

Print-ISSN-2320-5504

E-ISSN-2347-4793



Asia Pacific Journal of Research

A peer reviewed international Journal

IMPACT FACTOR : 6.58

Print -ISSN -2320 - 5504
Online-E-ISSN - 2347 - 4793

Vol:4. Special Issue XII, January 2020

Monthly Journal with Impact Factor: 6.58

Published By: Asia Pacific Publishing, Bangalore, India

S.No	TITLE AND AUTHORS	Pp
1	NEW GUIDE POLE OF INSURANCE – INSURETECH <i>Dr. C. K. Hebbar & Meenakshi Acharya</i>	330-332
2	CONTEMPORARY INDIAN HIGHER EDUCATION SYSTEM: ISSUES AND CHALLENGES <i>Dr. Ravindra R. Kaikini</i>	333-339
3	SME SECTOR IN INDIA: A STUDY <i>N. Nithyananda & Subramanya A.</i>	340-342
4	MANAGEMENT OF PUBLIC SECTOR UNDERTAKINGS IN THE POST LIBERALISATION ERA <i>Mr. Laxminarayana Karanth</i>	343-345
5	E-LEARNING FOR CORPORATE TRAININGS: PURPOSES, KEY DRIVERS AND BARRIERS <i>Dr. Raghu Naika</i>	349-351
6	DEMONETIZATION AND ITS IMPACT ON SMALL SCALE TRADERS: A STUDY WITH SPECIAL REFERENCE TO THANE REGION <i>Dr. Sridhara Shetty & Sandesha Shetty</i>	352-355
7	STUDY ON PERCEPTION AND ATTITUDE TOWARDS GREEN PURCHASE <i>Dr. Vani R. Ballal & Ramya V</i>	356-360
8	A STRUCTURAL EVALUATION ON LIFE INSURANCE INDUSTRY IN INDIA <i>Dr. Lakshmanan M. P</i>	361-369
9	A STUDY ON IMPACT OF TELEVISION ADVERTISEMENT ON GROWING CHILDREN'S <i>REKHA KM & RADHA T</i>	370-372
10	A STUDY ON AWARENESS AND BEHAVIOURAL PATTERN OF TEACHING FACULTIES TOWARDS INVESTMENT IN MUTUAL FUNDS – WITH SPECIAL REFERENCE TO MUMBAI REGION <i>DR. SRIDHARA SHETTY & MS. SAHANA RAVIPRASAD</i>	373-376
11	A STUDY ON GOVERNMENT SUPPORT FOR PROMOTING WOMEN ENTREPRENEURS IN KERALA <i>Dr. Pradeep Kumar. N</i>	377-382
12	FINANCIAL LITERACY AMONG STUDENTS IN NSS COLLEGE NEMMARA WITH SPECIFIC REFERENCE TO BANKING AND INSURANCE <i>Pradeesh K & Chaithanya R</i>	383-386
13	IMPACT OF E-COMMERCE ON COMMERCE IN INDIA-AN OVERVIEW <i>Dr. Sridhara Shetty & Steffi Salve</i>	387-392
14	CUSTOMER EVALUATION ON SELECTED E-SERVICES OF LIC INDIA AMONG TEACHERS IN GOVT COLLEGE CHITTUR <i>Dr. Lakshmanan MP & Umamaheswari R</i>	393-396
15	THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN BANKING SECTOR: A STUDY WITH SPECIAL REFERENCE TO SELECTED PUBLIC SECTOR BANKS IN KANNADA <i>Smt. Harshitha, Mr. Ranjith M & Ms. Sushmitha</i>	397-404
16	IMPACT OF ORGANISATIONAL CULTURE ON ORGANISATIONAL COMMITMENT: A STUDY OF HIGHER EDUCATION SECTOR IN MUMBAI <i>Nidhi Chandorkar & Dr. Sridhara Shetty</i>	405-408



IMPACT OF ORGANISATIONAL CULTURE ON ORGANISATIONAL COMMITMENT: A STUDY OF HIGHER EDUCATION SECTOR IN MUMBAI

Nidhi Chandorkar

Assistant Professor,

Bunts Sangha's S.M. Shetty College of Science, Commerce and Management Studies,

Powai, Mumbai - 400076

&

Dr. Sridhara Shetty

Principal,

Bunts Sangha's S.M. Shetty College of Science, Commerce and Management Studies,

Powai, Mumbai - 400076

ABSTRACT

Organisational Commitment is the psychological attachment of an employee towards the organisation, its vision and values. It is one of the key determinants for gauging an employee's willingness to continue with the organisation. The attrition in higher education sector may lead to loss of valuable teachers and can directly influence the learning environment of the learners (students).

This study is conducted to identify the relationship between the teachers' attitude towards their organisational culture and their commitment level. The culture of an organisation is the norms, policies and code of conduct which depend on the values and philosophy of the management of the organisation. The study conducted is based on the Three Component Model (John Meyer and Natalie Allen, 1990) of organisational commitment. The earlier studies state that, out of the three components, the Affective commitment has more powerful impact on employee's overall attachment with the organisation as compared to other two components (Continuance and Normative Components).

The current study shows that the positive attitude of the employee towards organisational culture enhances the affective and continuance components of organisational commitment, but does not have a significant effect on its Normative Component. The study also covers the impact of factors like employees' age and years spent in the organisation on the attitude towards its culture.

Keywords: Organisational Culture, Organisational Commitment, Attrition, Affective Commitment, Continuance Commitment, Normative Commitment

Introduction

Commitment is a psychological attachment which acts as a driving force towards certain goal or course of action. Organisational Commitment is a psychological factor influenced by both individual and organisational determinants which indicate degree to which an employee is attached to the organisation. Organisational Commitment (OC) has got influence on factors like employee satisfaction, performance, engagement and involvement in the job, willingness to leave the organisation etc.

Teaching is a passion driven profession. The teachers are one of the most important factors which influence the efficiency and effectiveness of teaching-learning process within educational institutions. Commitment of the teachers towards their institutions has a huge impact on their involvement in all-round development of the students, innovation and willingness to continue in the same organisation. There are many factors which have influence on the commitment level of the teachers towards their institution, both individual and institutional. Some of the individual factors are mismatch between job-demand and potential of satisfy it, perceived value of their contribution by self and others etc. there are multiple institutional factors like strategies, quality of leadership, trust in the system, conducive culture, compensation system, performance appraisal systems, communication, opportunities for development etc.