

Introduction job
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Introduction

There are several factors which influence outcomes in the organization.

They range from the financial status of the organization, the business strategies applied by management as well as the environment within which the organization is operating. However it is also true that the performance of the organization is largely attributed to the ability of the employees to effectively undertake their roles. This brings up issues relating to organizational commitment. Organizational commitment can be defined as the bond which ties the employee to the organization. Ultimately, organizational commitment has a direct effect on organizational behavior (Porter, 1976, p90).

Summary of the background to the topic

The most critical areas influenced by organizational commitment among employees include the behavior and performance of the employees; attitudes and other cognitive constructs affecting job satisfaction; responsibility and finally personal traits such as age. The centrality of this issue in determining organizational outcomes has greatly boosted the concept of organizational commitment in human resource management.

This is in line with the fact that human resources management policies must be designed with the aim of ensuring that there is maximum commitment of employees (Porter, 1974, p605). This commitment is seen in terms of the loyalty and attachment employees have towards the organization. It is what gives them the will to always go the extra mile in doing that which benefits organization. At the height of it, employees have been found to fully place <https://assignbuster.com/introduction-job-dissatisfaction-tend-to-increase-meaning-that/>

the interest of the organization well ahead of their own (Niehoff, 1990, p340).

Discuss Job Turnover

One important benefit of organizational commitment is reduction in job turnover. Whenever employees feel detached from the organization, issues of job dissatisfaction tend to increase meaning that more employees are willing to leave the organization. A high employee turnover in an organization can be disastrous.

First it significantly pushes up the recruitment costs which have a direct impact financial impact on the organization. Secondly, the high turnover implies that the more investments in training new recruits will be incurred. These new employees are not only likely to take time adjusting in the system but are more likely to make mistakes in executing their tasks. In this respect then, it is crucial that organizational commitment among employees is achieved as this minimizes the job turnover and consequently reduces these inefficiencies in the organization (O'Reilly, 1986, p495).

Recommendations and conclusion

There are several policy issues for consideration towards inculcating organizational commitment among employees. First is the unrivalled fact that for employees to remain loyal and committed in an organization, they must be made to feel valued and appropriately recognized. This cuts across several issues but most important is the decision making process. When fully involved in the decision making process, they not only better understand

what is expected but also tend to own these decisions giving them the zeal to ensure that they succeed.

Again, when these decisions bear fruit a great sense of accomplishment is experienced among employees. Secondly, there should be good communication and feedback channels in the organization. Employees should always have channels which they can use in communicating their concerns as well as views to the management. This gives them confidence that they will be heard. In addition, feedback is crucial because if communicated effectively, it encourages employees to strive to achieve even better results (Perry, 1997, p190).

In conclusion, the value of organizational commitment is the hallmark of efficient service delivery by employees. In today's corporate world characterized by stiff competition, the organization with the most committed employees is likely to have better outcomes. However, it is a double win as employees who are better committed tend to be happier with their jobs resulting in a better society.

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