An Empirical Study on the Relationship between Personality and Affective Organizational Commitment with specific reference to Faculty in Management Education

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Abstract

This research study was undertaken to explore the relationship between different personality traits and affective organizational commitment in educational Institutions. The survey was conducted by administering the questionnaire to the faculty members in educational institutions with special reference to Bangalore city in Karnataka. The results of the research proved that there is significant positive correlation exist between extroversion, openness and affective component. A strong negative correlation also exists between agreeableness, neuroticism and affective component. A comparative study was also carried between the results of bivariate regression analysis and stepwise regression analysis. The pattern of variation of the personality traits to affective commitment differs when present individually and collectively. The results revealed that the personality traits like openness, neuroticism and extroversion when present collectively and openness, extroversion when present individually contribute to the affective component. The theoretical implications of the findings are discussed in detail.

Keywords: personality traits, affective organizational commitment.
References


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