

Organisational Commitment Of The Employees Of Therumo Penpol Pvt Ltd, Puliyarakonam

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Abstract

Organizational commitment has been reported to provide many benefits for organizations; therefore interest in this concept continues to grow day after day. Some of these benefits include; lower turnover, higher job effort and performance, increased organizational citizenship, increased attendance and productivity, increased organizational effectiveness and gaining a competitive edge. Given the benefits associated with organizational commitment, organizations must strive to investigate the factors that can increase or decrease employees' organizational commitment.

Keywords: *behavioral aspects, job commitment, job involvement and job satisfaction*

INTRODUCTION

Organizational commitment has always been a concept of interest to researchers but its importance has risen considerably as a result of the changing employment practices. This has given employees the green light to move from one organization to another and not be constrained by the feeling of remaining in one organization for an extended period of time. However, finding qualified and skilled replacements for these employees is considered a difficult task for organizations. As a result, organizational commitment has taken centre stage as a concept of absolute importance for organizations. A variety of definitions and measures for organizational commitment have been proposed over the years. In his study, he used the theory of side-bets to refer to commitment, according to this theory employees accumulate investments, either hard or soft, that motivate them to remain in their post as they would be lost if they were to leave the organization.

Organizational commitment has also been defined as “a force that binds an individual to a course of action that is of relevance to one or more targets” Experts used this term to define organizational commitment as composed of three characteristics which include: 1) a strong belief in and acceptance of the organization's goals and values 2) willingness to exert considerable effort on behalf of the organization 3) a strong desire to maintain membership in the organization. The three components are: affective commitment (the desire mind-set) which refers to the extent to which employees identify with, are emotionally attached, and are involved in the organization, continuance commitment (the perceived cost mind-set) refers to an employee's awareness of the costs associated with leaving the organization, and normative commitment (the obligation mind-set) reflects a feeling of obligation to remain in an organization, It develops as the result of a moral obligation to repay the organization for benefits.

STATEMENT OF THE PROBLEM

Job commitment is considered as a key issue by the entrepreneur where efforts are taken and programs are initiated. If an employee is not committed with the job there are chances for absenteeism, job turnover lower productivity committing of mistakes diverting energy for different types of conflicts keeping this thing in view all organizations are trying to identify the areas where satisfaction to be we improve to get out of the above dangers. In this connection this study was conducted on behalf of Terumo

Penpol Private Limited for analyzing the organizational commitment of the employees of Terumo Penpol Private Limited.

OBJECTIVES OF THE STUDY

Objective of the present study is to examine the organizational commitment of the employees of Therumo Penpoll Pvt. Ltd.

Hypothesis of the study

Hypothesis formulated to test the above objective is the organizational commitment of the employees of Therumo Penpoll Pvt. Ltd. Is above average level.

TERUMO PENPOL PVT. LTD

Terumo Penpol personifies the story of a home grown R&D initiative commercialized successfully. Practicing the concept of “Quality First” approach in manufacturing, Terumo Penpol has been serving Blood Centers across the globe for more than 25 years. Partnering with Terumo Corporation, Japan, a global leader in healthcare products, has enabled Terumo Penpol to harness the combined strengths in Technology and Manufacturing to continue redefining standards in Blood Transfusion.

METHODOLOGY

Present study is based on both secondary data and primary data. Secondary data collected from text books and journals. Primary data was collected from interviewing officials of Terumo Penpoll Private Ltd. A structured interview schedule was developed for this purpose. A total of 50 officials were selected as respondents from the population of 1500 workforce. Simple random sampling through lottery method is used for selecting sample respondents. The data collected for the study processed and analysed with the help of Excel 2010. For analysing quantitative data frequency and percentage is used. Diagrammatic representation with the help of bar charts, boxplots and pie diagram has also been attempted for giving a meaningful presentation.

RESULTS AND DISCUSSION

Organizational commitment has also been defined as “a force that binds an individual to a course of action that is of relevance to one or more targets” Experts used this term to define organizational commitment as composed of three characteristics which include: 1) a strong belief in and acceptance of the organization’s goals and values 2) willingness to exert considerable effort on behalf of the organization 3) a strong desire to maintain membership in the organization.

Information

Information can be thought of as the resolution of uncertainty; it is that which answers the question of "what an entity is" and thus defines both its essence and nature of its characteristics. The concept of information has different meanings in different contexts.

Table 1
Information

Opinion	No.	Percentage
High level	28	56
Medium level	18	36
Low level	4	8
Total	50	100

(Source: Primary data)

Above table revealed that 56 percent of respondents have high level job commitment in the disclosure of information. But 36 percent of respondents have medium level job commitment in the disclosure of information. Similarly, 8 per cent of respondents have low level job commitment in the disclosure of information.

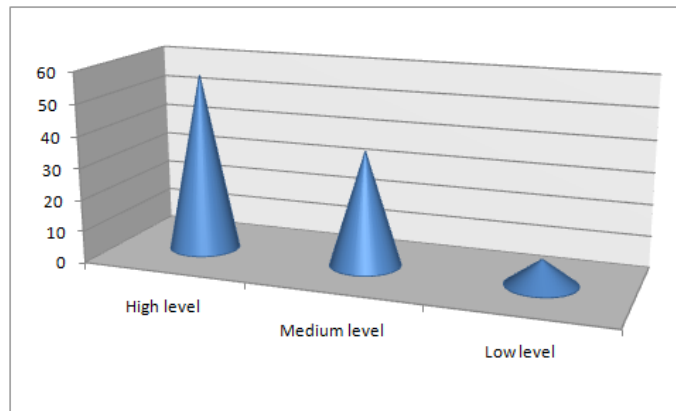


Figure 1 Information

Manipulation of supply

Market manipulation refers to artificially inflating or deflating the price of a security or otherwise influencing the behavior of the market for personal gain. Manipulation is variously called price manipulation, stock manipulation, and market manipulation.

Table 2
Manipulation of supply

Opinion	No.	Percentage
High level	37	74
Medium level	11	22
Low level	2	4
Total	50	100

(Source: Primary data)

Above table revealed that 76 percent of respondents have high level job commitment for abolishing manipulation of supply. But 22 percent of respondents have medium level job commitment for abolishing manipulation of supply. Similarly, 4 per cent of respondents have low level job commitment for abolishing manipulation of supply.

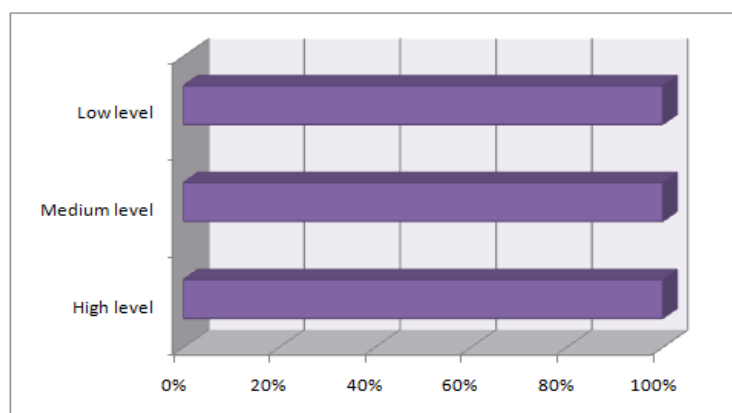


Figure 2 Manipulation of supply

Proper communication

The majority of jobs require employees to have good communication skills, so that they can express themselves in a positive and clear manner, both when speaking to people and in writing. Communication is one of the main ingredients for corporate success, but the problem is that the phrase 'good communication skills' is a term so overused that it is difficult to pinpoint what it actually means.

Table 3
Proper communication

	No.	Percentage
High level	31	62
Medium level	14	28
Low level	5	10
Total	50	100

(Source: Primary data)

Above table revealed that 62 percent of respondents have high level job commitment for maintaining proper communication. But 28 percent of respondents have medium level job commitment for maintaining proper communication. Similarly, 10 per cent of respondents have low level job commitment for maintaining proper communication.

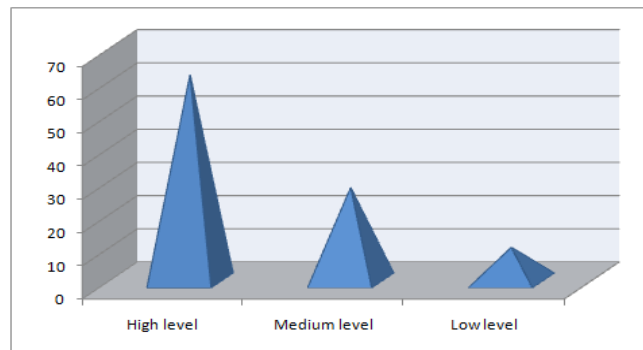


Figure 2 Proper communication

Employees grievance

An employee grievance is a concern, problem, or complaint that an employee has about their work, the workplace, or someone they work with this includes management. Something has made them feel dissatisfied, and they believe it is unfair and/or unjust on them. These are the most common examples of employee grievances.

Table 4
Employee grievance

Opinion	No.	Percentage
High level	36	72
Medium level	10	20
Low level	4	8
Total	50	100

(Source: Primary data)

Above table revealed that 72 percent of respondents have high level job commitment for settling employees grievance. But 20 percent of respondents have medium level job commitment for settling employees grievance. Similarly, 8 per cent of respondents have low level job commitment for settling employees grievance.

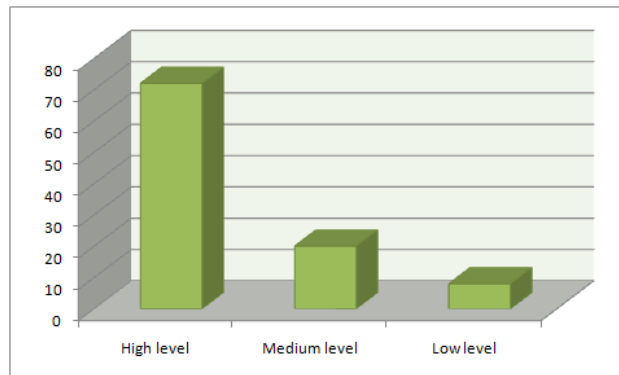


Figure 3 Employee grievance

Initiative to do work

Taking initiative means going the extra mile or going above and beyond your normal job responsibilities to make things happen. Taking initiative means the ability to see something that needs to be done and deciding to do it out of your own free will without someone else telling you to do it.

Table1
Initiative to do work

Opinion	No.	Percentage
High level	30	60
Medium level	14	28
Low level	6	12
Total	50	100

(Source: Primary data)

Above table revealed that 72 percent of respondents have high level job commitment to do work. But 28 percent of respondents have medium level job commitment to do work. Similarly, 12 per cent of respondents have low level job commitment to do work.

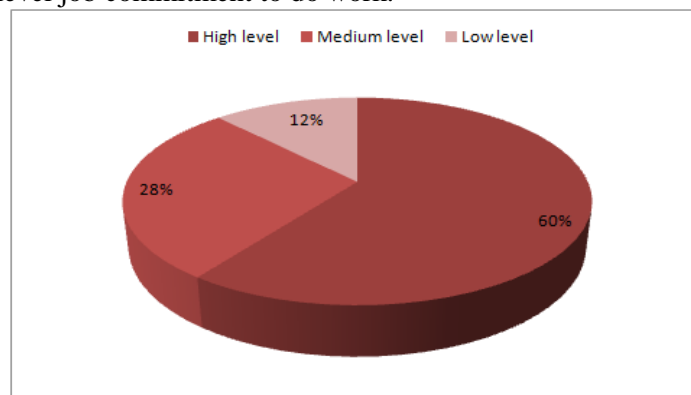


Figure 4 Initiative to do work

Impart knowledge

Knowledge is a familiarity, awareness, or understanding of someone or something, such as facts, information, descriptions, or skills, which is acquired through experience or education by perceiving, discovering, or learning. Knowledge can refer to a theoretical or practical understanding of a subject.

Table 6
Impart knowledge

Opinion	No.	Percentage
High level	28	56
Medium level	16	32
Low level	6	12
Total	50	100

(Source: Primary data)

Above table revealed that 56 percent of respondents have high level job commitment to impart knowledge. But 32 percent of respondents have medium level job commitment to impart knowledge. Similarly, 12 per cent of respondents have low level job commitment to impart knowledge.

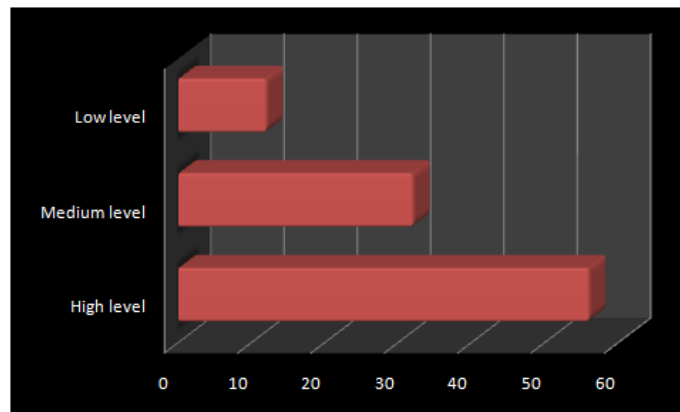


Figure 6 Impart knowledge

Total commitment of employees with Therumo Penpoll Pvt Ltd.

In this session an attempt is made to evaluate the commitment of employees with Therumo Penpoll pvt. Ltd.

Table No. 7
Mean score of commitment of employees with Therumo Penpoll pvt. Ltd.

Total status score	Mean	SD	t	Sig.
Before	2.26	0.20	98.455	0.000
After	4.19	0.29		

Source: Survey data

Table No. 7 represents the commitment of employees with Therumo Penpoll pvt. Ltd. The mean value of total commitment before joining the organisation is lesser (2.26) as compared to after joining the organisation (4.19).

Table No. 8
Descriptive statistics of total Commitment

Total Impact	
Mean	1.93
Median	2.00
Mode	2.06
Std. Deviation	0.38
Skewness	-0.76
Kurtosis	0.34

Source: Survey data

From the table it can be seen that the mean opinion score of the composite variable representing total commitment change is 1.93 and its corresponding standard deviation and mode is 0.38 and 2.06 respectively. The value of median of the score is 2.00. Skewness and Kurtosis of the distribution is -0.76 and 0.34 respectively.

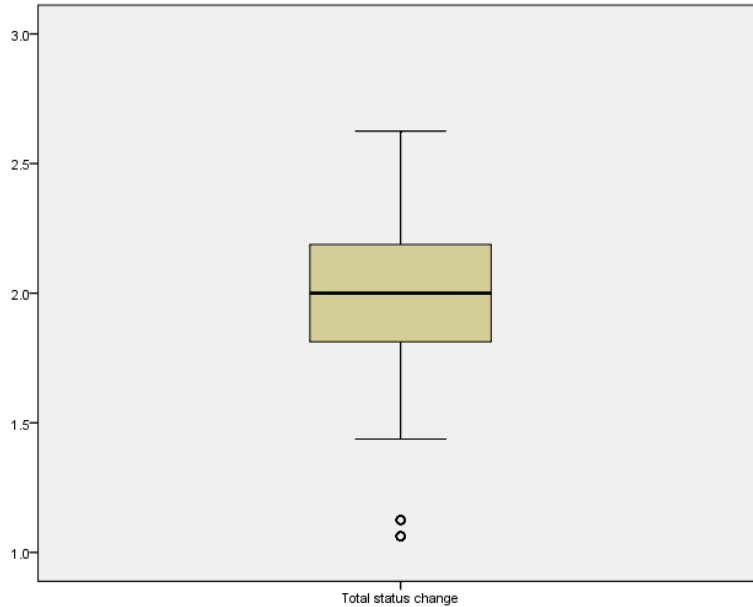


Figure No. 7 Total commitment of employees

Figure No.7 represents the boxplot of the score of the composite variables representing total commitment of the employees. From the figure it can be seen that the box plot extended from about a score of 1.3 to about 2.2, indicating that all the respondents are having the opinion that the total commitment change is below average. The lower whisker and upper whisker as well as the lower box and upper box are of almost equal length, indicating that the opinion score of employees are almost normally distributed. But the total length of the boxes is comparatively lesser than that of whiskers, it can be inferred that the opinion score of the employees have a leptokurtic distribution. Figure also shows that there is two members having relatively low score which is shown as out layers in the figure.

CONCLUSION

Job involvement is seen as means of aiding productivity and creating work situations in which individual and organizational goals are integrated. This involvement leads to enhanced satisfaction and increased productivity for the organization. Job involvement has also been reported to be a top organizational priority as fostering employee involvement can enhance an organizational effectiveness. Given that job involvement and organizational commitment are considered two factors of vital importance for organizations to function properly and survive in today's ever changing environment, this research will focus on investigating these concepts and the relationship between them. Moreover, job satisfaction is chosen as another factor to be investigated in terms of its mediating influence on the relationship between job involvement and organizational commitment as several studies have stated the importance of job satisfaction for organizational commitment and overall organizational performance.

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