

Influence of demographic variables on organizational commitment among managers of NLC Ltd., Neyveli

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ABSTRACT

A committed employee is perceived to be one who stays with the organization through thick and thin, attends work regularly, puts in a full day (and maybe more), protects company assets and shares company goals. Viewed from an organizational perspective, having a committed workforce is highly desirable. Organizations need committed workers so that they can face the worldwide economic competition. This study is an attempt to analyse the influence of Demographic variables on organizational commitment among managers of NLC. Primary data were collected from the managers of NLC Ltd., using pre-tested questionnaire. Out of 370 questionnaires issued, 23 questionnaires were found to be improperly filled and hence those were discarded. Finally 347 questionnaires were found to be fit and hence they were considered for appropriate statistical treatment. It is concluded from the results that demographic variables influence the organizational commitment of managers of NLC Ltd.

KEY WORDS : Demographic variables, Organizational commitment

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Organizations are facing major challenges resulting in restructuring, re-engineering and downsizing. The need for the factor that predicts organizational commitment has become more critical. One of the factors that could lead to the healthy organizational climate, increased morale, motivation and productivity is organizational commitment. Organizational commitment has emerged as a promising area of research in recent time (Meyer and Allen, 1997; Adebayo, 2006). Organizations need committed workers so that they can face the worldwide economic competition. Employees are ready to quit their jobs whenever better opportunity comes. Employers are also going for downsizing.

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In this situation, the most important responsibility of the human resource department is building a living organization. Eisenberger *et al.* (1991) argue that employees may have more commitment for an organization if they believe that the organization is committed to them. This commitment on the part of the organization can be demonstrated through the level of support provided for the employees. Meyer and Herscovitch (2001) suggested that there is consensus that the binding force of commitment is experienced as a mindset (*i.e.* a frame of mind or psychological state that compels an individual toward a course of action). As stated earlier, there is less agreement about the nature of this mindset among theorists. Number of researchers stated that there is a positive influence of demographic variables on organizational commitment of employees. This study is an attempt to analyse the influence of demographic variables *viz.*, age, gender, education, years of experience, position, marital status, number of dependants, family type and spouse employment on organizational commitment among managers of NLC.