

Organizational Climate And Commitment

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Abstract: The Current study investigated the impact of two perceptions of climate (ethical and collaborative) on organizational commitment in Gachsaran Gas Company. 104 employees selected randomly. Regression analysis used to determine if the relationship is significant. Data analysis showed that ethical and collaborative climate both have a significant impact on the commitment.

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Introduction:

According to Eisenberger and friends (1986) the employees' perceived organizational support refers to organization care for the employees welfare as well as valuing their participation.

Blau (1964) discussed the relationship between organization and its employees according to the framework of social exchange theory. He suggested that when organizations rely on the employees and value them, a kind of obligatory feeling grows in them.

So they feel that they must compensate the organization services; therefore, they work hard regarding the organization's goals.

When employees feel to be valuable and respected, their team work enhances and they are led with respect to efficacy of processes, better organizational function, and more commitment to the organization (Rhoades and Eisenberger, 2002).

According to above conceptions, it can be concluded that a collaboration climate and also ethical climate in which the staff respecting the colleagues and their rights will enforce commitment in the organization.

With attention to the fact that today's organizations are attempting to receive the productivity in the best way as possible, it is necessary for the managers to have a better understanding of what motivates and reinforces good behaviors of the employees. One of the most abrupt behavioral outcomes for every organization is organizational commitment. The large volume of absence in work, breaking organizational rules, and in briefs many of organizational defects, all shows that the organizational commitment is very important for any organization. For this, in the last decades a large volume of studies have been devoted

for the assessment of organizational commitment. Organizational commitment is a mental state, linking the individual to the organization (Allen and Mayer, 1990). In the researches, the most notable organizational variables that predict organizational commitment are attachment styles (Bolbi, 1969), locus of control (1996) and other organizational factors but the impact of organizational climate variables specially ethical and collaborative climate have devoted a rare investigation.

In brief, organizations for reinforcing desirable behavioral and attitudinal outcomes in the employees, offer many choices and one of these choices is providing a climate for collaboration and creating an ethical climate in the organization. These choices show the degree of the commitment from the organization towards the employees. Based on the above statements the current project aimed at determining the level of the impact of organizational ethical and collaborative climate (as the commitment of the organization) on the organizational commitment (as the commitment of the staff).

So, the main question of the current research is: how is the impact of organizational ethical and collaborative climate on the organizational commitment in Gachsaran Gas Company?

So the following hypotheses were proposed:

- 1- Organizational Climate has a positive impact on the employees' commitment in Gachsaran Gas Company
 - 1-1 Organizational Ethical Climate has a positive impact on the employees' commitment in Gachsaran Gas Company
 - 1-2 Organizational Collaborative climate has a positive impact on the employees'

commitment in Gachsaran Gas Company

Methodology:

The current research is from the casual research in the category of correlation researches. The sample is consisted of 104 employees from different branches of Gachsaran Gas Company . selected using categorical random sampling method applying Krejcie and Morgan (1970) table. For measuring the reliability of the instruments used for the study, Cronbach alpha calculated and gained 0.66, 0.70, 0.71 and 0.79 respectively for organizational climate, organizational collaborative climate, organizational ethical climate and organizational commitment.

Data analysis performed using SPSS software version 15.0 using correlation and regression analysis.

Results:

The main hypothesis: Organizational Climate has a positive impact on the employees' commitment in Gachsaran Gas Company. For testing this hypothesis, the simple regression employed. The results are appeared in Table1.

Table 1- Regression coefficients for organizational climate and organizational commitment

As we can see in the above table, the F=119.32 and P=0.001, so the level of p is lower than alpha level (0.05). Therefore it should be concluded that the organizational climate has a significant influence on organizational commitment. As beta level is +0.53 so this impact is positive.

Hypothesis 1-1: Organizational Ethical Climate has a positive impact on the employees' commitment in Gachsaran Gas Company .. For testing this hypothesis, the simple regression employed. The results are appeared in Table2.

Table 2- Regression coefficients for organizational climate and organizational commitment

As we can see in the above table, the F=97.12 and P=0.001, so the level of p is lower than alpha level (0.05). Therefore it should be concluded that the organizational ethical climate has a significant influence on organizational commitment. As beta level is +0.49 so this impact is positive.

Hypothesis 1-2: Organizational collaborative climate has a positive impact on the employees' commitment in Gachsaran Gas Company .. For testing this hypothesis, the simple regression employed. The results are appeared in Table3.

Table 3- Regression coefficients for organizational climate and organizational commitment.

As we can see in the above table, the F=66.07 and P=0.001, so the level of p is lower than alpha level (0.05). Therefore it should be concluded that the organizational collaborative climate has a significant influence on organizational commitment. As beta level is +0.47 so this impact is positive.

Conclusion:

The Current study investigated the impact of organizational collaborative climate and ethical climate on the commitment. The results of regression analysis showed that the impacts of the organizational collaboration as well as the ethical climate are significant and positive on the organizational commitment. So, we can expect that when we provide a collaborative and ethical climate, the positive outcomes will be earned. One of the valuable ones is the organizational commitment. Although our study showed that the impact of collaborative climate and ethical climate are significant but, there is a need for more studies to investigate this impact in another organizational settings. Also the impact of collaboration on ethical climates should be investigated on the dimensions of commitment (i.e. normative commitment, continuance commitment and affective commitment).

Table 1- Regression coefficients for organizational climate and organizational commitment

Predictor	Non. Std. Coefficients		Std. Coefficients	t	p	R	R ²	F	P-value
	B	Std. Coeff.							
Constant	3.09	0.25	0.63	12.53	0.001	0.61	0.38	119.32	0.001
Organizational Climate	0.53	0.05		11.16	0.001				

Table 2- Regression coefficients for organizational climate and organizational commitment

Predictor	Non. Std. Coefficients		Std. Coefficients	t	p	R	R ²	F	P-value
	B	Std. Coeff.							
Constant	3.43	0.26	0.54	13.24	0.001	0.54	0.27	97.12	0.001
Ethical Climate	0.49	0.05		9.34	0.001				

Table3- Regression coefficients for organizational climate and organizational commitment

Predictor	Non. Std. Coefficients		Std. Coefficients	t	p	R	R ²	F	P-value
	B	Std. Coeff.							
Constant	3.57	0.25	0.54	14.50	0.001	0.54	0.29	66.07	0.001
Organizational Climate	0.47	0.05		9.28	0.001				

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10/30/202