The effectiveness of organizational commitment on the staff of organizations

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Abstract. Another distinctive attitude was commitment of organizational a job of staff organizations that is one of the objectives is to remain in the organization and a member of the organization. Because of the high level of dependence - the individual should be defining our job, and it was represents own self, but organizational commitment, which means that the staff was belonged to organization. In fact, the investigations shows that the prediction and explanation of individual behavior (much more than job satisfaction) are used by organizational commitment, we can better predict the rate of absenteeism and shift of staff. Researchers and scholars have done much research on the relationship. Therefore, the researchers can be classified to two categories: the definition of organizational commitment, which could be effect on the organizational commitment by other factors.

Keywords: commitment, organizational commitment, independent of job, job of satisfaction, movement of staffs.

1. INTRODUCTION

According to the research, staffs behavior in an organization influence on personals attitudes. hence, managers should have sufficient knowledge about this.such that, awareness of all attitudes isn't needful for managers and they don't have interest to know them,too. Indeed they want knowing about job and organizational attitudes.so, depending on the job shows a person think this job is for himself and it is his reagent.but organizational commitment means that a person should know the organization is his reagent.

Indeed, results show we should use organizational commitment for forecasting and vindicating staffs behavior.(more than of job satisfaction) and we can forecasting the absence and movement of staffs.

Commitment means as: doing something, undertaking, preserving, but in term have these meanings:

1) Action to engage for responsibility of a belief
2) Action of reference or mention to a matter
3) Undertaking or responsibility to do working in the future

PORTER and LIMON (1974) and their colleagues define organizational commitment (matching and linking) that It consists of three factors:

1) Accepting organization and organizational objectives
2) Readiness to try for justifying
3) Interesting to protection being member in the organization.

Organizational commitment those relative amounts of a specific organization or its attachment to the organization that can be composed of three elements:

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1) To believe of the values and goals of the organization.
2) Interest to more effort in achieving the organization's objectives.
3) Desire to more maintain & membership in the organization.

Therefore, this studies were for three attitudes :
1) Job satisfaction
2) Job involvement
3) Organization commitment.

Commitment is defined (Oxford Dictionary, 1969) were necessary for limitation freedom of action.

The definition of organizational commitment has relationship of positive between organizational commitment and behavior of staffs as effort for doing to work, remain and to effect maintains of staffs. Participate effectively in the workplace, over desire to organizational citizenship behavior and provide to high-quality services have shown. In fact, these factors had shown effect on the performance of all employees. Furthermore, in a world of hasting and today's dynamic economic environment, the organizations are able to provide a guarantee of "a job for life 'is not, Even the most qualified individuals are perceived organizational commitment. So many, organizations interested in extracting and applying that have type of behavior.

2. VIEWS OF ORGANIZATIONAL COMMITMENT
2.1. View of Kelly (2013)

It is difficult to obtain in the management of staff commitment. When everything is fine, the staffs are committed. However, the staff causes uncertainty and negative thinking attitude towards their work. Therefore, involvement staffs to work of positive and with value in organizations which were strengthen in the organizational commitment one of the factors that considering to affecting in the organizations

2.2. View of Frederick J& Fred P. Anderson(2010)

In any organization, especially in any business or organization where have provided services, management's commitment to staffs and employee commitment to the organization was relative to, the best of quality services. While in the staffs were developments to organizational commitment that depend on the style of management, therefore the management was worried job of satisfaction and development.Maintenance staffs were required to ethical principles fundamental that have increased the survival of business organizations.

The upper-level managers, which have commitment to staffs and quality service that could be performance in the organizations, not only these were increases the perception of staffs. Also,

Sensitive managers was like tool to staffs, immediately they are replaced and to create coercion psychological environment. The creative of motivating and agreement due to force behind threat in staffs.

2.3. Affective commitment organization's to staffs

Affective commitment, means that the number of staffs have feel to the organization because the effective of extraordinary have putting in staffs & organizational performance. Level of high in affective commitment will not in staffs and along impact on the continues commitment.

But also encourage staffs were try their organizations to source talents to reach the organization's growth and prosperity..

A high level of emotional commitment staffs were activity in organization as brand of ambassador,

On the other hand, a staffs with high commitment and continues doing work in organizational but weak affective commitment may damage the criticism of other staffs of organization which are protected.

Directly, Affective commitment of staffs depended on useful work experience; Therefore, policy management strategy have causes the strengths and weaknesses of evaluation to assess staffs because a number of staff have appropriate work experience and which have succeed to help their organizations.

In relation with managers who are employ to suitable people in the organization to very emphasize because an affective commitment of staffs were high level of confidence. A mount of higher affective commitment than the gap between personal and organizational values is minimal. However, significant differences have exist between the values of individual and organizational staff and thus to improve the strategies and programs to enhance understanding and knowledge of organizational values and organize their personnel

3. PERSPECTIVE OF ORGANIZATIONAL COMMITMENT

Staffs participation in the mission and vision of organizational commitment were a kind of staffs commitment to the organization,because they will remain in any design center strategic management. Over the centuries, business leaders with the findings of the psychology of feelings and expectations of staff and the needs of their everyday business practices found that to be the perfect location for both employer and employee. This situation at the organizational commitment will help to ensure organization for achieved significant goals.

The convention is that organizations can focus on innovation and organizational change in the present management. By information of new in human resources as well as service organizations to provide employees at all levels to be achieved good results in business productivity wide change. Today, the organizations are faced with staff's problems and they should provide changes in their programs.

Innovational commitment and though leadership are new ways based on theoretic analysis and are used in the world. The holistic ways can help management changing the organization needs to abilities. With these changes organization grow talents with human capitals such as strategy, tanning, leadership, and cooperation.

4. THE SPECIES OF ORGANIZATIONAL COMMITMENT TO STAFFS IN ORGANIZATIONS

(HERSY AND BLANCHARD; 1989) Say in their researches that effective managers consider commitment such as;

1. *Commitment in to clients*

    A manager or staff should show his commitment by giving importance to clients.

2. *Commitment in to organization*

    Managers or staffs of effective to their organization had honor and those honor in their behavior. They show their commitment with different ways.

3. *Commitment in to oneself*

    Always, managers or staffs have image of strong & positively in behavior about others. And good conditions are acted as a positive energy. But they shouldn't be egoist. They show their commitment with autonomy, gaining skills, and determine helpful criticisms.

4. *Commitment in to people and work groups*

    Managers or staffs are committed toward work groups too. And show dependency about them.

5. *Commitment in to the job*

    Managers and staff try to keep the job by keeping correct concentration on the job, being practical and clarifying importance of job.

5. ORGANIZATIONAL GOALS

Every organization, several goals and for reaching them It should try. Objective are formal they have main difference with operational objective. Determining objectives has advantages; Legitimizing (an organization determine mission, and announce for interest groups, in the inside and outside of the organization).Formal goal says the ultimate goal of organization. Beyond this, while the staffs know goals join to them and committed to it.

Staffs guidance and motivation causes that one member of organization determine his path. An organization has strategies for reaching ultimate goal and they are determinant member's job.

Guidelines for decision-making, goal-setting organization, restrictions or limit the behavior and the decisions he must make. It aims to help people in the process of determining the organizational structure, innovation and welfare of their members and staff or development and progress and growth decisions are reasonable.

An ethical values of the organization, ethics and protection of moral values, as one of the most important phenomena become, in most organizations is considered. Principles of ethics were as part of official policy and culture organizations is informal. Ethics means as the moral principles and values that govern the behavior of a person or group, what is true? And what is false?.

6. ORGANIZATIONAL COMMITMENT

Hale says; it had better to omit one concept and other concepts are connected to aspects of commitment. For example, the term of commitment is for describing different phenomena such as trend toward working, loyalty,in this case personal commitment for effective dependence that will be used.

Who is the high level in organizational commitment?

Committed staffs have a good and long service records. These staffs stayed in organization and have strong organizational commitment. Probably they had faith and merit in their job and they show positive feeling and behavior about organization.

Committed from all levels. Because positive of power allows people to effect on decisions. And they have authority in the job. The high level of job is along independence for cooperating in making decisions.

Affect factors in organizational commitment

Some researchers believe organizational commitment is important because it has relationship with job behavior; Absence, Desertion, job satisfaction, involvement, communication with subordinates.

Organizational commitment and absence

Relationship between organizational commitment and absence is reverse. MAYER and colleagues found that relationship between emotional commitment and intentional absence is reverse too.

Organizational commitment and desertion

Relationship between organizational commitment and desertion is reverse.Committed staffs don't leave organization.LEE and colleagues believe the organizational commitment can predict desertion,by TAMISON says emotional commitment and continued commitment have relationship with trending to desertion.

Organizational commitment and job satisfaction

Vanderberg 1992, There are four assumptions about relationship between organizational commitment and job satisfaction :

1. Job satisfaction can cause organizational commitment. It means job satisfaction is prior to organizational commitment.
2. Organizational commitment can cause job satisfaction. It means organizational commitment is prior to job satisfaction.
3. Organizational commitment and job satisfaction have reciprocity with each other.
4. There isn't any communication between job satisfaction and organizational commitment.

WIYAMZ and HERNER supported the first assumption and BITMEN, DOZERT supported the second assumption. KOORI supported fourth assumption.

Job involvement in organizational commitment

Job involvement is representing for professional identity. It means how to evaluate job values with job performance. People who involved in job have good performance. If they don't involve job they will experience alienation. Organizational commitment has direct link with job.

Organizational commitment and delay of staffs

ANJEL and PEERY believe that relationship between organizational commitment and staff delay is reverse. It means committee staff try to be present in job timely.

Organizational commitment and job stress

Some people believe that emotional commitment is fender for negative effects of job stress committed employee may be more than others in front of negative effects of job stress. Continuous commitment has positive relationship with stress or conflict between family and job.

Organizational commitment and job performance

Commitment influence on job activity this action influence on performance. So, commitment has positive correlation with individual and group index. But(ALLEN and MAYER)believe staff trend to cooperate for effectively and it is under the influence of their nature of the commitment. The staff like organization (emotional commitment)and people need to an organization(continuous commitment) most probably try for organization. So there is positive correlation between commitment and performance for evaluating commitment. We use emotional commitment. Of course need of staying in the organization leads to cooperation. In this case, normative commitment will have positive correlation with performance continuous commitment doesn't have positive correlation with performance in ordinary condition. Organization needs and thinks staff they shouldn't try to keep of members in the organization.

Communication between association and organizational commitment

Researches show one of factors for shaping up commitment is that people should be cooperated in the organizations decision. If staff have real cooperation in programming and determining objective it will be affected their situation. And they will know organizational objective for themselves. So managers should provide this space.

With attentions to problems and issues of staffs should be prepare to facilities for sources and cooperation guides staffs in organization.

Relationship between performance evaluation and reward with organizational commitment

BAMBERGR believes that;

1. Payment based on performance; WILIYAMZ and MIKE concluded if staff have reward for high performance they won't leave organization. Probably it means the system of reward able will be an investment for keeping them in the organization. These searches show organizations should keep these staff.
2. Emphasis on spiritual rewards; BAMBERGE believes organizations follow committed strategies they emphasize on spiritual rewards.
3. Internal equlity;it should be justice in collective rewards for staff. Internal equality is one of the features of the organizations that emphasis on committed strategies.
4. External equality; collective rewards should be equal with other organizations. Those compete in the market. BACHK says if the organizations have a high level of quality they

will have less ablation for taking advantages and increase their commitment. Amount of advantages has importance in reducing movement.

5. Long-term evaluation; evaluating staffs performance in the organizations that follow committed strategies should be done in the long-term.

7. Justic in collecting data and evaluating performance: Performance evaluation can be objective or subjective. Staffs assumption for justice observance is very important. One way evaluating performance with objective data. Of course companies can use subjective scales too. STEAM believes advantages such as medical facilities, retirement facilities, stock programming, profit sharing; cash rewards have direct relationship with organizational commitment. These advantages increase commitment when staff be aware of these benefits and to ensure fairness and justice in their payments.

8. CONCLUSION

Human resources in organizations are a valuable human capital. Therefore, especially human resources with new youth should be important and prepare for them full instructions, until they could be succeed in organization to suitable satisfaction jobs. Also, a person must try to adhere to your organization and commitment, For those committed to the values and goals of the organization are more committed and active role in the organization and likely they should be act lesser than tto leave the organization new employment opportunities.

As noted above, concept of organizational commitment have donate on positive attitudes organizational that attitude of loyalty staffs feel is achieved with participation in corporate decisions regarding to the success and welfare of the people.

Recent research shows that some of relationship between with the priorities in the development of human capital and the ability of employees to achieve high performance. In the commitment to create policies and programs that are there are clearly people to help to implement the goals in their personal and professional.

The results related to the impact of employee engagement on a conceptual model are expressed as follows.

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