ORGANIZATIONAL COMMITMENT AND SELF-EFFICACY AS PREDICTORS OF JOB SATISFACTION AND ORGANIZATIONAL HEALTH AMONG EXECUTIVES AND NON-EXECUTIVES OF BANK EMPLOYEES

ABSTRACT

THESIS

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ABSTRACT

An organization cannot grow and develop without healthy, satisfied, well motivated and efficient work forces. Occupation is a necessary sector of human life and psychological agents like self-efficacy, commitment and well-being can construct safety, high living standards, satisfaction and happiness. The present study is centered “Organizational Commitment And Self Efficacy As Predictors of Job Satisfaction and Organizational Health Among Executives and Non-Executives of Bank Employees”. The study has special implications for the management. Many research evidence demonstrates positive evaluations of organizational attributes which directly or indirectly leads to organizational and individual effectiveness and productivity.

Sample size is used for the study comprising of three hundred (N=300) executive and non-executive of bank employees were randomly from different banks of Aligarh. According to the aim of the research, one hundred fifty (N=150) executive (75 from public sector and remaining 75 from private sector banks) and another one hundred fifty (N=150) non-executive bank employees (75 from public sector and remaining 75 from private sector banks).

Following below measures were used in the research:

1. Organizational Commitment Scale developed by Shawkat and Ansari (2001). This scale is a seven-point scale and consists of fifteen items with three dimensions. These dimensions are taken from Meyer and Allen (1991) framework of commitment. They are affective commitment, continuance commitment and normative commitment respectively.

2. Self-Efficacy Scale Developed by Singh and kumari (1990). The scale consists of 28 items. The scale is five point rating scale on the continuum of 'Strongly agree' to 'strongly disagree ' with range to 28 to 140. The split -half reliability coefficient of scale is 0.72 with a high content validity

3. Job Satisfaction Scale: This scale developed by B.L.Dubey, K.K.Uppal, S.K. Verma, C.K.Maini (1989). It was a five point scale comprises twenty five items. Strongly agree to score 0 to 4 items. Total 0 to 100 per subject. Reliability: test retest= 0.64, split half reliability co efficient=072. intrinsic score=.80.

4. Organizational Health Scale: Developed by miles (1965).It had 40 items conforming to likert scale. The items are divided into 10 dimensions having four
items in each dimension, this make into total 40 items. The scales rated from completely agree to completely disagree. The split-half reliability was computed 0.84 similarly the content validity was determined on the basis of judges.

**The present study has set the following objectives:**

- To study the relationship of organizational commitment and self efficacy with job satisfaction among overall banking sector employees.
- To study the relationship of organizational commitment and self efficacy with organizational health among overall banking sector employees.
- To study the relationship of organizational commitment and self efficacy with job satisfaction among executive employees of banking sector.
- To study the relationship of organizational commitment and self-efficacy with organizational health as per the perception of executive level employees of banking sector.
- To study the relationship of organizational commitment and self efficacy with job satisfaction among non-executive employees of banking sector.
- To study the relationship of organizational commitment and self-efficacy with organizational health as per the perception of non-executive level employees of banking sector.
- To study the critical predictors of job satisfaction in organizational commitment, self-efficacy among the overall employees of banks.
- To study the critical predictors of organizational health in organizational commitment, self-efficacy, as per the perception of the overall employees of banks.
- To study the critical predictors of job satisfaction in organizational commitment, self-efficacy among executive level employees of public and private sector banks.
- To study the critical predictors of organizational health in organizational commitment, self-efficacy, as per the perception of executive level employees of public and private sector banks.
- To study the critical predictors of job satisfaction in organizational commitment, self-efficacy among non-executive level employees of public and private sector banks.
Abstract

- To study the critical predictors of organizational health in organizational commitment, self-efficacy, as per the perception of non-executive level employees of public and private sector banks.
- To determine the difference between executive and non-executive of bank employees with respect to organizational commitment, self-efficacy, job satisfaction and organizational health.

The main findings of the study given below:

- Organizational commitment and self efficacy both are positively correlated with organizational health while with job satisfaction negatively correlated. It means that when level of Organizational commitment and self efficacy increases simultaneously level of organizational health increases but job satisfaction will decrease as per this research among banking sector employees.
- Findings also show that predictor variables (Organizational commitment and self efficacy) are positively correlated with criterion variables (job satisfaction and organizational health) among executive and non-executive banking sector employees. It means that when organizational commitment and self efficacy will increase then job satisfaction and organizational health also suppose to increase.
- It was found that organizational commitment and self-efficacy have positive contribution on job satisfaction and organizational health among overall executive and different segregated groups also i.e. executive public sector, executive private sector, non-executive public sector and non-executive private sector bank employees.
- There is a significant difference found between the mean scores of executive and non-executive of bank employees on organizational commitment and self-efficacy while insignificant difference found in terms of job satisfaction and organizational health.
- Whereas, non-executive of banking sector employees are found higher as compared to executive of banking sector employees in terms of affective commitment, continuance commitment, normative commitment as well as on overall organizational commitment.
Executive and non-executive banking sector employees are also significantly differ on the level of self efficacy while in terms of self-efficacy executives are higher than the non-executive banking sector employees.

Executive and non-executive banking sector employees are having almost equal level of job satisfaction and there is no significant difference on job satisfaction.

In terms of organizational health executive and non-executive banking sector employees are have overall insignificant difference on executive and non-executive banking sector employees.