industry. There is a relationship between employee commitment and job attitude in the tourism. The findings are determined job satisfaction, employee need to be motivated.

Hamid Mahmood gelaidan & hartini ahmad (2013), they scope inquire not excessiveness of organization culture between leadership style and normative commitment to change; and they find that how to get effective and efficient leadership with change management and how to implement successfully change in organization physically and psychologically to the employee commitment.

Peace irefin, mohammed Ali mechanic (2014), this paper focus the employee commitment, employee turnover and organizational performance in coca cola Nigeria limited. This paper analyse the employee commitment stems from behaviour of consequence. The study examine the findings the high level of employee commitment with staff; and the significance between high level of coordination with organizational performance and employee commitment, less employee turnover has been finding in this research.

Zafar gul (2015) the study purpose of the employee commitment how to positive impact on of an organizational development to describes. In this study identify the integrated and comprehensive way to commitment among employees for successfully improving performance of organization.

III. EMPLOYEE COMMITMENT

According to kanter ('68) there are 3 types of employee commitment: continuance, cohesion and control commitment.

A. Factors Determine Employee Commitment:

The employee commitment determining factor is major key of an organizational development. In growing competition, high functional flexibility, culture change, organization environmental change and increased job performance. The employee commitment determining factors are;

- Training and development
- Motivation
- Reward system
- Organizational justice and trust
- Work environment
- Job satisfaction
- Leadership style

These are the factors should be determinants of employee commitment on organizational development.

1) Training and Development:

Training is an essential function for the organizational development in an organization. The organization provides adequate training and development focused on enhancing the current or developing new technical skills. The organization give a career management system improve the individual employee career path and it is more helpful for both employees and employers to improve their skills, knowledge development and involvement in job performance.

2) Motivation:

Motivation is the important factor of the determining employee commitment. It is psychological concepts for employee needs and desires. To give the monetary and non-monetary benefits to the employee it should be motivated them. Example; job security, shift basis flexitime, promotion, incentives and flexibility in work scheduling. Supervisor motivate the employee positively; employee commitment with the organization development.

3) Reward System:

Reward system is every organization needed for employee commitment. The management identified job performance each employee and give appreciation, rewards and benefits for them. The reward system also gives recognize and compensation. Recognize mean accomplishment for employee before attained target. It increase the work involvement, increase productivity and also reduced the turnover and absenteeism.

4) Organizational Justice and Trust:

Organizational justice and trust is the important factor of the employee commitment. It means employee behaviour, trust and honesty identified and overcome the resulting attitude. Management shares the organization goals with employee and involving employee decision making suggestion. It more helpful for organizational trust and employee more committed with development.

5) Work Environment:

Another factor which determining employee commitment is work environment. The good work environment capable to complete the tasks and everything should be transparent and open communication. So, employee commitment tie-up with the organization development.

6) Job Satisfaction:

Job satisfaction is employee believe contentment of employee job. It more helpful for organizational trust and employee more committed with development.

7) Leadership Style:

Leadership style it also consider employee commitment factor, because leaders are motivate and help to the employee without pressure they are influencing the leadership style. And good relationship maintain among the employee this will be growth for the organization development.

B. Impact of the Employee Commitment on Organizational Development:

The employee commitment with an organization development to enthusiastic; it is identify the job and their

outcomes of the job fulfilment. The effective impact has been employee commitment on organizational development widely describe the in the theoretical paper, to list but few this include;

Increased job performance (Mathieu & zajac, 1990)

Decreased employee turnover (Cohen, 1991)

Decreased intention to leave (Cohen, 1993)

Reduced the alternative employers (Cohen, 1993)

Reduced the absenteeism (Cohen, 1993&Barber et al, 1999)

Improve the total return to shareholders (Walker information Inc., 2000)

Job satisfaction (Vandenberg & Lance 1992)

The impact of the employee commitment some variable it will improve and helpful for the organization development these variable;

Increased productivity

Employee skill development.

Less supervision

Achieve the goal effectively and efficient manner.

IV. CONCLUSION

The following findings which include increased productivity, employee skill development, less supervision, achieve the goal in effective and efficient manner will be helpful for the organization development and for the growth of the organization. In future, study will be empirically tested among the employee commitment it more helpful for the study.

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