

ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION; AN EMPIRICAL STUDY WITH SPECIAL REFERENCE TO THE TEACHING STAFF OF THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

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ABSTRACT

Study Objectives

The purpose of this study is to examine the impact of Job Satisfaction (JS) on Organizational Commitment and vice versa among the teaching staff at The Maharaja Sayajirao University of Baroda, Vadodara, Gujarat, India. Organizational Commitment (OC) is highly related with the performance and motivation of the employees of any organization and motivation and performance is totally depends on the satisfaction level of the employee. The study designed to explore that what point teaching staff is committed to their work, universities and satisfied with diverse aspects to their job. The study will be beneficial for Administrator and policy makers of The Maharaja Sayajirao University of Baroda in particular and Ministry of Higher Education, Government of Gujarat in General to take necessary steps for the improvement of organizational commitment.

Research Design/Methodology

A descriptive research design has been used to carry out the study due to the nature of the data and its analysis. A survey has been conducted with the help of close ended structured questionnaire among the teaching staff in the selected department of The Commerce Faculty at The Maharaja Sayajirao University of Baroda. Questionnaire was distributed among all the teaching staff of the commerce faculty at The Maharaja Sayajirao University of Baroda. Total 56 questionnaires have been collected from the faculty members out of which 6 questionnaires was incomplete hence not included in the study. Finally 50 respondents considered as final sample size for this study. IBM SPSS version 20 was used for data analysis.

Findings

The finding of the study demonstrates that satisfaction and designation of teaching staff have direct relationship while organizational commitment has inverse relationship with designation. The finding of the study also highlight that the organizational commitment and satisfaction of an employee has inverse relationship which seems to be dangerous for the development of organization.

Research Limitations/Implications

The study is limited to the teaching staff of selected department at The Maharaja Sayajirao University of Baroda. Self-Designed Scales and measure will be used to measure job satisfaction and organizational commitment. Findings of the study will be limited to the teaching staff of The Maharaja Sayajirao University of Baroda only due to the coverage and scope of the study.

KEYWORDS: *Organization, Commitment, Job-Satisfaction, Maharaja Sayajirao University of Baroda, Teaching Staff, Performance, Motivation, Employee*

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