ORGANIZATIONAL COMMITMENT OF PRIVATE SCHOOL TEACHERS IN TENKASI DISTRICT

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Abstract
Organizational commitment is a view of employees' psychological attachment towards the organization. It determines how long the employees will stay in an organization. In educational institutions, highly committed teachers are precious resources. This study aims to analyze the organizational commitment of private school teachers. For this study, 260 teachers were randomly selected from private schools in Tenkasi district. Descriptive statistics are used toanalyze the dimensions of organizational commitment. The majority of the respondents are having a low level of commitment towards their work. The institutions should take the necessary actions to improve the emotional attachment of teachers towards their organization.
Keywords- organization, commitment, teachers, school

Introduction
Organizational commitment is defined as a psychological state that characteristics the employees' relationship with the organization. According to Mayer and Allen (1991), there are three types of organizational commitment namely, Affective Commitment, Continuance Commitment, and Normative Commitment. Affective commitment is defined as the employees' positive emotional attachment to the organization, Continuance commitment is the need component or the gains versus losses of the work in the organization and Normative commitment is the individual commits to and remains within an organization because of feelings of obligation. Organizational commitment helps the organization to achieve its goals through better performance. Educational institutions can attain their goals through committed teachers. Since the teachers are playing a pivotal role to achieve the success of the institutions, theorganization must take steps to create commitment among them.

Research objectives
- ❖ To know the socio-demographic profile of private school teachers.
- ❖ To know the level of organizational commitment of private school teachers.
- ❖ To suggest ways to improve organizational commitment among private school teachers.

Research design

The sampling method adopted for this research is a simple random sampling method. 260 samples of school teachers working in private schools in Tenkasi District were taken for this study.Statistical tools used for the analysis are Descriptive statistics.

Analysis

Demographic profile of the respondents

Particulars	No. of. Respondents	Per cent
Gender		
Male	102	39.23
Female	158	60.77
Total	260	100
Age		
Below-30	73	28.1
31-40	131	50.38
Above -40	56	21.52
Total	260	100
Marital status		
Married	174	66.93
Unmarried	86	33.07
Total	260	100
Year of Experience		
Below - 5	82	31.5
6- 10	60	23.1
11-15	72	27.7
Above -15	46	17.7
Total	260	100
Salary		
Below 10,000	43	16.5
10,001-15,000	82	31.5
15,001-20,000	71	27.4
Above-20,000	64	24.6
Total	260	100

From the table it is inferred that 60.77 per cent of the respondents are female,50.38 per cent of respondents are under the age group of 31-40,66.93 per cent of respondents are married, 31.5 per cent of respondents havebelow 5 years of experience, 31.5 per cent of respondents are getting a salary of 10,001-15,000.

Level of Organizational Commitment

It is found from the above table that, 50.38 per cent of teachers have a low level of organizational commitment, 28.1 per cent of teachers have a medium level of commitment and 21.52 per cent of teachers have a high level of commitment.

Descriptive Statistics for Organizational Commitment

Variables	Mean	Std. Deviation	Variance
Affective Commitment			
I am committed to this institution because I have more chances for growth.	3.89	1.130	1.278

Organizational Commitment	Frequency	Per cent	
Low	131	50.38	
Medium	73	28.1	
High	56	21.52	
Total	**260**	**100**	
Low level (Mean - SD) <44			
High level (Mean + SD) >64			
Medium level 44 to 64			

Variables	Mean	Std. Deviation	Variance
I fully identify with the institution's goals and values.	4.06	0.675	0.456
I would like to recommend this institution to others to work.	3.59	1.474	2.173
I am emotionally attached to this institution.	3.13	1.381	1.908
I never want to leave this institution.	4.02	1.089	1.185
Continuance Commitment			
I am committed to this institution because I have more chances for growth.	3.07	1.270	1.613
Leaving this institution would lead to financial disruption.	3.73	1.290	1.665
Institution policies are very good which I might not get in any other organization.	3.72	1.049	1.100
I have a very good relationship with my colleagues, which is not possible for me at another workplace.	3.79	1.088	1.184
If I get any other good opportunity then I would leave this institution.	3.90	0.860	0.739
Normative Commitment			
I get full management support in difficult situations, emotional as well as financial.	4.00	0.922	0.849
I would not leave my institution right now because I have a sense of obligation.	3.45	1.126	1.268
This institution deserves my loyalty.	3.50	1.323	1.749
Skipping from one institution to another seems to be unethical to me.	3.80	1.100	1.211
I believe that a person must always be loyal to his/her institution.	3.00	1.611	2.595

From the above table, based on the mean score in the Affective Commitment statement "I fully identify with the institution's goals and values" has a high mean value of 4.06 followed by "I never want to leave this institution" (4.02), I am committed to this institution because I have more chances of growth (3.89), I would like to recommend this institution to others to work (3.59), and I am emotionally attached to this institution (3.13). In Continuance Commitment "If I get any other good opportunity then I would leave this institution." have a high mean value of (3.90), "I have a very good relationship with my colleagues, which is not possible for me at another workplace" (3.79), "Leaving this institution would lead to financial disruption." (3.73), "Institution policies are very good which I might not get in any other organization." (3.72), and "I am committed to this institution because I

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have more chances of growth." (3.07). In Normative commitment "I get full management support in difficult situations, emotional as well as financial" has a high mean value of (4.00), "Skipping from one institution to another seems to be unethical to me" (3.80), "This institution deserves my loyalty" (3.50). "I would not leave my institution right now because I have a sense of obligation" (3.45) and "I believe that a person must always be loyal to his /her institution" (3.00).

Suggestion

The above results indicated that the majority of the respondents are having a low level of commitment towards their work. I am emotionally attached to this institution, I am committed to this institution because I have more chances for growth, and I believe that a person must always be loyal to his/her institution has a low mean score value.So, the institutions should take the necessary actions to improve the emotional attachment of teachers towards their organization and should make opportunities for their career growth. The institutions should provide a fair salary to private school teachers which improves the teacher's dedication and loyalty towards their organization.

Conclusion

From the findings of the study, it is concluded that, if the teachers are not committed to their job, they may experience a loss of motivation and interest in their profession. Teachers with a strong commitment to work can lead opportunities for growth in their carrier. The private schools should take initiatives towards organizational commitmentfor improving the quality of education.

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