



## Organizational Commitment: Notion, Theory and its Types

Dayal Sandhu

Research Scholar, Department of Pedagogical Sciences, Faculty of Education Dayalbagh Educational Institute (Deemed University)

### ABSTRACT

Organizations are a great human achievement, and the work is the centerpiece of most people's lives and inextricably impregnated in people's search for ultimate meaning. In many of today's organizations, people only bring their arms and brains to work, not their souls. The outcome is that organizations do not activate the full creativeness and ability of their teachers and teachers, in turn, do not achieve in rising themselves as complete individual beings. This article outlines the importance, theory and types of commitment for the employees towards the organization.

### KEYWORDS

Organization, Commitment, Centrepiece

### INTRODUCTION

The concept of organizational commitment refers to teachers' loyalty to their organizations and a procedure that teachers cooperate in organizational decision making. According to Robbins, (2001), "Organizational commitment is a working attitude of employees who have a sense of identification to accomplish organizational goals and wish to maintain good relationship with members within the organization". According to (Mowday, Porter, & Steers, 1979), "It is the relative affiliated level of an individual feeling in an organization". Teachers' commitment towards organization is a teacher's psychological recognition of university aims and morals and readiness to turn out to be a fellow of an organization to toil substantially firmer which is more than an individual welfare. The vigorous progresses of an institution rely on whether the institutional fellows can combine together to yield great cohesiveness and also they are keen to give their best endeavor for the institution. According to Allen and Meyer, (2000) "Organizational commitment can also be defined as a psychological state that characterizes an employee's relationship with the organization and reduces the likelihood that employee will leave it". It is characterized as readiness of the employees to add in to institutional aims.

When teachers are assured that they will develop and acquire with their working institution, their degree of devotion to stay with that certain institution is greater. It is an attitude about employee devotion to organization and one nonstop process that shows the alertness of people to organization and success and welfare of organization by involvement of people in organizational decisions. It is a relative amount of personal identity with organization and his involvement.

According to Mowday, Porter, & Steers, (1982), "Organizational Commitment refers to an individual's feelings about the organization as a whole. It is the psychological bond that an employee has with an organization and has been found to be related to goals of the organization and likelihood to stay with the organization". According to Saal & Knight, 1987 "An employee committed to the organization believes in and accepts the goals and values of the organization, feels a strong will to stay as a member of the organization for a longer period of time". According to Northcraft & Neale, 1990 "This employee spends more effort to enable organizational goals thinking about the profits of the organization, in comparison to employees with low organizational commitment, does not think about leaving the organization, and pursues a more positive relationship with the organization". Like a strong magnetic force attracting one

metallic object to another, it is a measure of the employees. Willingness to remain with a firm in the future. It often re-

flects the employees' belief in the mission and goals of the firm, willingness to expend effort in their accomplishment, and intentions to continue working there. Commitment is usually stronger among longer-term employees, those who have experienced personal success in the organization, and those working with a committed employee group.

Luthans (1995) explains that, as an attitude, organizational commitment is most often defined as:

- a strong desire to remain a member of a particular organization
- a willingness to exert high levels of effort on behalf of the organization
- a definite belief in and acceptance of the values and goals of the organization.

The organizational commitment attitude is determined by a number of personal (age, tenure in organization, and dispositions such as positive or negative affectivity, or internal or external control attributions) and organizational (the job design and leadership style of one's supervisor) variables. Even non-organizational factors such as the availability of alternatives, after making the initial choice to join an organization, will affect subsequent commitment.

### TYPES

Due to this multidimensional nature of organizational commitment, there is growing support for a three component model proposed by Meyer and Allen (1996). The three dimensions are as follows:

- **Affective Commitment** involves the employees. emotional attachment to, identification with, and involvement in the organization;
- **Continuance Commitment** involves commitment based on the costs that the employee associates with leaving the organization; and
- **Normative Commitment** involves the employees. feelings of obligation to stay within the organization

Educational structure is considered as the strength of every nation in which teachers conquer vital place. Its achievement is greatly dependent on potential ability and eminence of the teachers who are crucial for the societal progress. Further, the vivacity of all the educational organizations tends in to what extent the teachers are contented with the jobs they are into and devoted to contribute to the advancement of their organizations. It is likely that greatly contented teachers will be more dedicated to their educational organizations ensuing into greater withholding and deterioration in their turnover amounts. As regards advanced educational institution as

an organization, higher educational institution teachers are significant because they are vitally accountable for educating and cultivating the thinkers of nations. According to Rutte (2003) "Now-a-days organizations are in a desperate need of extremely fulfilled, satisfied, creative, committed and productive employees to achieve and withstand their competitive advantage. But employees are feeling stressed, demoralized and insecure due to economic downturn and downsizing in their organizations".

## CONCLUSION

Organizational commitment can also be set as a psychological state that characterizes an employee's relationship with the organization and reduces the likelihood that employee will leave it. This is characterized as readiness of the employees to add in to institutional aims. The organizational commitment attitude is determined by a number of personal (age, tenure in organization, and dispositions such as positive or negative affectivity, or internal or external control attributions) and organizational (the job design and leadership style of one's supervisor) variables

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