Examining Employee Commitment and its Influence on Organisational Performance

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Abstract
Employee dedication increases the organization's efficiency and output. Employees that are more concern about their jobs go extremely above the organizational objectives. The employees are more concern about their organisation for uplifting their job security. Employees who mare more committed show a good communication skill, good leadership qualities, and work for the wellbeing of each other's progress. This brings a culture of team work and motivates each other and rise beneficial for the organisation, thus brings their own job satisfaction. Therefore, in addition to improving human well-being, a great work environment also helps the business succeed by attracting top talent and reducing turnover rates. Moreover, consumer satisfaction and the loyalty are also connected with the employee devotion.
Keywords: Employee Commitment, Organizational Performance, Sustainability, Efficiency

Introduction of the Study

An essential part of connecting workplace dynamics is focusing at employee commitment and how it affects the success of the organisation. The involment, commitment and loyalty of each employee give an idea how the employees are connected with the organisation. According to the research, higher employee engagement results in better organizational performance in terms of productivity, employee retention, profitability, and consumer satisfaction. In number of ways employee commitment can encourage by the employers and offer professional growth of the employees. The employers can encourage by providing chances for professional growth, cultivating a positive workplace culture, by giving a competitive pay and perquisites and above all, making sure that employees are involved in decision-making and have effective and proper communication. Organizations can create strategies to improve employee engagement and business outcomes by comprehending the relationship between employee commitment and organizational success.

Employee commitment is meant where employees are engaged more, loyal and committed towards the organisation and holds with them the values and goals of the firm. It makes the employees to

invest their more time in the organizational activities, their energy and effort to the compelling tasks given by the organizations, for the benefit and achievement of the goals of the organization. It is very crucial to examine the employee commitment as it directly affects many facets of the performance of the organisation. This usually leads to the faster completion of the given tasks, leads to the production of the high quality products and positive performances.

Significance of Study

Examining employee commitment and its influence on organizational performance is important for several reasons. Committed employees are engaged, more likely to be motivated and productive, which positively impacts on the overall performance of the organization. Understanding the factors that influence employee commitment can help employers create strategies to enhance commitment levels, leading to increased retention and reduced turnover costs. The organisational reputation can increase through high level of commitment towards positive work culture, which attracts top talents to be with the organisation. Finally, studying this topic may allow organizations to identify areas for implement and improvement to enhance employee commitment, which in turn result in driving long-term success and sustainability.

Statement of the Problem

1. How can we support and help employees feel valued and satisfied both personally and professionally.
2. How can we monitor and measure progress to track employee commitment levels?
3. In what ways we can implement reward and recognition programs to appreciate employees?

Objectives

1. To understand the level of commitment of employees toward the organisation
2. To understand the factors that contributes to employee commitment within an organization.
3. To explore the relationship between organisational performance and employee commitment.

Scope of Study

Research examining commitment of employee and its influence on performance of organisation typically encompasses various aspects, including the measurement of employee commitment through surveys or interviews, analysis of organizational performance metrics such as productivity, profitability, and employee turnover rates, and exploration of the relationship between the two variables using statistical methods. This research often delves into factors influencing employee commitment, such as leadership style, organizational culture, job satisfaction, and perceived organizational support. The findings from such studies can provide valuable insights to equip their activities through the employees of the firm of employee commitment.

Methodology

The data collected for the study is the questionnaire from 51 respondents in the Ernakulam district, Kakkanad area. The convenience sampling technique is adopted for the data collection. The tools analyzed for the study is simple percentage analysis

Literature Review

Muhammad Aqib Shafiq, Asghar Hayat, Hassan Ali, Salman Mehmood (2022), in the study mentions numerous ways in academia, ranging from a requirement, corporate social responsibility is one of the key element which brings employee satisfaction and level of achievement. Over 500 Corporate Social Responsibility firms were taken for the study.

M. Megawati, Aminuddin Hamdat, Nur Aida (2022), a leadership style is best when the other employees and subordinates accept then and communicated the matter in a proper way to the subordinates. There should be a cordial relationship between the employees and the leader. Leaders should take ideas from the subordinates and patience should be made to hear them. Companies should motivate employees through gifts and bonus.

Andrijana Rogošić C Ivana Perica (2022), in their study they focused on accounting ethics rather than employee commitment. Some accountants have morale of code of conduct but some don't follow the morale. The study more focused on the direct and indirect relationship between the accounting applications and the code of the conduct.

Keheng Xiang, jieliu, Guanghui Qiao, Fan Gao, Huanzhou Zhang (2022), this study introduces the stress management through physiological, behavioural reactions and psychological problems in the physiological reactions. The stress management of the employees are more focused on the study. Reducing the stress, the employee's productivity and the effectively will be more in working.

Darius N. Ikyanyon, Issac A. Agber (2020), in this study examined the organisational performance on employee commitment. The study was made from the 248 employees from a Nigerian cement manufacturing company. There is a significant positive effect on performance on organizational performance through continuance commitment of employees.

Analysis

How satisfied are you with your current job and the organisation as whole

	No. of Respondents	Percentage
Very dissatisfied	10	19.6
Dissatisfied	6	11.7
Neutral	17	33.3
Satisfied	13	25.4
Very dissatisfied	5	10

The survey aimed to assess employee satisfaction with their current roles within the organization. Results indicate a diverse range of sentiments among respondents. While a significant portion remained neutral (33.3%), notable percentages expressed varying degrees of satisfaction. Dissatisfaction levels were low, with 19.6% reporting being very dissatisfied and 11.7% dissatisfied. On the positive end, 25.4% expressed satisfaction with their roles, with 10% reporting being very satisfied.

2. How often do you think about leaving your job or seeking employment elsewhere?

	No. of Respondents	Percentage
Frequently	10	19.6
Occasionally	9	17.6
Rarely	17	34.5
Never	11	21.5
Not interested to answer	4	7.7

The survey aimed to gauge how often employees contemplate leaving their current job to seek employment elsewhere. Findings revealed that 19.6% of respondents frequently entertain thoughts of seeking alternative employment, while 17.6% do so occasionally. A majority, constituting 34.5%, rarely contemplate leaving their current position.

3. To what extent do you feel a sense of loyalty and belongingness to the organisation

	No. of Respondents	Percentage
Not at all	6	11.7
Very little	2	4
Moderate	24	47
High	17	33.3
Very high	2	4

The survey revealed varying degrees of employee loyalty and sense of belonging to the organization. While 11.7% reported feeling no connection at all, a much lower portion (4%) expressed experiencing very little attachment. A significant portion (47%) rated their sense of loyalty and belonging as moderate. However, a notable proportion (33.3%) 1indicated a high level of connection, while 4%reported feeling a very high sense of loyalty and belonging.

Findings of the Study
1. It can be seen from the report that 11.8 % of the employees are not committed at all. 23.5% of them are slightly committed and 27.5 off the employees are moderately committed. Majority of the employees that is 31.4% of the employees has been said that they are very committed towards the organisation and only 5.9% of the minorities are extremely committed to the organisation. Organisation should ensure that employees are fully committed to their work and towards the goals of the organisation.
2. The survey on employee attitudes towards exceeding role requirements reveals a mixed landscape of responses. While a notable percentage express skepticism, with 11.8% deeming it "very unlikely" and 13.7% labeling it "unlikely," the majority of respondents, accounting for 39.2%, adopt a neutral stance. Interestingly, a significant portion, comprising 35.3% of respondents, show a willingness to go beyond their job descriptions for the benefit of the organization. This diversity in responses underscores the complexity
3. Of factors influencing employee behavior, with organizational culture likely playing a significant role. Understanding these attitudes is pivotal for fostering engagement and productivity within the organization. Further research to delve into the drivers and barriers behind these attitudes could provide valuable insights for organizational strategies aimed at enhancing employee commitment and performance.
4. Employee satisfaction with their current positions within the company was the goal of the study. The findings show that respondents' opinions varied widely. Although a sizable percentage stayed neutral (33.3%), noteworthy percentages showed differing levels of pleasure. With 19.6% expressing extreme dissatisfaction and 11.7% expressing dissatisfaction, the levels of dissatisfaction were modest. Positively, 10% of respondents said they were extremely satisfied with their roles, while 25.4% said they were satisfied with their roles.
5. The aim of the study was to find how frequently workers consider quitting their current position in order to look for work elsewhere. The results showed that 17.6% of respondents occasionally consider looking for other work, while 19.6% do so regularly. The majority- 34.5%, hardly ever considers quitting their current job.
6. The survey revealed varying degrees of employee loyalty and sense of belonging to the organization. While 11.7% reported feeling no connection at all, a much lower portion (4%) expressed experiencing very little attachment. A significant portion (47%) rated their sense of

loyalty and belonging as moderate. However, a notable proportion (33.3%) 1indicated a high level of connection, while 4%reported feeling a very high sense of loyalty and belonging.

7. Based on the responses, approximately 17.6% of employees feel that their work completely matches the organization's values, while 27.5% feel that it mostly aligns with the organization's values. Additionally, 25.5% of employees believe their work somewhat matches the organization's values, while 19.6% feel that it does not match much, and 9.8% believe it does not match at all. These percentages indicate that there is a range of perceptions among employees regarding the alignment of their work with the organization's values. While a significant portion feels some level of alignment, there are also notable proportions that perceive less alignment. This highlights the importance of further assessing and communicating the organization's values to ensure a stronger alignment between employees' work and organizational values.

Suggestions of the Study

1. Firms should implement a number of tactics to improve and increase employee engagement and to increase organisational performance. Firstly, the firm should communicate the organizational objectives and goals to the employees. Secondly, a two way proper communication system is needed and takes feedbacks in proper and effectively way.
2. Reward and recognition programs, opportunities for the growth of career, proper training and guidance, can be implemented in the organisation.
3. Flexible schedules and wellness initiatives, encourage work life balances can raise job satisfaction.
4. Team-building exercises and fostering an inclusive culture that celebrates diversity can raise job satisfaction.
5. Managers are better able to inspire and assist their staff when they invest in leadership development.
6. Employee liberty in decision-making and encouragement of innovation fosters creativity and ownership.
7. The bond between the employees and the organisation can strengthen by implementing the corporate organisational programmes.

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