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Determinants of Job Satisfaction and Organizational Commitment

ADRIENNE SCHMIDT

Job Satisfaction and Organizational Commitment of Nurse Managers in a Teaching Hospital Routledge

Employees are always considered important to any organization, because they constitute an important Human Capital. Through their experience and knowledge (both tacit and explicit) they bring lot of charisma to the organization. This 'CHARISMA' can be of any type, like; they bring versatility in their work. If organization is working on the principle of decentralization and empowerment, then employees surely brings versatility through their work style, decision making. All of these Charismatic charms of employees bring enhanced commitment towards their organization if they are satisfied from the organization. So, satisfaction comes from the working environment, dealing of supervisor with the subordinates, behavior of colleagues and organization's compensation policies. So, this satisfaction leads to the commitment towards organization mainly in three forms; they feel sense of belonging with the organization, they want to be with that organization for rest of their career or they feel like obligation to stay with that organization. This research work is done with the insight to find the empirical evidence of job satisfaction on organizational commitment of corporate sector employees.

The Impact of Job Satisfaction and Organizational Commitment on Withdrawal Routledge

Sustainable Collaboration in Business, Technology, Information and Innovation (SCBTII 2020) Proceeding's topic deals with ``Synergizing Management, Technology and Innovation in Generating Sustainable and Competitive Business Growth``. This proceeding offers valuable knowledge on how research can be applied to support the government by introducing a policy of economic transformation in solving various challenges and driving the business sector to gain the ability to create sustainable competitive advantages, which will lead to sustainable, competitive and quality growth. The subjects in this Proceeding are classified into four tracks: Strategy, Entrepreneurship,

Economics; Digital-Based Management; Finance and Corporate Governance; and Accounting. These valuable researches inside this proceeding can help academicians, professionals, entrepreneurs, researchers, learners, and other related groups from around the world who have special interest in theories and practices in the field of digital economy for global competitiveness.

The Effects of Job Satisfaction and Organizational Commitment on Intent to Leave Among Nurse Anesthetists Open Dissertation Press

Relatively few studies have examined job satisfaction and its intrinsic and extrinsic facets as well as their relationship to organizational and religious commitment for religious private universities. This quantitative research study measured levels of job satisfaction, organizational and religious commitment as well as 5 demographic variables for 835 employees of a private religious university. The study revealed that university employees were most satisfied with their relations with students and peers, and least satisfied with their salary and organizational policy. It was shown that overall job satisfaction and its intrinsic and extrinsic facets were influenced by demographic variables, such as age, educational level, and occupational area. Organizational commitment was related to age and educational level. Moderate correlations were found between organizational commitment and job satisfaction. A seven-predictor model explained 44.2% of the variance of organizational commitment with different models for the occupational subgroups. Religious commitment did not have a mediating effect on the relationship between job satisfaction and organizational commitment.

Relationships Among Organizational Learning Culture, Job Satisfaction, and Organizational Commitment in Chinese State-owned and Privately-owned Enterprises LAP Lambert Academic Publishing

In Study 1 this research investigated research hypotheses based on the moderating role of the economic sector to job satisfaction/organizational commitment relationships, and especially to the forms of commitment and the facets of satisfaction - extrinsic satisfaction and intrinsic satisfaction. Overall, 618 employees successfully completed the

questionnaires (258 from private sector companies and 360 from the public administration). Then, distinguishable organizational commitment profiles developed and constructed from the forms or constructs of commitment. Two different samples were used in Study 2 in order to test the relevant hypotheses - 1,119 employees from the private sector and 476 from the public sector. Study 3 used the concept of regulatory focus, where the two foci relate differently to forms of organizational commitment and these two states moderate the satisfaction/commitment relationship and furthermore, individuals develop four separable regulatory focus characters based on the two major regulatory foci. Moreover, the moderating intervention is crucially influenced by the employment status of the individuals. The research hypotheses developed in this part were tested through two samples of employees: 258 working in the private sector and 263 in the public sector. Study 4 examined the mediating role of job satisfaction on the organizational commitment/organizational citizenship behaviours relationship. It argued that job satisfaction mediates more strongly the relationship between these forms and loyal boosterism (one of the OCB dimensions). The relevant hypotheses were tested through a combined sample of 646 employees, equally drawn from the two sectors.

Job Satisfaction and Organizational Commitment Among Law Enforcement Personnel in Middle Tennessee VDM Publishing Job Satisfaction and Organizational Commitment for Private University Employees VDM Publishing A Cross-cultural Approach Open Dissertation Press

Members of the Millennial Generation have higher rates of turnover compared to other generations. This can represent significant costs to organizations, and therefore is important to minimize. Job satisfaction has been shown to increase motivation and productivity as well as decrease turnover, and can be maximized by adjusting economic factors, fostering interpersonal relationships, and adjusting activities, tasks, and work conditions to the personality of the worker. All three types of organizational commitment (affective, normative, and continuance) also decrease turnover rates. Both job satisfaction and organizational commitment depend on a worker's personality, needs, and expectations, which are influenced by the generation they were

born into. Implementing mentoring programs and making specific changes in job design and work environment according to Millennials' needs and expectations could increase Millennial satisfaction and commitment.

Job Satisfaction and Organizational Commitment for Private University Employees

This dissertation, "Job Satisfaction, Organizational Commitment and Intention to Remain in the Youth and Community Service" by Wai-lin, Pauline, Fung, [redacted], was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. DOI:

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Job Satisfaction and Organizational Commitment for Private University Employees

People's work orientations and attitudes to paid work are highly important for the welfare of any country. Still, little is currently known about how such attitudes are distributed among different countries, men and women, classes, occupations, age groups and so on. Even less is known about how work orientations have changed during the dramatic social transformations of economies and labour markets during recent decades. What happened, for example, to work orientations in Iceland when the country went bankrupt? The answer is quite surprising. Or, is it true that work is losing its position in people's lives in Western world? What is the relationship between people's attitudes to work and the way they actually behave on the labour market? This timely book deals with these questions - and more - presenting fresh knowledge on changes in work orientations in many countries. It is based on genuine theoretical arguments and thorough empirical studies, using both qualitative and quantitative methods. It is a great source of new knowledge on work orientations and changes in attitudes to work.

Affective and Nonaffective Components of Job Satisfaction and Organizational Commitment as Determinants of

Organizational Citizenship and In-role Behaviors

by Lincoln and Kalleberg (1990), the study incorporates both attitudinal- and organizational-level data, which are grouped into five major classes of explanatory variables: work environment, industrial setting, worker orientations, labor force demography, and the character of unionism.

Predicting Job Satisfaction and Organizational Commitment

This dissertation, "Job Satisfaction and Organizational Commitment Amongst Quantity Surveyors in Hong Kong: an Attitudinal Perspective" by Wai-yee, Betty, Chiu, [redacted], was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: Job satisfaction and organizational commitment are important for determining both individual and organizational outcomes. Quantity surveyors are important players in the Hong Kong construction industry in providing professional services to developers and contractors. Despite their importance, limited job satisfaction and organizational commitment research has been conducted in the profession, which underlines the basis for the study. Within the quantity surveying profession, quantity surveyors are assigned into work group for handling construction projects. Cooperation and collaboration are common in quantity surveyor's daily working practice. Given cooperative working arrangement, "work group identification" and "propensity to trust" are regarded as important antecedents for determining job satisfaction and organizational commitment. On the other hand, it is argued that "length of employment within the organization" may have both positive and negative influence on job satisfaction and organizational commitment due to the quantity surveyor's standardized working duties. Negative perception about the job duties also constitutes a mediation influence on the effect that the antecedents place on organizational commitment. Thus, this research is intended to find out the effect of the three antecedents - "length of employment within the organization," "work group identification" and "propensity to trust" on job

satisfaction and organizational commitment, as well as to investigate the role played by job satisfaction in affecting the relationship between the antecedents and organizational commitment. Based on previous literatures, the relationships between the antecedents, job satisfaction and organizational commitment are examined and a research model is developed for hypotheses testing. Hypotheses 1 and 2 postulate that the three antecedents positively affect job satisfaction and organizational commitment respectively. Each sub-hypothesis under hypotheses 1 and 2 postulates a positive bivariate relationship between one antecedent and one outcome (job satisfaction or organizational commitment). Hypothesis 3 depicts the mediation effect of job satisfaction on the association stated in Hypothesis 2.

Questionnaire survey is used to collect primary data for analysis. Bivariate correlation and multiple regression analysis are applied for hypotheses testing. The data analysis results provide full support for the relationships between work group identification and job satisfaction. The results also provide some supports for the positive relationship between other antecedents and job satisfaction / organizational commitment. Mediation effects of job satisfaction on the relationships between the three antecedents and organizational commitment are found in some relationships. This study has both theoretical and practical contributions. A new research theme in construction context is initiated with the use of social exchange theory in examining job satisfaction and organizational commitment within the quantity surveying profession. The research model to explain the relationships between the three antecedents and job satisfaction and organizational commitment is tested. The data analysis results provide a better understanding about job satisfaction and organizational commitment amongst chartered quantity surveyors working in the constru

A New Approach to Job Satisfaction and Organizational Commitment

The literature on job satisfaction and organizational commitment is reviewed. Job satisfaction is defined and current theoretical perspectives identified. Subsequent discussion focuses on the measurement of satisfaction, methods of studying satisfaction, the determinants of satisfaction, and the consequences of satisfaction. A parallel treatment of organizational commitment follows. Finally, agendas for future theory and research are

summarized.

Job Characteristics, Job Satisfaction, and Organizational Commitment

The purpose of this study was to examine the relationship between superintendent job satisfaction and organizational commitment. Surveys were sent electronically to superintendents (N = 470) of Texas mid-size schools to collect data to test for relationships of variables and constructs associated with job satisfaction and components of organizational commitment-- affective commitment, continuance commitment, and normative commitment. The survey assessed both superintendent job satisfaction and organizational commitment. The relationships between superintendent job satisfaction and organizational

commitment were analyzed using correlation coefficients. Pearson's correlation analysis revealed: (a) a moderately strong, positive relationship between the variables of job satisfaction and affective commitment; (b) a weak, negative relationship between job satisfaction and continuance commitment; and (c) no relationship between the variables of job satisfaction and normative commitment. This study supports the findings of Parker Ayers (2010) who concluded that job satisfaction strongly influenced affective commitment. This study also reinforced the theoretical predictions that affective commitment and continuance commitment influence superintendent job satisfaction. However, this study found no relationship between continuance commitment and superintendent job satisfaction.
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Synergizing Management, Technology and Innovation in Generating Sustainable and Competitive Business Growth

The Influence of Job Satisfaction and Organizational Commitment on Executive Withdrawal and Performance

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