

Manuscript ID : 00000-51530

International Journal of Management

Volume 6, Issue 1, January 2015, Pages 394-400, Page Count - 7



Source ID : 00000011

## ORGANIZATIONAL COMMITMENT AND ITS IMPACT ON EMPLOYEE BEHAVIOR

B. Preethi <sup>(1)</sup> S A Lourthuraj <sup>(2)</sup>

<sup>(1)</sup> Assistant Professor, Department of Management Studies, Chettinad College of Engineering and Technology, Karur, India.

<sup>(2)</sup> Associate Professor, Jamal Institute of Management, Jamal Mohamed College, Tiruchirappalli, Tamil Nadu, India.

### Abstract

*In the world wide organizational context, HRM is considered as decisive organizational resource that helps an organization to sustain its effectiveness and also it is critical for growth of today's organization. The world around us is changing and changing very fast. The changes are visible in multiple forms and from multiple directions. The concern for quality, customer satisfaction, competitiveness of products, cost effectiveness, rising level of customer education and expectations have all created new challenges for Indian organizations. To meet these challenges, every organization in general needs competent people and requires every employee to be technologically competent, reliable, fast efficient, customer oriented and above all, enterprising as adding value to the company. The only choice the organization is left with is to develop commitment among their employees. In today's competitive business securing organizational commitment among the employees can potentially offer dividends in performance. This article aims to develop understanding of organizational commitment among employees. It also explores key facets of commitment from theoretical perspectives. The exploration is based on defining organizational commitment, discussing its main antecedents and outcomes.*

### Author Keywords

Organizational Commitment, Demographic Variables, Psychological Variables.

### Index Keywords

Organizational resource, Customer satisfaction, Cost effectiveness, Antecedents and outcomes.

**ISSN Print:** 0976-6502

**Source Type:** Journals

**Publication Language:** English

**Abbreviated Journal Title:** IJM

**Publisher Name:** IAEME Publication

**Major Subject:** Social Sciences and Humanities

**Subject area:** Organizational Behavior and Human Resource Management

**ISSN Online:** 0976-6510

**Document Type:** Journal Article

**DOI:**

**Access Type:** Open Access

**Resource Licence:** CC BY-NC

**Subject Area classification:** Business, Management and Accounting

**Source:** SCOPEDATABASE

### Reference

### References (9)

1. Adnan Iqbal  
An Empirical Assessment of Demographic Factors, Organizational Ranks and Organizational Commitment  
  
(2010) *International Journal of Business and Management*, Volume 5, Issue 3, Page No 161-166,  
DOI: <https://doi.org/10.5539/ijbm.v5n3p16>  
Article Link: <https://www.ccsenet.org/journal/index.php/ijbm/article/view/4858>

---
2. Allen, N.J. and Meyer, J.P  
The measurement and antecedents of affective continuance and normative commitment to the organisation  
  
(1990) *Journal of Occupational Psychology*, Volume 63, Page No 1-18,

---
3. C.Murali Kumaran and Dr.M.Sivasubramanian  
A STUDY ON ORGANISATIONAL CITIZENSHIP BEHAVIOUR AND ORGANISATIONAL COMMITMENT AMONG EMPLOYEES  
  
(2013) *International Journal of Management*, Volume 4, Issue 4, Page No 103 - 110,  
Article Link: [https://www.iaeme.com/MasterAdmin/Journal\\_uploads/IJM/VOLUME\\_4\\_ISSUE\\_4/10120130404012.pdf](https://www.iaeme.com/MasterAdmin/Journal_uploads/IJM/VOLUME_4_ISSUE_4/10120130404012.pdf)

---
4. Blau, G. J  
Further exploring the meaning and measurement of career commitment  
  
(1988) *Journal of Vocational Behaviour*, Volume 32, Issue 3, Page No 284-297,  
DOI: [https://doi.org/10.1016/0001-8791\(88\)90020-6](https://doi.org/10.1016/0001-8791(88)90020-6)  
Article Link: <https://www.sciencedirect.com/science/article/abs/pii/0001879188900206>

---
5. S. Subhashini and C.S. Ramanigopal  
A THEORETICAL STUDY ON THE BASIC CONCEPTS AND DEVELOPMENTS IN ORGANIZATIONAL COMMITMENT  
  
(2014) *International Journal of Advanced Research in Management*, Volume 5, Issue 2, Page No 1- 9,  
Article Link: [https://iaeme.com/MasterAdmin/Journal\\_uploads/IJARM/VOLUME\\_5\\_ISSUE\\_2/10220140502001.pdf](https://iaeme.com/MasterAdmin/Journal_uploads/IJARM/VOLUME_5_ISSUE_2/10220140502001.pdf)

---
6. Fullagar.C & Barling  
A longitudinal test of a model of the antecedents and consequences of union loyalty  
  
(1989) *Journal of Applied psychology*, Volume 74, Issue 2, Page No 213-227,  
DOI: <https://doi.apa.org/doi/10.1037/0021-9010.74.2.213>  
Article Link: <https://doi.apa.org/doiLanding?doi=10.1037/0021-9010.74.2.213>

---
7. Meyer,J.P. and Allen, N. J  
A three - component conceptualization of organizational commitment  
  
(1991) *Human Resource Management Review*, Volume 1, Issue 1, Page No 61-98,  
DOI: [https://doi.org/10.1016/1053-4822\(91\)90011-Z](https://doi.org/10.1016/1053-4822(91)90011-Z)  
Article Link: <https://www.sciencedirect.com/science/article/abs/pii/105348229190011Z>

---
8. Morris, J.H. and Sherman, J.D  
Generalizability of organizational commitment model  
  
(1981) *Academy of Management Journal*, Volume 24, Issue 3, Page No 512-526,

---
9. O'Reilly, C. and Chatman, J  
Organizational commitment in changing organisations: an exploration  
  
(1986) *Journal of European Industrial Training*, Volume 22, Issue 6,

---

*Scope Database Link: <https://sdbindex.com/documents/00000011/00000-51530.pdf>*

*Article Link: [http://iaeme.com/MasterAdmin/Journal\\_uploads/IJM/VOLUME\\_6\\_ISSUE\\_1/10120140601040.pdf](http://iaeme.com/MasterAdmin/Journal_uploads/IJM/VOLUME_6_ISSUE_1/10120140601040.pdf)*

---

## **About Scope Database**

[What is Scope Database](#)

[Content Coverage Guide](#)

[Scope Database Blog](#)

[Content Coverage API](#)

[Scope Database App](#)

© Copyright 2021 Scope Database, All rights reserved.

## **Customer Service**

[Help](#)

[Scope Database Key Persons](#)

[Contact us](#)