



IMPACT OF DEMOGRAPHIC VARIABLES ON ORGANIZATIONAL COMMITMENT: A STUDY AMONGST COLLEGE TEACHERS

Education

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ABSTRACT

In the present study an attempt has been made by the investigators to study the impact of demographic variables on organizational commitment of College Teachers in the district of Agra, Uttar Pradesh. The investigators used Descriptive Survey method for the present study. The research is delimited to a sample consists of 110 College Teachers from Dayalbagh Educational institute which is situated in the district of Agra, Uttar Pradesh. The Random sampling technique has been used for the selection of sample. For the data analysis t-test has been used in the present study. It is found through the present study that the demographic variables that are Gender, Age and marital status do not differ significantly towards organizational commitment of teachers of the Dayalbagh Educational institute which is situated in the district of Agra, Uttar Pradesh.

KEYWORDS:

Demographic variables, Organizational Commitment

INTRODUCTION

The concept organizational commitment has grown in popularity in the literature on industrial and organizational psychology. Organizational commitment has attracted considerable interest in an attempt to understand and clarify the intensity and stability of an employee's dedication to the organization (Lumley 2010). Organizational commitment refers to the employee's emotional attachment to, identification with, and involvement in the organization. In essence, measuring organizational commitment is an assessment of the congruence between an individual's own values and beliefs and those of the organization (Swales, 2002). Organizational commitment is characterized as employees' willingness to contribute to organizational goals. When employees are sure that they will grow and learn with their current employers, their level of commitment to stay with that particular organization is higher (Opkara, 2004). Organizational commitment is characterized as employees' willingness to contribute to organizational goals. When employees are sure that they will grow and learn with their current employers, their level of commitment to stay with that particular organization is higher (Opkara, 2004). Gbadamosi (2003) contends that the more favourable an individual's attitudes toward the organisation, the greater the individual's acceptance of the goals of the organisation, as well as their willingness to exert more effort on behalf of the organisation. Mathieu and Zajac (1990) believe that developing a better perception of the progression associated with organisational commitment has an effect on employees, organisations and the world in general. The level of employees' organisational commitment will possibly ensure that they are better suited to receiving both extrinsic rewards (which include remuneration and benefits) and psychological rewards (which include job satisfaction and associations with fellow employees) related to associations. Organisational commitment is generally assumed to reduce adandonment behaviours, which include tardiness and turnover. In addition, employees who are committed to their organisation may be more willing to participate in 'extra-role' activities, such as being creative or innovative, which frequently guarantee an organisation's competitiveness in the market

OBJECTIVES

- 1) To Study organizational commitment of college teachers with respect to gender.
- 2) To Study organizational commitment of college teachers with respect to age.

- 3) To study organizational commitment of college teachers with respect to marital status.

HYPOTHESES

H01: There exists no significant difference in organizational commitment of college teachers with respect to gender.

H02: There exists no significant difference in organizational commitment of college teachers with respect to age.

H03: There exists no significant difference in organizational commitment of college teachers with respect to marital status.

METHODOLOGY

Method

Descriptive survey method was used in this research study.

Delimitation of the study

The present study is delimited to 110 teachers of Dayalbagh Educational Institute of Agra city, Uttar Pradesh

Sample

For the present investigation Random Sampling was used.

Research Tool

to assess the Organizational Commitment of teachers, organizational Commitment Scale by Dr. Anukool M. Hyde and Mrs. Rishu Roy (2006) has been employed.

Statistical Techniques

Mean, Standard Deviation and t-test is applied for the present research.

ANALYSIS AND INTERPRETATION OF DATA

From the Table 1, it is observed that the calculated 't' value ($t'=0.52$) is less than the table value (1.98 at 0.05 level of significance). So, the result is not significant and it indicates that the null hypothesis that there is no significant difference between Male and Female College Teachers with respect to their organizational commitment is accepted.

Table 1- Showing the difference between male and female college teachers w.r.to organizational commitment

| Gender | N | Mean | SD | df | t |
|--------|----|--------|-------|-----|------|
| Male | 72 | 197.81 | 24.03 | 108 | 0.52 |
| female | 38 | 195.52 | 17.63 | | |

From the Table 2, it is observed that the calculated 't' value ($t'=1.05$) is less than the table value (1.98 at 0.05 level of significance). So, the result is not significant and it indicates that there is no significant difference between Married and Unmarried College Teachers with respect to their job satisfaction. Hence, the Null hypothesis is accepted.

Table 2- Showing the difference between married and unmarried college teachers w.r.to organizational commitment

| Group | N | Mean | SD | df | t |
|-----------|----|--------|-------|-----|------|
| Married | 59 | 195.05 | 19.01 | 108 | 1.05 |
| Unmarried | 51 | 199.48 | 24.92 | | |

jFrom the Table 3, it is observed that the calculated 't' value ($t'=0.31$) is less than the table value (1.98 at 0.05 level of significance). So, the result is not significant and it indicates that there is no significant difference among the College Teachers with respect to organizational commitment on the basis of their Age. Hence, the Null hypothesis is accepted.

Table 3- Showing the difference among the college teachers w.r.to organizational commitment on the basis of their age

| Age | N | Mean | SD | df | t |
|----------------|----|--------|-------|-----|------|
| Below 30 years | 52 | 196.31 | 21.86 | 108 | 0.31 |
| Above 30 years | 58 | 197.64 | 22.24 | | |

FINDINGS AND CONCLUSION

It is found that there is no significant difference between Male and Female College Teachers with respect to their organizational commitment. It is also found that that there is no significant difference between Married and Unmarried College Teachers with respect to their organizational commitment. It is also observed that that there is no significant difference among the College Teachers with respect to their organizational commitment on the basis of their Age.

Hence it is concluded that organizational commitment of employees is one of the most important determinant factors in the overall progress or improvement of any kind of institution. It is true that if the employees are committed with their job, they generally always try to give their better services in the developmental process of their institution or organization. And if the employees are not committed with their job, they lose their motivation to do work intrinsically. As a result, they lose their commitment to their profession and their performance level goes down gradually that affects the overall improvement of the institution. Therefore, it is very necessary to take some effective measures or initiatives in order to increase the level of organizational commitment of them.

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