

DIMENSIONS OF ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION - AN EMPIRICAL STUDY AMONG FACULTY MEMBERS IN KANYAKUMARI DISTRICT

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Introduction

Job is not only a main source of income but also an important component of life. Work takes away a large part of each workers day and also contributes to one's social standing. Because of work's central role in personal life, satisfaction with one's job is an important component in overall well-being (smith, 2007). To-day, stress and anxiety are the pervading features of one's work-life. Majority of people all over the world experience high psychological stresses. Stress has both positive and negative job behaviour towards the individuals and the organisation. Positive job behaviour is reflected in increase in the productivity, high employee morale, better mental and physical health of the worker and good relationship between the employer and the employee. Negative job behaviour is seen in accidents, absenteeism and high labour turnover. Teaching also has its own strains and stresses. It is no more mere preparing the lessons, lecturing in the classes and evaluating the student. But, to-day teaching includes many aspects apart from the core activities, especially in higher studies. In this connection, the system for record-keeping has to be maintained by the teachers. The colleges should maintain the records-related to admission applications, admission list, attendance records, course registration records, autonomous assessment-records, final examination records, pass/fail statements, minutes of various autonomous bodies such as academic council, board of studies, senate, college examination committee, awards committee and other committees for liaison and communication with the university. Apart from this, the colleges have to go for National Academic Accreditation, ISO for academic excellence. This results in more clerical work-load for the faculties apart from their regular teaching work. These problems create more stress and ultimately affect the performance of the faculty members.

Review of Literature

Hung (2008) conducted a research on how training influences administrative staff job involvement and organizational commitment. With job involvement as an independent variable and organizational commitment as a dependent variable, a regression analysis was conducted. Job involvement had significant positive influence on organizational commitment. This finding supported the hypothesis that job involvement has positive influence on organizational commitment. It was also found that training has significant positive influence on job involvement and organizational commitment. Uygur and Kilic (2009) studied the level of organizational commitment and job involvement of the

personnel at Central Organisation, Ministry of Health, in Turkey. They found a significant and positive correlation between organizational commitment and job involvement. Swarnalatha and Suresh krishna (2012) studied job satisfaction among employees of automotive industries in India. The result of this study showed that the job satisfaction level of employees was medium and the top management leadership needed to take attention of enhancing the employee job satisfaction level. The result also showed that there was a significant relationship between employee empowerment, teamwork, employee compensation and management leadership. SivaKumar and Siddique (2012) conducted a study on job satisfaction for IT professionals in Chennai city. The sampling population of this research included 216 software professionals of IT industries in Chennai. The results have shown that IT professionals were very much dissatisfied with nature of work, contingent rewards and fringe benefits while moderately satisfied with Pay, promotion and supervision factors. Munshi (2012) did a comparative analysis of job satisfaction level of management teachers of MBA colleges in Gujarat State. He found that there was no systematic association between salary paid by the management colleges, length of service and the degree of job satisfaction of management teachers of Gujarat, whereas there was systematic association between total years of experience, age, intake capacity of students and the degree of job satisfaction of management teachers of Gujarat.

Objectives of the Study

To examine the relationship between dimensions of organizational commitment and job satisfaction.

Methodology

The study is basically an empirical one based on data gathered from the faculty members in Kanyakumari District. A sample of 560 faculty members has been chosen for the purpose of the study. The primary data was gathered using the questionnaire method administered by a prefixed schedule in person with each respondent. For this study, the researcher used a well-structured questionnaire to collect the data from the respondents. The questionnaire related to dimensions of organizational commitment and job satisfaction. The researcher used Correlation analysis to identify the factors of organizational commitment and job satisfaction. IBM SPSS 21 version was used for statistical purpose.

Relationship among Dimensions of Organizational Commitment

In this study, Organizational commitment consists of three that measure affective commitment, continuance commitment and normative commitment.

Table 1 Relationship among Dimensions of Organizational Commitment

Organizational commitment	Affective commitment	Continuance commitment	Normative commitment
Affective commitment	1.000	0.271**	0.261**
Continuance commitment		1.000	0.459**
Normative commitment			1.000

**Correlation is significant at the 0.01 level (2-tailed).

From the above table we can infer the correlation coefficient for Types of Organizational commitment. It can be concluded that affective commitment has positive and strong relation with continuance commitment (27.1%) and normative commitment (26.1%). Continuance commitment has positive and strong relation with normative commitment (45.9%).

Relationship among Dimensions of Job Satisfaction

In this study, Job Satisfaction consists of four that measure Nature of Job, Knowledge, Methodology and Advancement.

Table 2 Relationship among Dimensions of Job Satisfaction

Job Satisfaction	Nature of Job	Knowledge	Methodology	Advancement
Nature of Job	1.000	0.504**	0.326**	0.241**
Knowledge		1.000	0.381**	0.141**
Methodology			1.000	0.432**
Advancement				1.000

**Correlation is significant at the 0.01 level (2-tailed).

From the above table we can infer the correlation coefficient for Types of Job Satisfaction. It can be concluded that Nature of Job has positive and strong relation with Knowledge (50.4%), Methodology (32.6%), and Advancement (24.1%) Knowledge has positive and strong relation with Methodology (38.1%) and Advancement (14.1%). Methodology has positive and strong relation with Advancement (43.2%).

Conclusion

The organizational commitment and job satisfaction among the faculty members in Kanyakumari district found in the study area. There is a significant difference among different age groups, education. The important job satisfaction factors among the faculties

are nature of job, knowledge, methodology and advancement. The important job satisfactions among the faculties are nature of job and knowledge. The nature of job and knowledge factors are linked with job satisfaction. These are inversely related to each other. The present study concludes that job satisfaction is eventually seen among the faculties because of above said factors. If the management by to improve the above said factors for job satisfaction, the level of job satisfaction can be improved. By that the job satisfaction and work environment of the faculties can be uplifted.

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