

THE RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS & COMMITMENT OF EMPLOYEES IN SYRIAN PRIVATE UNIVERSITY (Field Study)

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Abstract

- This research aims to identify the relationship between some organizational factors affecting organizational commitment in Syrian Private University, which represented by the following elements: Work nature, wages and compensations system, university culture, promotion system, social security system. To achieve the study aims, the researcher adopted a descriptive method to present the research factors and extract results. A random sample of (180 unit) has been chosen, which represent 45.7% of the research society. A Questionnaire has been designed to measure the independent organizational variables. Alan and Meyer index and its adjustment as well has been chosen to measure organizational commitment along with other appropriate statistical tools. This research found out the following results:
- Staff university commitment is below the average. while the average of independent organizational variables (work nature, wages and compensations system, university culture, promotion system, social security system), have recorded weak average. Also, the statistical tests shows the followings:
- There is positive significant relationship between work nature and staff commitment; its relatively weak relationship.
- There is positive significant relationship between wages and compensations system and staff commitment; its relatively weak relationship.
- There is positive significant relationship between university culture and staff commitment; its relatively average relationship.
- There is positive significant relationship between, promotion system and staff commitment; its relatively weak relationship.
- There is positive significant relationship between social security system and staff

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commitment; its relatively weak relationship.

-There are significant differences in staff commitment in accordance with demographic characteristics (Age, gender, education level, job level, years of work ,place of work.

In the light of research results, some recommendations were provided as following: stability of staff at their managerial positions, to accurately consider academic major of lecturer and teaching team, to apply effective wages and compensation systems which take into consideration current circumstances in Syria. As well, a reasonable and fair promotion system should be applied. Private Syrian University have to establish strong work-related culture, and support social security system such as: Life insurance, Unemployment Insurance, which have positive effects on staff commitment.

Key words: Organizational commitment-Organizational Factors