

THE STUDY OF RELATIONSHIP BETWEEN JOB SECURITY AND ORGANIZATIONAL COMMITMENT

Nafiseh Mosaybian¹, Morteza Jafari²

¹M.A. Student, Department of Management, Islamic Azad University, Malayer Branch, Iran

²M.A. Student, Department of Management, Islamic Azad University, Boroujerd Branch, Iran

Abstract

The aim of this research was to study the relationship between job security and organizational commitment. This study was practical due to its objectives, and was descriptive due to its methodology. The statistical society included all 1612 employees of Illiterate Education Organization among whom the researchers selected 373 persons randomly and using Kukran formula. In order to collect the data needed, the researchers used, in addition to library researches, two questionnaires. The alpha coefficient for test reliability was 0.89 for job security and 0.76 for organizational commitment. Moreover, the researchers used SPSS software and Pearson Correlation to analyse the data. Finally, the result showed that there is a significant relationship between job security and organizational commitment.

Keywords: Job Security, Organizational Commitment

Introduction

These days, human resource is one of the most important factors in the development of societies. On the whole, a country can pass the way of development when it provides the needed framework to inspire the talents hidden by means of factorial and monetary equipment. Many of scholars consider organizational commitment as a factor supporting the employee's dependency on organization. They believe that it tries to create a positive and emotional relationship between organization itself and its employees in a way that it becomes a united one. These unification and integration cause employees to adapt themselves with established norms of the organization. Moreover it leads to a kind of strong commitment from individuals to informal groups and it insures continual working procedure.

The role of these factors can result in many mental or real consequences. This leads to the fact that individual cannot adapt themselves to the current situations. Therefore, the individual might leave his/her job and search for another one somewhere else. In the modern world, future is for those managers that choose the best way to control changes. This is because of the reason that the world is changing rapidly and the important fact is not only due to machinery equipment but it is depended upon human resource at hand in order to solve the problems. Besides, the success of any organization is due to its human resources and also satisfying related needs which are depended upon job security. Job security is introduced as one of the basic needs without which, in ordinary situation, it is impossible to reach the high level of human needs.

Literature Review

Organizational Commitment: Buchanan (1974) defined commitment as a kind of emotional and prejudice-oriented linkage to the objectives of an organization. Wiener defined commitment as a collection of internal emotional pressures that would result in people to act in a way that they met the objectives and interests of their organizations. He also stated that they treat in such a way because they believed that they did the moral action. "Although, commitment as an obligation has not been able to establish itself, it has been able to, at least, be

Kuwait Chapter of Arabian Journal of Business and Management Review

Vol. 6, No.8, April 2017

equal with it by the use of continues behavioral pattern” (Nazari 2005). It is the dependency about the individual’s role in relation with objectives and values of the organization.

In two recent decades, there have been many attentions toward organizational commitment. “Like many concepts of organizational psychology, organizational commitment has been defined in many ways and scales” (Kanter 1984, pp. 499-517).

“Understanding” and proper “comprehension” play very important roles in shaping organizational commitment (Allen and Meyer 1991, pp.: 1-18). For instance, employees that believe organization supports them are willing to have emotional commitment to that organization. Besides, those who invest in an organization would have continual commitment to that organization. This is because of the reason that if they leave the organization, they feel that they are in danger. Finally, those who think that they are expected to be loyal, choose emotional commitment. Therefore, it can be concluded that “organizations should have the ability to go into employees’ hearts to make them committed to themselves” (Araabi and Kamali 2000, p. 88).

Moreover, organizational commitment has 3 other dimensions including “**emotional, continual, and obligatory**” factors (Allen and Meyer 1991, pp.: 1-18).

Emotional Commitment: It refers to emotional dependence on organization and the feeling of being identified in organization.

Continual (Logical) Commitment: It refers to the costs from leaving the organization or staying in order to use investments and capitals.

Obligatory (Normative) Commitment: It refers to the commitment and obligation of staying in the organization.

Job Security: It refers to the feeling of security or a kind of emotion in which individual’s needs and desires are met. The feeling of security is depended upon the ability of individual to save what he/she has and also the insurance about the ability of making earning in future. Besides, we can mention the “right of working until the time of retirement” (Araabi and Kamali 2000, p. 88).

On the whole, about job security there should exist a kind of hierarchical structure of need and the level of security when we are supposed to talk. In psychology there is a theory about the importance of security in human life. It has got the most important level.

Considering such issues, there have been done many researches. Wiener and his coworkers in 2007 studied the challenge and conflict between managers in global community and the relationship pattern between variety, capacity, organizational culture, good employee, job satisfaction and organizational commitment. The results indicated that by increasing the culture and the amount of payment, job satisfaction and therefore organizational commitment are increased. Moreover, there is a significant and positive relationship between organizational commitment and job security.

Research Methodology

The aim of this research was to study the relationship between job security and organizational commitment. This study was practical due to its objectives, and was descriptive due to its methodology. The statistical society included all 1612 employees of Illiterate Education Organization among whom the researchers selected 373 persons randomly and using Kukran formula. In order to collect the data needed, the researchers used, in addition to library researches, two questionnaires. The alpha coefficient for test reliability was 0.89 for job security and 0.76 for organizational commitment. Moreover, the researchers used SPSS software and Pearson Correlation to analyse the data.

Research Findings

In this research we used SPSS software version 19. There are 3 alternative hypotheses and 1 main hypothesis discussed.

The hypotheses are as following:

The First Hypothesis: The relationship between job security and continual commitment.

The null hypothesis: There is no significant relationship between job security and continual commitment.

Kuwait Chapter of Arabian Journal of Business and Management Review

Vol. 6, No.8, April 2017

The Alternative hypothesis: There is a significant relationship between job security and continual commitment.

According to table 1, the significance and correlation coefficient, the null hypothesis is rejected and the alternative hypothesis is accepted. Therefore, there is a significant relationship between job security and continual commitment.

The Second Hypothesis: The relationship between job security and emotional commitment.

The null hypothesis: There is no significant relationship between job security and emotional commitment.

The Alternative hypothesis: There is a significant relationship between job security and emotional commitment.

According to table 2, the significance and correlation coefficient, the null hypothesis is rejected and the alternative hypothesis is accepted. Therefore, there is a significant relationship between job security and emotional commitment.

The Third Hypothesis: The relationship between job security and obligatory commitment.

The null hypothesis: There is no significant relationship between job security and obligatory commitment.

The Alternative hypothesis: There is a significant relationship between job security and obligatory commitment.

According to table 3, the significance and correlation coefficient, the null hypothesis is rejected and the alternative hypothesis is accepted. Therefore, there is a significant relationship between job security and obligatory commitment.

The Main Hypothesis: The relationship between job security and organizational commitment.

The null hypothesis: There is no significant relationship between job security and organizational commitment.

The Alternative hypothesis: There is a significant relationship between job security and organizational commitment.

According to table 4, the significance and correlation coefficient, the null hypothesis is rejected and the alternative hypothesis is accepted. Therefore, there is a significant relationship between job security and organizational commitment.

Table 1

Variables	N	Mean	Deviation	Significancy
Job Security	373	83.92	9.35	0.01
Continual Commitment		12.63	3.21	

Table 2

Variables	N	Mean	Deviation	Significancy
Job Security	373	83.92	9.35	0.01
Emotional Commitment		13.44	2.42	

Table 3

Variables	N	Mean	Deviation	Significancy
Job Security	373	83.92	9.35	0.01
Obligatory Commitment		13.63	2.35	

Table 4

Variables	N	Mean	Deviation	Significancy
Job Security	373	83.92	9.35	0.01
Organizational Commitment		39.7	6.68	

Conclusion

The aim of this research was to study the relationship between job security and organizational commitment. This study was practical due to its objectives, and was descriptive due to its methodology. The statistical society included all 1612 employees of Illiterate Education Organization among whom the researchers selected 373 persons randomly and using Kukran formula. In order to collect the data needed, the researchers used, in addition to library researches, two questionnaires. Moreover, the researchers used SPSS software and Pearson Correlation to analyse the data. Finally, the result showed that there is a significant relationship between job security and organizational commitment.

References

- Allen, N. and Meyer, J. The Measurement and Antecedents of Affective Continuance and Normative Commitment to the Organization. *Journal of Occupational Psychology*. 1991.
- Buchanan, B. . Building Organizational Commitment: The Socialization of Managers in Work Organizations: *Administrative Science Quarterly*. *American Journal of Sociology*. 1974.
- Kanter, R M. Commitment and Social Organizations: A Study of Commitment Mechanisms in Utopian Communities. *American Sociological Review*, No. 33. 1984.
- Nazari, Pouya. The Study of Relationship between Organizational Commitment and Employee Participation in Decision Making. Iran: Tehran University Press. M.A. Thesis. 2005.
- Seyed Javadin, Seyed Reza; Javidan Nezhad, Hooman (2006), the effect of employees' organizational citizenship behavior on the amount of customer's loyalty, *International Conference Article of Business Management*
- Maleki, Mohammad Javad. (2011). Psychological importance of the costumer's behavior in shopping.
- Mohammadi, Esmaeil (2008). Customer-oriented and respecting the clients. Tehran, rasa cultural service institute. Fifth edition.
- Mohammadi, Esmaeil (2005). Customer-oriented and respecting the clients. Tehran, rasa cultural service institute.
- Salehe Ardestani, Abbas, & Sa'di, Mohammadreza. (2011). Consumer's behavior (internal and external factors). Tehran: Etehad-Aylar Publications.
- Shahin, Arash & teimouri, hadi. (2008). Customer's loyalty (concepts and patterns). Isfahan: jahad daneshgahi publication
- Simkin, L., Marketing is marketing maybe_ , *Marketing Intelligence & Planning*, volume 18. number 3 , pp 154-158 , (2000)