JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT: A STUDY IN EDUCATIONAL SECTOR IN NCR REGION

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ABSTRACT

The research has been done on the employees in educational Institute in Gurgaon region. Every employee has some characteristics & Traits within their Behaviour & Personality. Some of them are committed in relation to their organization as they desire or feel attached to the organization. If employees are happy with their organization policies then they will keep on or continue for long time with their organization. Although various literature have done to study the association between organizational commitment & Job Satisfaction. No relevant literature or research found on the present context. So the Job Satisfaction & organizational commitment is sturdy contributor in any organization in India & mostly for the purpose of success every organization depends on these two factors. The result exposed that job satisfaction plays a major role in achieving a committed workforce.

Keywords:

Job Satisfaction, Job Satisfaction Factors (JSF), organizational commitment.

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1. Introduction

In every organization organizational commitment performs very vital role as employees of an organization much committed & satisfied naturally improve the productivity & perform good in the organization. Commitment to the organization is the strength of involvement with an organization.

organizational commitment is an important part of an employee's emotional situation because those employees who had knowledge of high organizational obligation or commitment are theorized to connect in behaviors such as organizational citizenship activities & high job committed that are supposed to the valuable to the organization organizational commitment can influence employees behavior & productivity of an organization.
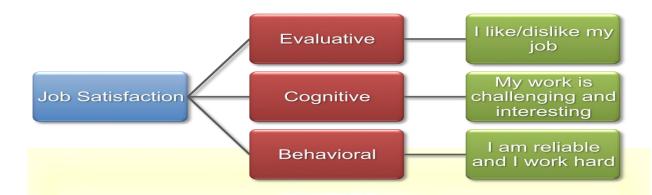
Organizational commitments have significant importance in organizational psychology. Organizational commitment is important issue to be recognizable with managerial behavior. Organizational commitment is a conviction to managerial goals & values having propensity toward major efforts shows high interest in maintaining one's relationship in organization organizational commitment is a necessary demand for effective management .organizational commitment influence employee's sentiments towards their job & workplace.

2. Job Satisfaction

It can be defined as that what is feeling of employees about difference task or part of their work in an organization & at which level of work employees & workers will be satisfied. In many organization & in social work, mostly women's are less satisfied then men. Job satisfaction also in the insight (+VE or -VE) of employees toward work or their job. If an employee carries feeling of satisfaction & obliged with his/her job then they will get high level of satisfaction & happiness. In some research or study found that employees or individual particularly obliged with their work, earnings will be more satisfied with their job .

In general job satisfaction is the strong and positive feeling towards the job of an employee. Work is a mandatory part of an employees' life & most of the time from individual's life gets spent on their place of work for doing work. So it is important to analyses determinants related to job satisfaction.

Some study suggests that job satisfaction comes into existence when a job consists skill variety, feedback, task implication, self-sufficiency.

Organizational commitment can be increased at the place of work. It recognized relationship between organizations. It recognized relationship between organizational fairness behavior & obligation & establish procedural justice is more significant to establish continuance & normative commitment & interactional fairness is most significant influence of affective commitment.

During this study, the impact of distributive justice in Organizational commitment is not relevant. Every organization should enhance the self-effectiveness of the employees which may guide to preservation or retention of the employees in an organization for a long period of time.

During conducted studied on private & public organization public sector should implement policies & values of private sector so that they can improve organization culture to raise commitment of the employees towards their organization.

In 2011, some researchers observed that relationship between Organizational commitment & motivation in different organization & have explained that professionals with emotional commitment happily or willingly contribute in organizational activity.

If the employees in an organization performed their task well in a good manner on the job, then they will be rewarded by the management of the organization .If they are not rewarded or motivated by them then it may create dissatisfaction & demotivates the employees & also motivation level of employees decrease due this reason .so that there should be proper coordination between the management & employee. So that friendly environment should be created or developed.

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It may observed that the relationship between emotional aptitude & Organizational commitment. Among employees that those employees have high emotional aptitude & Organizational commitment. Towards their workplace & organization & the employees having highly obliged towards their organization need to increase their emotional aptitude.

It is observed in the colleges & Institutions, their employees are helping their duties to their organization employees of colleges & institutions will be more obliged or committed if there is equality in provisions of rewards & its dealings with the organization.Acc. to some research reviews, business environment or culture also changing or improving with the impact of globalization & by involving with different situations in today's competitive environment.

So that job satisfaction among employees of an organization includes work cultures & Organizational commitment, described as the emotional obligation described their organization management. The situational & personal behavior factors both involve or contribute to the Organizational commitment Of an employees of an organization .there is significant +ve relationship between Organizational commitment & emotional intelligence.

In private sector employees observed that leadership quality is the only factor which can create inter departmental link among employees. Satisfied employees are more obliged in organization ,there is correlation between job satisfaction & absenteeism & job involvement.

3. Objectives

1. To develop & standardized a measure for evaluating organizational commitment & job satisfaction.
2. To evaluating the impact of job satisfaction on organizational commitment.

4. RESEARCH METHODOLOGY

The study is descriptive & empirical analysis .It is found the significant relationship between two variables. Questionnaire based on 5 Likert scale to collect data from 150 respondents. Questionnaire was given to the respondents to fill out.

Reliability tests were applied to check the reliability of the Questionnaire by croanbach alpha. Then we used regression test to find out the cause & effect relationship between two variables.

Reliability test was carried out by SPSS software & the reliability value through cronbach's alpha method was 0.806 of first Questionnaire & from second questionnaire 0.746 the value of

>0.6 indicating quality are highly reliable & can be considered for our study. From the questionnaire we are able to match the research questions posted with specific hypothesis tested. Regression is used to find out impact of one variable on another variable. As here we find out the impact of job satisfaction on organizational commitment. For this we used linear regression application in SPSS Software and we found out the values of R-square, which is 0.113. it indicates that job satisfaction contributes 11 .5% in organizational commitment of employees. We have calculated F-value in our study, which is 18.132 and it means that the model is best fitted and has high predictability B-value is found to be 0.339 which is significant t at 0% level of significance indicating that there is a positive relationship between job satisfaction and organizational commitment. In this case the hypothesis was rejected and we can say that the independent variable (job satisfaction) has significant impact on dependent variables (organizational co mmitmen t). The value of regression say that the null hypothesis is rejected and there is an impact of job satisfaction on organizational commitment.

5. Result and Discussion

Firstly, consistency of all items in the questionnaire was checked through correlation. Every item with total was measured and its value is found good. The present study has attempted to examine the impact o f job satisfaction on o organizational commitment and for that we have applied reliability tests, correlation and cronbach's alpha value, for testing reliability of items and then we found reliabity of items are highly reliable & consistency of items was also good.

This study is based on finding impact of job satisfaction & organizational commitment, for that we used Regression Analysis which indicates strong & +ve relation between job satisfaction & organizational commitment. So that null hypotheses is rejected & there is an impact of job satisfaction on organizational commitment.

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