



## A study on employee commitment and job performance of an organization

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**Abstract:** *Role of Employee Commitment is always been accepted as an active catalyst for improving the job performance. Committed Employees give a big contribution to organization because they perform and believe in achieving organization's goals. The aim is to study the impact of employee commitment on job performance and to know other factors which boost up the Employee Commitment overall in the IT industry. A Survey has been conducted and primary data have been collected from 65 respondents through a structured questionnaire with an Open-ended question. Correlation test was conducted to test the relationship between Employee commitment and job performance. Finally, the study proved that Employee Commitment has direct significant relationship with Job Performance.*

**Key Words:** *Employee Commitment, Job Performance.*

### 1. INTRODUCTION:

Talented and competent employees are the organization's key resource. The success and failure of any organization largely depend on these employees. And in the present scenario financial services sector today faces the same on-going challenge of retaining its competent employees as many other industries. A key aspect of the management task is to secure employee commitment to the organization. Becher defines the "Employee commitment in the best way as "Having desire to stay within the organization, identifying him or herself with the organizational goals primarily without caring financial benefits".

### 2. REVIEW OF LITERATURE:

**Sophia Su, Kevin Baird and Bill Blair (2013)** the aim of the study is to observe the level of employee organizational commitment in the public sector when compared to the commitment of private sector companies. The sample size was 500 Australian public sector companies. The survey was administered using the Dillman Tailored Design Method. The results say that public sector organizations also have increasing market competition, tighter financial budgets and closer performance monitoring and also under constant pressure to enhance their productivity and efficiency.

It reveals that employees within public sector organizations are exhibiting relatively high levels of commitment with respect to two dimensions, attachment and involvement and also the level of EOC is found to vary across management levels. The study also provides guidance to the management of Australian public sector organizations in how to enhance their employees' level of EOC.

**Bragg and Terry (2002)** they define Commitment as Two-Way Street where employer should demonstrate fairness, trust and concern for employees and employees should be loyal and committed to their employers and the organization. They also describe commitment of employees in four types - One 'want to commitment' Employees who want to work for their employer and also have willingness to take up additional responsibility. Second one is 'have to commitment' they stay in the organization for a compelling reason such as they didn't get better job than this, family issues etc. The third type is 'ought to' commitment. These are the people who stay because they feel obligated. The uncommitted make up the fourth group of workers. These are the people who are not committed to staying, who are actively looking for other employment.



They also describe Employer commitment in two types: Employers who want to be committed to their employees and employers who have to commit to their employees.

This article concludes that commitment is something which is required from both the employers and employees which helps to maintain harmonious relationship and also in uplifting the organization financially and helps the company to be successful

**3. AIM OF THE STUDY:**

Organizational Commitment is the bond that employees experience with their organization. Ensuring the continuation of committed and competent human resource is the competitive advantage of any organization. If employees do not feel engaged, they can spiral down into distrustful which could bring down their work involvement. As the company is undergoing rapid expansion and works as fully-fledged IT support and developer, as a result new branches and regions are being introduced so therefore consistent and committed employees are vital in executing the relationship with the organization. The aim of study is to know which factors motivate the employees to stay committed to their organization and how their commitment reflects on their performance.

**4. OBJECTIVES:**

- To study the Employee Commitment and job performance at IT sectors, Chennai
- To study the factors that contributes to the commitment of employees.

**5. RESEARCH METHODOLOGY:**

The methodology is the roadmap of conducting and completing any research which is to address the key research objectives. The present study is descriptive research which is used to describe the variables included in the research questionnaire and to describe the internal association among the variables.

**CORRELATION TEST 1**

To test the relationship between Employee Commitment and Job Performance.

**Null Hypothesis (H0):** There is no relationship between the Employee Commitment and Job Performance.

**Alternative Hypothesis (H1):** There is a relationship between the Employee Commitment and Job Performance.

Results Of Correlations

		Commitment	Performance
Commitment	Pearson Correlation	1	.292*
	Sig. (2-tailed)		.018
	N	65	65
Performance	Pearson Correlation	.292*	1
	Sig. (2-tailed)	.018	
	N	65	65

**INFERENCE:**

From the above table that is inferred that the probability value of the correlation is 0.018 which is less than significant value 0.05. So, we reject the Null Hypothesis (H0) and accept the Alternative Hypothesis (H1), that there is a positive relationship between the Employee Commitment and Job Performance.

**FACTORS INFLUENCING EMPLOYEE COMMITMENT**

**CORRELATION TEST 2**

To test the relationship between the Employee Commitment and Training

**Null Hypothesis (H0):** There is no relationship between the Employee Commitment and Training

**Alternative Hypothesis (H1):** There is a relationship between the Employee Commitment.



## Results Of Correlations

		Commitment	Training
Commitment	Pearson Correlation	1	.245*
	Sig. (2-tailed)		.028
	N	65	65
Training	Pearson Correlation	.239	1
	Sig. (2-tailed)	.055	
	N	65	65

### INFERENCE:

From the above table that is inferred that the probability value of the correlation is 0.055 which is more than significant value 0.05. So, we accept the Null Hypothesis (H0) and reject the Alternative Hypothesis (H1), that there is no relationship between the Employee Commitment and Training.

### CORRELATION TEST 3

To test the relationship between Employee Commitment and Role Satisfaction.

**Null Hypothesis (H0):** There is no relationship between Employee Commitment and Role satisfaction.

**Alternative Hypothesis (H1):** There is a relationship between Employee Commitment and Role satisfaction.

### Results of Correlations

		Commitment	Role Satisf.
Commitment	Pearson Correlation	1	.258*
	Sig. (2-tailed)		.038
	N	65	65
Role Satisf.	Pearson Correlation	.258*	1
	Sig. (2-tailed)	.038	
	N	65	65

### INFERENCE:

From the above table that is inferred that the probability value of the correlation is 0.38 which is less than significant value 0.05. So, we reject the Null Hypothesis (H0) and accept the Alternative Hypothesis (H1), that there is a positive relationship between the Employee Commitment and Employee's Role satisfaction.

### CORRELATION TEST 4

To test the relationship between the Employee Commitment and Job Autonomy.

**Null Hypothesis (H0):** There is no relationship between the Employee Commitment and Job Autonomy.

**Alternative Hypothesis(H1):** There is relationship between the Employee Commitment and Job Autonomy.

### Results of Correlations

		Commitment	Job Autonomy
Commitment	Pearson Correlation	1	.274*
	Sig. (2-tailed)		.027
	N	65	65
Job Autonomy	Pearson Correlation	.274*	1
	Sig. (2-tailed)	.027	
	N	65	65

### INFERENCE:

From the above table that is inferred that the probability value of the correlation is 0.27 which is less than significant value 0.05. So, we reject the Null Hypothesis (H0) and accept the Alternative Hypothesis (H1), that there is a positive relationship between the Employee Commitment and Employee's Job Autonomy.

**6. FINDINGS:**

- With the help of correlation test it was found that there is a significant relationship between Employee Commitment and Job performance.
- It was found that there is a positive relationship between Employee Commitment and Training.
- It was found that the commitment of employees increases when they have job autonomy
- It was also found that there is a positive relationship between Employee Commitment and role satisfaction. It is proved that when the employees are satisfied with their role and they are more committed towards their organization.

**7. SUGGESTIONS:**

- The Employee Engagement is the strength of the mental and emotional connection that employees feel towards their place of work. So, the organization should provide the employees with appropriate engagement activities which keep their motivation and commitment level up. In fact, highly engaged workplaces saw 41% lower absenteeism. (Forbes)
- The employees must also be provided with appropriate career advancement Opportunity which keeps them highly committed to their job and also increases the retention rate.

**8. CONCLUSION:**

Employee Commitment is a psychological bond with the organization. The study found that the job performance had direct significant impact on Employee Commitment. The employee commitment be influenced by other factors such as appropriate training and job autonomy. The level of commitment also increases with the role satisfaction of the employees. Employee commitments are not impacted by age, gender, education or type of job. In conclusion, the organization must ensure that it continues to have their employee's commitment which is a major drive for keeping contented and satisfied employees thus avoiding turnover but ensuring retention of vibrant employees. The results of this study will enhance the understanding Employee Commitment and various factors influencing it.

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